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2013 Workplace and Equal Opportunity Survey of Active Duty Members

Administration, Datasets, and Codebook

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DMDC Report No. 2013-047
May 2016

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

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Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). The survey program is conducted under the leadership of Kristin Williams, Director, *Defense Research, Surveys, and Statistics Center* (RSSC).

Policy officials contributing to the development of this survey include James Love (Office of Diversity Management and Equal Opportunity).

DMDC's Survey Design, Analysis, & Operations Branch, under the guidance of Elizabeth P. Van Winkle, Deputy Branch Chief, is responsible for the development of questionnaires in the survey program. The lead survey design analyst was Natalie Namrow, SRA International, Inc. Survey operations, under the guidance of Carol Newell, Team Lead, are responsible for the survey database construction and archiving. The lead operations analyst on this survey was Lisa Davis. Data Recognition Corporation (DRC) performed data collection and editing.

DMDC's Statistical Design Branch, under the guidance of David McGrath, Branch Chief, is responsible for developing the sampling and weighting methods used in the survey program. The lead sampling analyst on this survey was Phil Masui, supported by Eric Falk, who used the DMDC Sampling Tool to plan the sample and develop weights for this survey. Carole Massey and Sue Reinhold provided programming support for the sampling and weighting tasks.

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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

The *Defense Research, Surveys, and Statistics Center* (RSSC), Defense Manpower Data Center (DMDC), conducts 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 paper-and-pen surveys and Web-based surveys.

The *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*) was designed to assess the attitudes and opinions of active duty members on a wide-range of quality of life issues. Data were collected by Web between April 12 and July 22, 2013.[1] The sample consisted of 88,816 active duty members. A total of 18,018 eligible members returned usable surveys, which represent an adjusted weighted response rate of 23%.

Overview of Report

The next section of this report describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data, and prepare analysis weights. DMDC (2013a) and Riemer and Kroeger (2002) provide details on sampling and weighting.

Following the summary of the survey methodology is a description of the survey analysis file layout and key variables. Appendices C-K address key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. The appendices in this report include:

- A – Survey instrument.
- B – Samples of all possible communications sent to sample members during the survey administration: letters, e-mails, and Marines OnLine (MOL) postings.
- Conventions for variable naming and construction are provided in C (annotated questionnaire) and D (coding scheme).
- E, F, and G list the names and values of all variables in the basic survey file and the confidential variables.
  - E lists the variables in alphabetic order and flags the confidential variables with an asterisk (*).

[1] The Web survey instrument allows us to have a soft opening and closing for the survey. The survey instrument was open and available to take survey responses between April 12 and July 22, 2013. The e-mail notifications and reminders stated that the field opened on April 15 and closed on July 17, 2013.

  - F lists the variables in the order that they appear in the dataset. Variables with the same function are grouped together, (i.e., all variables used for weighting are located together).

  - G provides a frequency for each variable with the SAS[2] values, OS flat file[3] values, and SAS labels in the order that the variables appear in the dataset. In addition to the variables available on the basic survey file, H contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents.

- H provides the record layout for the basic survey flat file.

- The SAS code used to construct the analytic variables are included in I.

- Examples of analyses are provided in J.

- K lists all questionnaire items and identifies where they have been used in previous DMDC surveys.

Method

Survey Instrument

The *2013 WEOA* fulfills the Congressional mandate outlined in Title 10 U.S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The *2013 WEOA* is the third DMDC active duty survey of racial/ethnic issues and was modeled on previous DMDC surveys of Reserve component and active duty 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 *2013 WEOA* was subdivided into the following eleven topic areas:

1. *Background Information*—Active duty status, 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.

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 depression experiences.

[2] SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.
[3] The OS flat file is a text version of the dataset. The variables are in the columns and the records are in the rows. This data can be loaded into any statistical software package.

6. *Workplace 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 confrontation and exposure to racist/gang messages and organizations.

10. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical comparisons between military and civilian prevalences of racial/ethnic harassment and discrimination.

11. *Further Background Information*—Religion/religious preference.

Sample

The target population for the *2013 WEOA* consists of active duty members in the Army, Navy, Marine Corps, Air Force, or Coast Guard, who were drawn from the *September 2012 Active Duty Master Edit File* (*ADMF*), and are below flag rank. The sample consisted of 88,816 individuals; 18,018 ultimately provided usable survey responses.

Constructing the Frame and Drawing the Sample

DMDC's *September 2012 Active Duty Master Edit File* (ADMF) was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. Final eligibility for the sample was based on membership in the *November 2012 Defense Enrollment Eligibility Reporting System* (DEERS) *Point in Time Extract* (PITE). The specified definition of the population, described above, resulted in a sampling frame with 1,407,767 eligible members. A non-proportional stratified, single stage random sample of 88,816 members was selected.

Stratification Variables

The frame was stratified (divided into mutually exclusive population groups) for sampling using the three variables listed in Table 1.

Table 1.
Member Stratification Variables

Dimension of Stratification	Levels
Race/Ethnicity	Hispanic
	White/Unknown
	Black
	American Indian/Alaskan Native
	Asian
	Hawaiian/Pacific Islander
	Multi Race
Service	Army
	Navy
	Marine Corps
	Air Force
	Coast Guard
Pay Grade	E1-E4
	E5-E9
	W1-W5
	O1-O3
	O4-O6

Researchers identified population subgroups of particular interest to policy officials. These reporting domains were defined using the demographic variables shown in Table 2. Multiple versions of most of these variables were created to permit varying levels of detail for analysis and reporting.

Table 2.
Factors Defining Key Reporting Domains

Variable	Categories	Variable	Categories
Service*	Army Navy Marine Corps Air Force Coast Guard	**Race/ Ethnicity***	Hispanic White/Unknown Black American Indian/Alaskan Native Asian Hawaiian/Pacific Islander Multi Race
Gender	Male Female	**Pay Grade***	E1-E4 E5-E9 W1-W5 O1-O3 O4-O6
Deployment	Deployed in the past 12 months Not deployed in the past 12 months		

*Stratification variables (see Table 1).

The sample size and allocation were determined using the DMDC Sample Planning Tool (Dever & Mason, 2003). The Tool uses a formal mathematical procedure (Chromy, 1987) to determine the minimum cost (i.e., minimum size) allocation that meets precision requirements (e.g., ± 5 percentage points) imposed on prevalence estimates for key reporting domains.

Within each stratum, the sample was selected with equal probability and without replacement. Sampling rates varied across the strata, so individuals were not selected with equal probability overall. Table 3 presents a summary of the sample allocation for the total population and race/ethnicity and pay grade by service.

Table 3.
Sample Allocation for the 2013 Workplace and Equal Opportunity Survey of Active Duty Members

Sample	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
Total	88,816	29,581	25,448	16,793	12,212	4,782
Race/Ethnicity						
Hispanic	14,825	5,653	3,940	3,044	1,171	1,017
White/Unknown	12,718	3,994	1,767	3,540	2,090	1,327
Black	16,151	7,023	2,,813	3,182	2,139	994
American Indian/Alaskan Native	14,595	3,444	7,878	1,584	1,171	518
Asian	11,421	4,309	2,654	2,888	1,449	121
Hawaiian/Pacific Islander	12,807	5,158	2,586	1,755	3,048	260
Multi Race	6,299	0	3,810	800	1,144	545
Pay Grade						
E1-E4	50,029	16,773	15,381	10,941	5,058	1,876
E5-E9	28,606	9,542	8,027	3,938	5,161	1,938
W1-W5	1,016	565	81	169	0	201
O1-O3	6,131	1,826	1,286	1,288	1,268	463
O4-O6	3,034	875	673	457	725	304

Respondents

Sample Losses

The original sample file contained 88,816 records. A summary of losses to the drawn sample are listed in Table 4. Sample members were lost for three main reasons: (1) self- or proxy-reported ineligibility, (2) nonlocatability, and (3) refusal to participate in the survey, or other nonresponse.

Table 4.
Final Sample Relative to Drawn Sample

	Sample counts		Weighted estimates of population	
	n	%	n	%
Drawn sample	88,816		1,407,767	
Ineligible on master files	-1,043	1.17%	-17,169	1.22%
Self-reported ineligible	-250	0.28%	-5,033	0.36%
Total: Ineligible	-1,293	1.46%	-22,202	1.58%
Eligible sample	87,523	98.54%	1,385,565	98.42%
Not located (estimated ineligible)	-150	0.17%	-2,296	0.16%
Not located (estimated eligible)	-12,962	14.59%	-170,066	12.08%
Total not located	-13,112	14.76%	-172,362	12.24%
Located sample	74,411	83.78%	1,213,203	86.18%
Requested removal from survey mailings	-369	0.42%	-6,848	0.49%
Returned blank	-914	1.03%	-13,471	0.96%
Skipped key questions	-2,295	2.58%	-33,398	2.37%
Did not return a survey (estimated ineligible)	-604	0.68%	-11,193	0.80%
Did not return a survey (estimated eligible)	-52,211	58.79%	-829,191	58.90%
Total: Nonresponse	-56,393	63.49%	-894,101	63.51%
Usable responses	18,018	20.29%	319,102	22.67%

Elimination of ineligibles decreased the sample to 99% (87,523) of its original size. Losses attributable to either ineligibility or unlocatability resulted in a sample that was 84% of the drawn sample. Respondents included all sample members who completed 50% of applicable questions[4] and the critical questions, Q28 and Q31. At the conclusion of the survey fielding, 18,018 eligible, locatable sample members had returned usable surveys.

Location, Response and Completion Rates

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by the Council of American Survey Research Organizations (CASRO). CASRO noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates. The new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982). This definition corresponds to

[4] Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

the American Association for Public Opinion Research (AAPOR) RR3 (AAPOR, 2008), which estimates the proportion of eligible cases of unknown eligibility.

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

Table 5.
Location Rates, Response Rates, and Completion Rates for Eligible Sample Members

	Observed Operational Rates	Weighted Operational Rates
Location rate	85%	88%
Completion rate	24%	27%
Response rate	21%	23%

Survey Development and Administration

The survey was hosted on the operations contractor's secure Web site so that sample members could complete the survey online. Respondents entered the survey through a .mil site (https://www.dmdc.osd.mil/dodsurvey). The site stated the sources of the survey's certification and invited sample members to enter their personal ticket number and click "Continue." The sample members were then redirected to the operations contractor's secure Web site (http://www.dodsurvey.net). Sample members next saw a welcome page, which instructed them on the need to make a security pin and gave them access to the frequently asked questions (FAQs). After members created their pin, they saw the Privacy Act Statement and Informed Consent Information. If the members agreed to do the survey, they clicked "Continue" to begin the survey.

Each survey question was displayed on its own Web page. For each question, the survey allowed respondents to return to the previous page, move forward to the next page, clear their response(s), or save and exit the survey. If the respondent chose to save and return later, upon returning to the survey, the respondent was required to enter their ticket number and Personal Identification Number (PIN) and was brought back to the item from which they exited. Respondents answered questions by clicking on radio buttons, checking boxes, choosing from a drop-down list, or by text entry. The final page of the survey had a "Submit Information" button and a "Previous Page" button, both with full text explanations of their functions. In addition to the navigation features, the survey featured smart skips. Based on previous answers, the respondents would be shown questions for which they were applicable (see Appendix D for skip information).

Survey Administration

The survey administration process began on April 15, 2013, with the mailing of notification letters to sample members (minus original ineligibles). Up to three additional postal communications were mailed to sample members throughout the field period. In addition, sample members with a valid email address received an e-mail announcement and could have received up to nine e-mail reminders during the field period. Postal and e-mail mailings stopped once the sample member submitted their survey. The dates of the mailings are displayed in Table 6 later in this section.

Survey Control System

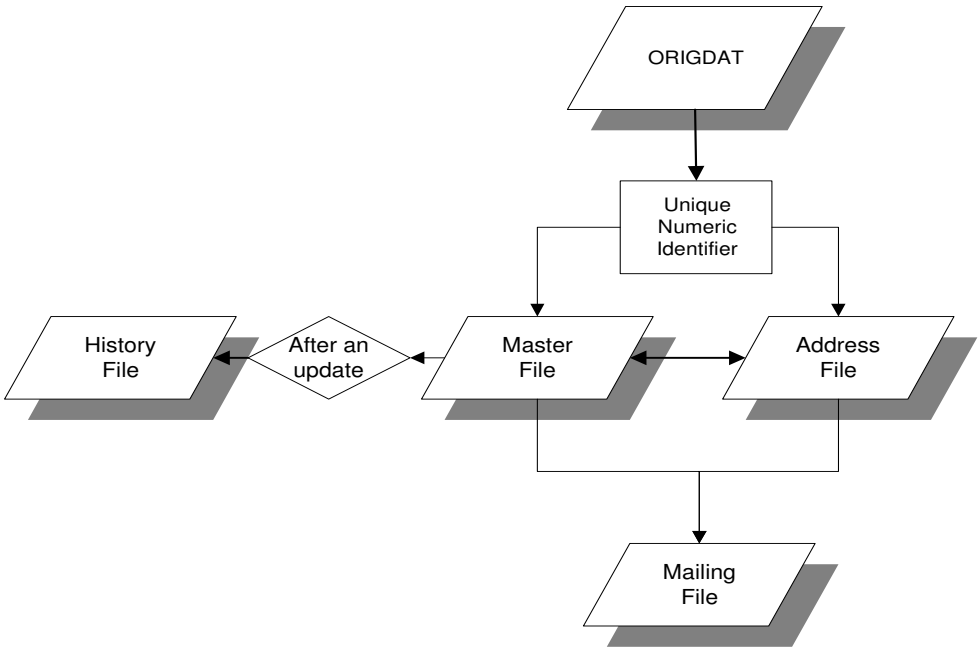
This section describes the process and system used to maintain and track all communications with sample members: the Survey Control System (SCS).[5] The relational database stored the original sample file, addresses, the history for all changes related to sample member eligibility and their addresses, and a file that tracks the sending of communications to each sample member (see Figure 1). The relational database structure allows sample members to have more than one address (a one-to-many relationship in the master table to address table). The *2013 WEOA* maintained both postal and e-mail addresses in the system.

The SCS was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members' names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available for basic release.

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

[5] In this document, the term *SCS* refers to the set of data files as well as the program or operating system which maintains those files.

Figure 1.
Survey Control System



ORIGDAT file. The ORIGDAT file consists of 88,816 records, one record for each member of the sample. It is the original sampling SAS® dataset sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor's computer system and while doing so, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and in returns datasets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

ADDRESS file. The ADDRESS tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 386,846 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample member faxed in a change of postal or e-mail, the new address was added as address number two. The ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO,

WEOA1301ID, ADDRNO, address, the source of the address, address priority code (a variable indicating whether the record is the highest priority address for this sample member), and variables indicating whether the address successfully reached the sample member. All e-mail addresses have the same priority code and are used simultaneously for each communication. If an address bounces, it is flagged as invalid and placed in the HISTORY file (see the section below for more details on the HISTORY file).

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

1. Updates directly from a sample member (call, fax, e-mail, Web update or letter)

2. Address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])

3. NCOA-updated addresses

4. DEERS residential addresses

5. DEERS unit addresses

Unlike postal addresses, e-mail addresses have no priority and the operations contractor send reminders to all e-mail addresses on file. Once an address is found to be bad, it is placed in the HISTORY file. The *2013 WEOA* had four sources of e-mails:

- Updates from the sample member
- DEERS files
- DTS files
- Purchased e-mails from an outside vendor

MASTER file. The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO, WEOA1301ID and the address number for the highest priority postal and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail nondeliverable or Web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including

changes to the highest priority address), the SCS updated the MASTER record (N=88,816) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

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

MAILING file. The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for an item postal mailed or e-mailed during the survey administration (N=1,098,047). Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

Address Update Procedures

Initial Address Updates

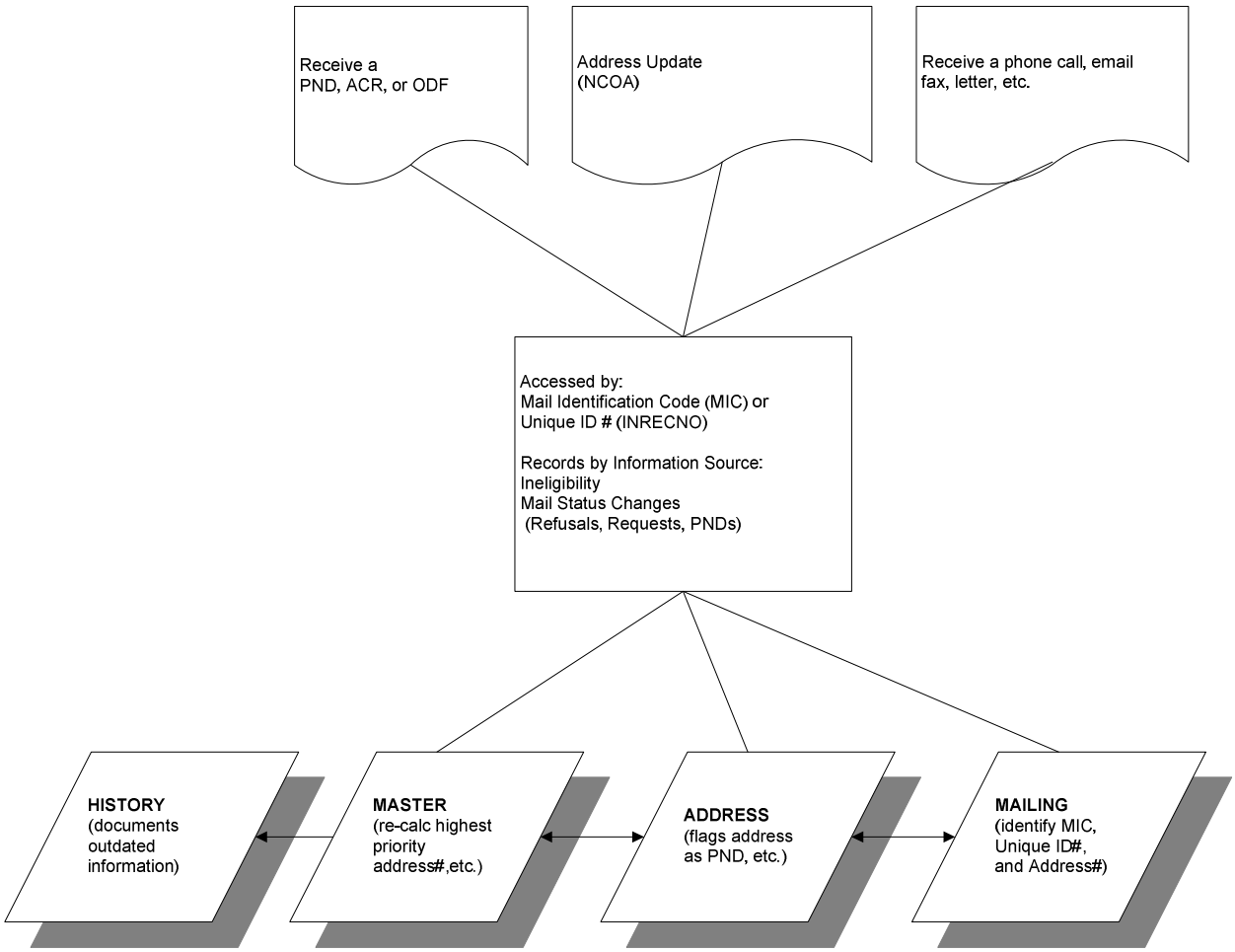
Prior to the first mailing, the operations contractor ensured all domestic residential addresses were formatted to conform to United States Postal Service (USPS) standards. Once the addresses were standardized they were passed through operations contractor-owned Satori software where they were checked against the NCOA database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the USPS. The updated NCOA address file was then integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the "highest priority code assigned" in the MASTER file.

After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The results were integrated into the SCS, updating records in the ADDRESS file.

Ongoing Address Updates

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

Figure 2.
Address Updating Procedures



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

If all known addresses for a sample member were returned Postal Non-Deliverable Mail (PND), the sample member's record in the MASTER file was flagged "no address available." The operations contractor then designated the sample member "nonlocatable" and stopped further mailings.

Processing of Updates

Updates from Sample Members

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

Updates from the U.S. Postal Service

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

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the SCS so the records could be updated as PND. This was done as necessary to coincide with the mailing/re-mailing schedule. If sample member had another address on file (e.g., the unit address), that address was used for the next mailing.

2. Address Correction Requests (ACR; hard-copy): The outbound envelopes contained the endorsement "Address Service Requested." The post office provided the corrections via hard copy cards that were sent to the operations contractor. The manual corrections were entered into the SCS by the operations contractor's Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing. The USPS also provided electronic updates delivered via a secure Web site. These updates were programmatically entered into the SCS.

KIA/Deceased List Process

Throughout the survey mailing cycle, DMDC provided weekly lists of sample members who have been killed in action (KIA), are missing in action (MIA), or are deceased. These sample members' SCS records were updated up until survey field close with a disposition code that indicated no further mailings are to occur. This updating process occurred within 24 hours of receiving the KIA/deceased list. The current list was applied to the sample file before the selection process for every postal and e-mail distribution. In addition, for KIAs and MIAs, if a postal mailing was in process at the time the list is received, the operations contractor manually pulled the indicated mail piece out of the mail stream.

Survey Materials and Their Distribution

Each eligible sample member received at most four original mailings: an announcement letter and three reminder letters. Each mailing contained only a letter. In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, sample members with an e-mail address received at most ten e-mails: an announcement and nine reminders. Marine Corps sample members also received an announcement and reminder via Marines OnLine (MOL). Samples of the letter, e-mail and MOL communications are provided in Appendix B.

General Mailing Procedures

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned independently since only a letter was sent with each mailing.

Ticket Numbers for Web Survey Access

Prior to the first mailing, a list of ticket numbers[6] for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

Description of Letters

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. The letters were folded and machine inserted into window envelopes and sent by first class mail.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

[6] Ticket numbers are eight alpha numeric characters generated at random.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. See Appendix B for copies of the letters. The letters were approved and printed on letterhead from the Office of the Under Secretary of Defense. The letters were signed by the Director of the Defense Manpower Data Center, Mary Snavely-Dixon.

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

Mailouts

Table 6 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 87,710 sample members on April 15, 2013.

The first reminder letter was sent to 75,583 sample members on May 16, 2013. The letter thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The second reminder letter was sent to 68,733 sample members on June 10, 2013. The letter again thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The third reminder letter was sent to sample members who hadn't responded. The letter was mailed to 63,569 sample members on July 5, 2013.

Table 6.
Mailing Timeline and Return Results

Mailing Numbers and Groups	Number Sent	Number of PNDs
Announcement	87,710	20,166
Announcement Re-mail 1	247	94
Announcement Re-mail 2	2,798	1,305
Announcement Re-mail 3	2,058	884
Announcement Re-mail 4	3,679	1,530

Mailing Numbers and Groups	Number Sent	Number of PNDs
Subtotal: Announcement	**96,492**	**23,979**
Reminder 1	75,583	12,726
Reminder 1 Re-mail 1	693	360
Reminder 1 Re-mail 2	272	131
Reminder 1 Re-mail 3	779	313
Reminder 1 Re-mail 4	688	269
Subtotal: Reminder 1	**78,015**	**13,799**
Reminder 2	68,733	7,388
Reminder 2 Re-mail 1	1,085	401
Reminder 2 Re-mail 2	223	64
Reminder 2 Re-mail 3	398	93
Reminder 2 Re-mail 4	1,803	351
Subtotal: Reminder 2	**72,242**	**8,297**
Reminder 3	63,569	1,951
Reminder 3 Re-mail 1	372	16
Reminder 3 Re-mail 2	547	4
Subtotal: Reminder 3	**64,488**	**1,971**

E-mail was also used to communicate with sample members. There were three sources for e-mails. First, each sample member had the opportunity to provide an e-mail address on the survey Web site during the survey. The second and third sources for e-mail addresses were the DEERS and DTS databases. Table 7 displays the percent of sample members for whom we had at least one valid e-mail by Service.

Table 7.
E-mail Address Availability by Service

	Army	Navy	Marine Corps	Air Force	Coast Guard	Total
Valid address available	96%	95%	73%	96%	93%	91%

At the start of the survey, sample members with e-mail addresses received an announcement which informed them the survey was active and ready for completion. An additional seven e-mail reminders were sent throughout the survey field period. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses "bounced" identifies sampled individuals that supplied an e-mail address but the address was invalid at the time the operations contractor attempted contact. This is analogous to a postal PND. E-mail address "sent" is not

the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

Table 8.
E-mail Communication Timeline

E-mail Numbers	E-mail Drop Date	Number Sent	Number Bounced
Announcement	04/15/13	92,131	2,607
Reminder 1	04/19/13	85,896	196
Reminder 2	04/25/13	82,184	8
Reminder 3	05/01/13	80,086	248
Reminder 4	05/07/13	78,420	114
Reminder 5	05/17/13	76,695	4
Reminder 6	06/11/13	74,669	6
Reminder 7	06/26/13	73,157	0
Reminder 8	07/09/13	72,274	4
Reminder 9	07/16/13	71,298	0

Marines OnLine (MOL) Postings

Marine Corps sample members have traditionally high non-locatable rates. According to the Defense Enrollment Eligibility Reporting System (DEERS), only 57% of Marine Corps E1-E4's have e-mail addresses. In addition, Marine Corps E1-E4's have a postal non-deliverable (PND) rate of 20%. To combat this issue, DMDC partnered with the Marine Corps to help increase respondent participation by using their portal, Marines OnLine (MOL) (https://www.mol.usmc.mil), to communicate the purpose of the survey and instructions for how to participate with sample members. MOL is a messaging portal that all Marine Corps members have access to and is also the primary tool used by the Marine Corps survey team to administer surveys across the Service.

DMDC provided MOL staff with the DoD Identifier and Ticket Number for each Marine Corps sample member, and communication text to be posted on the portal. MOL matched the DoD Identifier to their files and posted the survey communications with the unique Ticket Number to the sample members.

The announcement posting appeared on the sample members' MOL personal portal page on May 8, 2013 and the reminder posting on May 30, 2013. The posting on the personal portal page contained the first 400 characters of the postings with a "more..." link at the end to expand the entire message. The announcement and reminder were also e-mailed to sample members whom MOL had a valid e-mail address for (an approximately 75% match).

Processing Returned Surveys

Once a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol. The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

DMDC Coding Scheme

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

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

Coding or Keying Open-Ended Items

The Web survey contained 16 open-ended items. The original text responses from the 16 "other specify" response options were captured verbatim into a SAS® data set that is linked by the unique identification to the survey data. Text data in the SAS® files for open-ended items were spell-checked. Identifiers (e.g., proper names, addresses, e-mail addresses, phone numbers, locations, or social security numbers) were replaced with generic terms.

Fifty-Record Check

After receiving the first few days of returned records, the operations contractor performed a "50-record check." This is a check to verify that the coding scheme and skip patterns are working. DMDC checked the resulting skip logic to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS® dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited.

Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the *2013 WEOA* survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

Analysis of this data requires use of weights to compensate for the unequal selection probabilities and to account for differential nonresponse among population subgroups. The analytic weights were post-stratified to population totals so that weighted sample estimates would reflect population values.

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

Two common variance estimation methods for complex sample data are linearization (Taylor series approximation) and replication. Wolter (2007) provides a detailed discussion on methods used for variance estimation from sample surveys, including Taylor series approximation and replication methods.

Many of the standard statistical software packages, such as SPSS®[7] and older versions of SAS®,[8] do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Using standard statistical programs with the appropriate eligibility indicator (ELIGFLGW) and the analytic weight (FINALWGT) to analyze this data will produce accurate point estimates, but variance estimates will not account for the complex sample design. Variables have been included in the analysis file so that Taylor series estimates can be computed for a stratified without replacement design, using either SUDAAN®[9] or the recently available SAS® Survey Procedures.

[7] SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.
[8] SAS® added survey procedures in Version 7, expanding them in releases 8.0 and higher.
[9] SUDAAN® is a trademark of the Research Triangle Institute.

Data Structure

Care was taken in the preparation of the survey analysis files to provide basic access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic survey files either because (a) they provide too great a chance of identifying an individual or (b) they are not needed to analyze the survey data. For the latter reason, some demographic variables are available on basic files only in a collapsed version. In addition to a basic survey file, a full file (containing a more complete set of variables than the basic survey file) has been prepared for internal DMDC use. Files were prepared as SAS® and SPSS® system files. An ASCII (Operating System or OS) flat file was prepared from the basic survey SAS® system file. File names are indicated in Table 13.

Table 9.
Analysis File Names

Type of File	File Name
Basic Survey File–SAS	WEOA1301B.7BDAT
Confidential File–SAS	WEOA1301C.7BDAT
Basic Survey File–SPSS	WEOA1301B.SAV
Basic Survey File–OS	WEOA1301B.DAT

The full survey file contains the basic survey file plus additional confidential survey variables. All variables in the full survey file are documented in this report. Appendices E and F list all variables with a notation to indicate which variables are confidential and show where each variable is documented. Intermediate weighting variables that appear only in the full survey file are documented by DMDC (2013a). Variables that appear in collapsed form in the basic survey part of the file and in a fuller version only in the confidential file are discussed later.

Analyses

Both the full survey file and basic survey file contain 88,816 records, one for every sampled individual. As depicted in Figure 3, these records can be divided into 4 subgroups. The *Non-response unweighted* subgroup, includes all records indicated by ELIGFLGW=3, where no usable response was received or no information was received to indicate ineligibility (n=69,505).

Assignment of a record to two other subgroups was based on whether (a) an individual returned a "completed" survey; and (b) the person was eligible to be included in the population of interest. Final eligibility was limited to those in the *September 2012 Active Duty Master Edit File* (ADMF) and who were also in the *November 2012 Defense Enrollment Eligibility Reporting System* (DEERS) *Point-in-Time Extract* (PITE) who did not contact the operations contractor to indicate that they were ineligible. Records that did not meet this requirement were assigned as *Record ineligible unweighted*. Records that respondents had self- or proxy-reported as ineligible

due to death, illness, incarceration, or separated from their service were assigned as *Ineligible weighted*.

Records required for analyses of questions are those in the *Ineligible weighted* and *Eligible weighted* subgroups. Both the *Eligible weighted* (ELIGFLGW=1) and *Ineligible weighted* (ELIGFLGW=2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN and SAS PROC SURVEYMEANS. Note that one complete eligible respondent requested their answers be withdrawn from the survey, resulting in a decrease in the total eligible respondents to 18,018 that received final weights.

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

Figure 3.
The Structure of the Full Survey File

Subgroups	Basic Survey File	Confidential and Detailed Methodological Variables	Eligibility Flag Value and Number of Records
Record ineligible unweighted			ELIGFLGW=4 n= 1,043
Non-response unweighted			ELIGFLGW=3 n= 69,505
Ineligible weighted			ELIGFLGW=2 n= 250
Eligible weighted			ELIGFLGW=1 n= 18,018

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

Variables in the Survey Analysis Files

Basic Survey File

The variables in the basic survey file fall into four categories: (1) Information gathered on the survey, (2) Variables constructed for analysis, (3) Information on operations, and (4) Information on weighting. Variables are grouped in these categories in Appendices F and G.

Information Gathered on the Survey. These variables came directly from the survey or were constructed using only information from the survey. The annotated questionnaire (see Appendix C) contains the item names and the values used to code the pre-specified alternatives. References to applicable coding notes are in Appendix D.

Although the first part of Appendix D extensively documents the conventions that DMDC uses to name survey variables, a brief overview of the naming convention is also given here. In general, the survey-derived variables can be classified as variables that begin with either "SR." The "SR" variables are a set of primarily demographic items that are identically named across all DMDC surveys. The "SR" serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, "SRRACE" is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the "SR" is used to distinguish survey-reported information from DMDC-provided information (e.g., the variable "SRRACE" from the survey is differentiated from the variable "RACE" from DMDC databases).

The remaining survey variables that do not start with "SR" are named unconventionally due to the expectation that they will reoccur in future surveys. This process aids in future analysis needs. For example, "RETINT1" is the variable name for an item that asks the respondent if they would continue to participate in active duty if they could stay. This question will be asked in future surveys.

Variables for Analysis. An "R" as the last letter of a variable listed in Appendices E, F, and G is an indication that the variables may have been recoded to create special analysis variables and that the original variable is available only on the confidential analysis file. Only one version of each variable is available in basic survey file. For example, certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with "X," are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, paygrade, location, or respondent gender) data were imputed from members' administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Also, items were combined to derive employment indicators based on U.S. Census Bureau's Decennial Census and Current Population Survey (2002).

Appendix I documents many of the decisions made in the analyses reported by DMDC (2013b). For a large number of survey items, analysts must make decisions on the treatment of special codes (such as Not Applicable).

Information on Operations. This section contains operational variables created by the operations contractor.

Information on Weighting. Derivation of weights is discussed in detail in DMDC (2013a). See Appendix J for examples of analyses using these variables:

ELIGFLGW	Eligibility Flag
FINALWGT	Final Weight with Non-response and Postratification Adjustments

Full Survey File

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

Information Gathered on the Survey–Confidential. This section of the full survey file contains the original survey variables that had a recoded version in the basic survey file. To the extent possible, recoded versions of these variables are in the basic survey file section under variables constructed for analysis.

Variables for Analysis–Confidential. This section of the full survey file contains the analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic survey file section under variables constructed for analysis.

Information on Operations–Confidential. This section of the full survey file contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status. The identifying variables describe how the record was processed once a survey was returned. INRECNO is the unique identification number assigned to each record. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

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

Information on Sampling and Record Data–Confidential. Administrative file variables and constructed variables used in determining the sampling design are included in this section. It also includes the sampling strata identifiers and counts.

Information on Weighting–Confidential. Variables used in analysis of non-response and in the construction of the weights are included in this section.

Using Appendix G

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in Appendix G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of an Appendix G table is listed in Figure 4.

Figure 4.
Annotated Example of a Table from G

[1] 2013 Workplace and Equal Opportunity Survey of Active Duty Members
Information Gathered on the Survey

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.

[2]ORGWRKB [3]Your coworkers put in the effort required for their jobs.

OS DATA[4]

COLS	LENGTH
0007-0008	2

SAS DATA[5]

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ[6]	PERCENT[7]	OS VALUE[8]	SAS VALUE[9]	MEANING[10]
2155	2.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
692	0.8	1	1	Strongly disagree
1744	2.0	2	2	Disagree
3611	4.1	3	3	Neither agree nor disagree
9038	10.2	4	4	Agree
4041	4.6	5	5	Strongly agree
88816	100.2	TOTALS[11]		

[12]PERCENT TOTAL DOES NOT = 100 DUT TO ROUNDING ERROR

[13]G-4

1. **Codebook title and item text.** The codebook title is the same for every table in Appendix G of this codebook. It lists the survey name, and if applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.

2. **Variable name.** The variable name for a survey item is up to twelve characters in length and corresponds to the variable name that is used in the SAS®-based, basic survey data file. The conventions for naming survey-derived variables are documented in Appendix D. Appendices E and F contain a full listing of the basic survey file variables, as well as short descriptions of what the variables document.

3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.

4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.

5. **SAS® data file information.** This block indicates format name, variable type (character or numeric), length, and informat of the data in the SAS® data file. The last block indicates the informat appropriate for reading the data from the OS data file.

6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 88,816 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 88,816 records in the accompanying database.

8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form (Appendix C) or in Appendix D (e.g., all negative values are found in Appendix D).

9. **Response SAS® values.** This column presents the SAS® code for the response values for each variable. Further details on the values in this column are found in either the

annotated survey form (Appendix C) or in Appendix D. An explanation of negative values is presented in Appendix D.

10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS® coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form (Appendix C) or in Appendix D.

11. **Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of sample members in the basic survey file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.

12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are "too numerous to list;" (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.

13. **Codebook page number.** This is the Appendix G page number corresponding to a specific variable. Appendices E and F identify the page number in Appendix G where the variable can be found.

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Appendix A

2013 Workplace and Equal Opportunity Survey of Active Duty Members

2013 Workplace and Equal Opportunity Survey of Active Duty Members

YOUR BACKGROUND

1. Were you on active duty on April 15, 2013?

- ☐ Yes
- ☐ No, I separated or retired

******** Page Break **********

YOUR BACKGROUND

2. Are you...?

- ☐ Male
- ☐ Female

******** Page Break **********

YOUR BACKGROUND

3. Are you Spanish/Hispanic/Latino?

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

******** Page Break **********

YOUR BACKGROUND

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)

******** Page Break **********

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

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

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

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

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

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

******** Page Break **********

TEMPO

8. In the <u>past 12 months</u>, 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	☐	☐

******** Page Break **********

TEMPO

Please specify the other operation for which you were deployed in the <u>past 12 months</u>.

******** Page Break **********

TEMPO

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?

- ☐ Yes
- ☐ No

******** Page Break **********

YOUR MILITARY WORKPLACE

10. Question omitted.[1]

******** Page Break **********

YOUR MILITARY WORKPLACE

11. How much do you agree or disagree with the following statements about your immediate supervisor? ***Mark one answer for each statement.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

******** Page Break **********

[1] Question 10 omitted due to an expired copyright.

YOUR MILITARY WORKPLACE

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

******** Page Break **********

YOUR MILITARY WORKPLACE

13. To what extent have your mentorship experiences helped you to advance your military career? *Mark one answer for each item*.

	Helped to a very large extent	Helped to a large extent	Helped to a moderate extent	Helped to a small extent	Did not help at all
a. Experiences in a formal mentorship program	☐	☐	☐	☐	☐
b. Informal mentorship experiences	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

14. For each of the items below, indicate how useful your <u>most effective</u> mentor's assistance was to advancing your military career. ***Mark one answer for each item*.**

	Very useful	Largely useful	Moderately useful	Somewhat useful	Not at all useful	Did not provide
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	☐	☐	☐	☐	☐	☐
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	☐	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

15. Was your <u>most effective</u> mentor...? ***Mark one.***

- ☐ Formal
- ☐ Informal

******** Page Break **********

YOUR MILITARY WORKPLACE

How did you start your mentoring relationship with your <u>most effective</u> mentor?

******** Page Break **********

YOUR MILITARY WORKPLACE

16. What is the racial/ethnic background of your <u>most effective</u> 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

******** Page Break **********

YOUR MILITARY WORKPLACE

17. Was your <u>most effective</u> mentor...?

- ☐ Male
- ☐ Female

******** Page Break **********

YOUR MILITARY WORKPLACE

18. How much do you agree or disagree with the following statements about <u>the people</u> 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.	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

19. How often during the <u>past 12 months</u> have you had experiences where coworkers or supervisors... ***Mark one answer for each item.***

	Never	Once or twice	Sometimes	Often	Very often
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?	☐	☐	☐	☐	☐

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

	Never	Once or twice	Sometimes	Often	Very often
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?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

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 agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

21. Overall, how well prepared... ***Mark one answer for each item.***

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are you to perform your wartime job?	☐	☐	☐	☐	☐
b. Is your unit to perform its wartime mission?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

22. How would you rate... ***Mark one answer for each item.***

	Very high	High	Moderate	Low	Very low
a. Your current level of morale?	☐	☐	☐	☐	☐
b. The current level of morale in your unit?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

23. How much do you agree or disagree with the following statements about <u>your unit</u>? ***Mark one answer for each statement.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

******** Page Break **********

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 false	Mostly false	Mostly true	Definitely true
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.	☐	☐	☐	☐

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

25. Overall, how would you rate... ***Mark one answer for each item.***

	Much less than usual	Less than usual	About the same as usual	More than usual	Much more than usual
a. The current level of stress in your work life?	☐	☐	☐	☐	☐
b. The current level of stress in your personal life?	☐	☐	☐	☐	☐

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

26. In the past month, how often have you... ***Mark one answer for each item.***

	Never	Almost never	Sometimes	Fairly often	Very often
a. Been upset because of something that happened unexpectedly?	☐	☐	☐	☐	☐
b. Felt that you were unable to control the important things in your life?	☐	☐	☐	☐	☐
c. Felt nervous and stressed?	☐	☐	☐	☐	☐
d. Felt confident about your ability to handle your personal problems?	☐	☐	☐	☐	☐
e. Felt that things were going your way?	☐	☐	☐	☐	☐
f. Found that you could not cope with all of the things you had to do?	☐	☐	☐	☐	☐

(Continued) In the <u>past month</u>, how often have you...

	Never	Almost never	Sometimes	Fairly often	Very often
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?	☐	☐	☐	☐	☐

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

27. Over the <u>past 30 days</u>, have you been bothered by the following problems? ***Mark one answer for each item*.**

	Not at all	Several days	More than half the days	Nearly every day
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	☐	☐	☐	☐

(Continued) Over the <u>past 30 days</u>, have you been bothered by the following problems?

	Not at all	Several days	More than half the days	Nearly every day
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	☐	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

28. How frequently during the <u>past 12 months</u> have you been in circumstances where you thought

- **<u>Military Personnel</u> (Active Duty or Reserve)**
  - **<u>on- or off</u>-duty**
  - **<u>on- or off</u>-installation; and/or**
- **<u>DoD/DHS Civilian Employees</u> and/or <u>Contractors</u>**
  - **In your workplace or on or off your installation/ship...** ***Mark one answer for each item*.**

	Never	Once or twice	Sometimes	Often
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?				

(Continued) How frequently during the <u>past 12 months</u> have you been in circumstances where you thought...

	Never	Once or twice	Sometimes	Often
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?	☐	☐	☐	☐
m. <u>Hazed</u> you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?	☐	☐	☐	☐

(Continued) How frequently during the past 12 months have you been in circumstances where you thought...

	Never	Once or twice	Sometimes	Often
n. Bullied 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?	☐	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify the other race/ethnicity-related experiences.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

29. Do you consider ANY of the behaviors which <u>you marked as happening to you</u> in the previous question to have been racial/ethnic harassment?

- ☐ None
- ☐ Some
- ☐ All

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

30. Do you think that DoD and your Service had a responsibility to prevent the behaviors which <u>you marked as happening to you</u>? *Mark one.*

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

31. During the <u>past 12 months</u>, 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*.

	Yes, and my race/ethnicity was/is a factor	Yes, but my race/ethnicity was/is NOT a factor	No, or does not apply
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.	☐	☐	☐

(Continued) During the <u>past 12 months</u>, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

	Yes, and my race/ethnicity was/is a factor	Yes, but my race/ethnicity was/is NOT a factor	No, or does not apply
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.			

(Continued) 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?

	Yes, and my race/ethnicity was/is a factor	Yes, but my race/ethnicity was/is NOT a factor	No, or does not apply
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.	☐	☐	☐
t. You were harassed by armed forces police.	☐	☐	☐
u. You had other bothersome experiences at your job.	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify what other bothersome experiences you had at your job.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

32. Do you consider ANY of the behaviors which <u>you marked</u> in the previous question to have been... ***Mark one answer for each item.***

	None	Some	All
a. Racial/ethnic discrimination?	☐	☐	☐
b. Sex discrimination?	☐	☐	☐
c. Religious discrimination?	☐	☐	☐
d. Other type of discrimination?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify the other form(s) of discrimination you experienced.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

33. Do you think that DoD and your Service had a responsibility to prevent the types of behaviors which <u>you marked as happening to you</u>? ***Mark one.***

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

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. 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	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

35. Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

- ☐ None
- ☐ Some
- ☐ All

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

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

- ☐ Once
- ☐ Occasionally
- ☐ Frequently
- ☐ Still occurring

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

37. 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)

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

38. 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?	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

39. How many offender(s) of each racial/ethnic group were involved in the situation? ***Mark one answer for each item.***

	None	At least one
a. Unknown race/ethnicity	☐	☐
b. Multiracial/ethnic individual(s)	☐	☐
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

40. Was/were the offender(s)... ***Mark "Yes," "No," or "Don't know" for each item.***

	Yes	No	Don't know
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)?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

41. As a result of the situation, did you... ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Request a transfer?	☐	☐
b. Think about getting out of your Service?	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

42. Did you report this situation to any of the following military individuals or organizations? ***Mark "Yes" or "No" for each item.***

	Yes	No
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	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

43. What were your reasons for reporting the situation? ***Mark "Yes" or "No" for each item.***

	Yes	No
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify the other reason(s) you reported the situation.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

44. How satisfied are you with the following aspects of the reporting process? ***Mark one answer for each item*.**

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify why you were dissatisfied with the reporting process overall.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

45. Do you know the outcome of your report?

- ☐ Yes
- ☐ No
- ☐ Does not apply, it is still in process

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

46. Was your report found to be true?

- ☐ Yes
- ☐ No
- ☐ They were unable to determine whether your report was true

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

47. How satisfied were you with the outcome of your report?

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify why you were dissatisfied with the outcome of your report.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

48. In response to your report, was official action taken against... ***Mark "Yes," "No," or "Don't know" for each item.***

	Yes	No	Don't know
a. You?	☐	☐	☐
b. One or more of the person(s) who bothered you?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify the official action taken against you in response to your report.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

49. Was the situation corrected?

- ☐ Yes
- ☐ No

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify how or in what way the situation was corrected.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

50. As a result of the situation, did you experience any... ***Mark "Yes," "No," or "Don't know" for each item*.**

	Yes	No	Don't know
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)?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

51. 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.	☐	☐

(Continued) What were your reasons for not reporting the situation to any military individuals or organizations?

	Yes	No
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

Please specify your other reason(s) for not reporting the situation to any military individuals or organizations.

******** Page Break **********

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.***

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

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

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

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

54. Has the <u>military</u> paid too much or too little attention to... ***Mark one answer for each item.***

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment/discrimination?	☐	☐	☐
b. Sexual harassment/discrimination?	☐	☐	☐
c. Religious harassment/discrimination?	☐	☐	☐
d. Other harassment/discrimination?	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

55. How would you rate race relations... ***Mark one answer for each item.***

	Excellent	Very good	Good	Fair	Poor
a. In your work group?	☐	☐	☐	☐	☐
b. At your installation/ship?	☐	☐	☐	☐	☐
c. In your Service?	☐	☐	☐	☐	☐
d. In the local community around your installation?	☐	☐	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

56. In your <u>work group</u>, to what extent... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
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?	☐	☐	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

57. At your installation/ship... *Mark "Yes" or "No" for each item.*

	Yes	No
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?	☐	☐

******** Page Break **********

TRAINING

58. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

☐ Yes
☐ No

******** Page Break **********

TRAINING

59. The training I have received... *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

(Continued) The training I have received...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

******** Page Break **********

TRAINING

60. In your opinion, how effective was the training you received in <u>actually reducing/preventing</u> behaviors which might be seen as racial/ethnic harassment and discrimination?

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

******** Page Break **********

SOCIAL PERCEPTIONS

61. To what extent do you feel... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
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 other 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 religious beliefs than you?	☐	☐	☐	☐	☐
f. Pressure from Service members to avoid socializing with members who have different religious beliefs?	☐	☐	☐	☐	☐
g. Comfortable being open about your religious beliefs with other Service members?	☐	☐	☐	☐	☐

******** Page Break **********

SOCIAL PERCEPTIONS

62. Do you <u>agree with the ideals of organizations</u> 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?	☐	☐

******** Page Break **********

SOCIAL PERCEPTIONS

63. At your <u>installation/ship</u>, to what extent... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	☐	☐	☐	☐	☐
b. Are hate crimes a problem?	☐	☐	☐	☐	☐
c. Are gangs a problem?	☐	☐	☐	☐	☐

******** Page Break **********

SOCIAL PERCEPTIONS

In the previous question you indicated that there are problems at your installation/ship. Please specify.

******** Page Break **********

SOCIAL PERCEPTIONS

64. In the <u>local community around your installation</u>, to what extent... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	☐	☐	☐	☐	☐
b. Are hate crimes a problem?	☐	☐	☐	☐	☐
c. Are gangs a problem?	☐	☐	☐	☐	☐

******** Page Break **********

SOCIAL PERCEPTIONS

In the previous question you indicated that there are problems in the local community around where you live. Please specify.

******** Page Break **********

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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

68. 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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

69. 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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

70. In your opinion, have opportunities in the <u>military</u> 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

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

71. Please indicate your religion/religious preference, if you have any.

******** Page Break **********

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.

******** Page Break **********

TAKING THE SURVEY

73. 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.

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.

******** Page Break **********

Appendix B
Communications

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

PERSONNEL AND
READINESS

April 15, 2013

#BWNJZYZ *********AUTO**SCH 3-DIGIT 233
#0900 9999 9970#
SGT JANE A DOE USA
14 SAMPLE STREET
ANYTOWN MN 99999-9999

Dear Sergeant Doe:

You have been selected to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. This survey measures your attitudes and opinions about your workplace and experiences over the past year. The survey will also seek your views on race/ethnic policies and programs. This information will assist us in identifying areas where improvements are needed. While your participation is desired, it is entirely voluntary and all of your responses are confidential.

This is your chance to influence the formulation of military personnel policies. These surveys are *Official Business* and can be completed at your duty station, using government equipment. If you choose, you can also complete the survey at home or elsewhere. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site.

The survey is available at the following Web site: **https://www.dmdc.osd.mil/dodsurvey** At the Web site, you will be asked to enter your **Ticket Number**. Your number is **GAXXXXXX**

If you would like to update your postal or email address to receive communications about this survey, you can do so at the Web site above. If you cannot access the Web site or if you have questions pertaining to the survey, 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. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

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

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

P.S. for families: We need to hear from all members selected to take the survey. If the person addressed in this letter is away from home, please forward the letter to them.

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

PERSONNEL AND
READINESS

May 16, 2013

#BWNJZYZ *********AUTO**SCH 3-DIGIT 233
#0900 9999 9970#
SGT JANE A DOE USA
14 SAMPLE STREET
ANYTOWN MN 99999-9999

Dear Sergeant Doe:

Recently, you were asked to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. At the time this letter was prepared, your completed questionnaire had not been received. Because your views and opinions are important, I urge you to take this opportunity to complete the survey. Your views matter a great deal in our efforts to improve military workplace policies and programs. While your participation is desired, it is entirely voluntary and all of your responses are confidential.

If you have already completed the survey, thank you for taking the time to do so. If you have not yet completed the survey, you may still log on to the following Web site to finish the survey. Go to **https://www.dmdc.osd.mil/dodsurvey** and input your **Ticket Number**: **GAXXXXXX**

Most people take approximately 30 minutes to complete the survey. You can complete the survey at work, home, or on any computer with Internet access. I assure you that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions pertaining to the survey, 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. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

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

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

P.S. for families: We need to hear from all members selected to take the survey. If the person addressed in this letter is away from home, please forward the letter to them.

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

PERSONNEL AND
READINESS

June 10, 2013

#BWNJZYZ *********AUTO**SCH 3-DIGIT 233
#0900 9999 9970#
SGT JANE A DOE USA
14 SAMPLE STREET
ANYTOWN MN 99999-9999

Dear Sergeant Doe:

Recently, you were asked to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. If you have already completed the survey, thank you for taking the time to do so. If you have not yet completed the survey, I encourage you to do so.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. The success of this method is dependent on you and others like you who are willing to complete the questionnaire. While your participation is desired, it is entirely voluntary and your responses are confidential.

Your survey answers make a difference. Survey results play an important role in policy deliberations. Results from previous equal opportunity surveys are available on the following Web site: http://www.dmdc.osd.mil/surveys

To access the survey, go to **https://www.dmdc.osd.mil/dodsurvey** At the Web site, you will need to enter your **Ticket Number**: **GAXXXXXX**

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us. After July 17, 2013 we will consider whatever items you have completed to be your intended response.

If you have any questions pertaining to the survey, 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. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

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

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

P.S. for families: We need to hear from all members selected to take the survey. If the person addressed in this letter is away from home, please forward the letter to them.

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

PERSONNEL AND
READINESS

July 5, 2013

#BWNJZYZ *********AUTO**SCH 3-DIGIT 233
#0900 9999 9970#
SGT JANE A DOE USA
14 SAMPLE STREET
ANYTOWN MN 99999-9999

Dear Sergeant Doe:

Recently, you were asked to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. If you have already completed the survey, thank you for taking the time to do so. Your responses are confidential and your participation is voluntary.

If you have not yet completed the survey, I encourage you to do so. If you are not thinking about participating, please reconsider. Your participation is crucial and I appreciate you taking the time to complete the survey—this really is your chance to express your views on race/ethnic policies and programs and to identify areas where improvements are needed.

To access the survey, go to **https://www.dmdc.osd.mil/dodsurvey** At the Web site, you will need to enter your **Ticket Number**: **GAXXXXXX**

If you have any questions pertaining to the survey, 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. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

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

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

P.S. for families: We need to hear from all members selected to take the survey. If the person addressed in this letter is away from home, please forward the letter to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Monday, April 15, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (ANNOUNCE)

Dear CAPTAIN SMITH:

Your Ticket Number: ANNOUNCE

As an active duty member, you have been selected to participate in the "2013 Workplace and Equal Opportunity Survey of Active Duty Members." I want to hear your attitudes and opinions about your workplace and experiences over the past year. This is your chance to have your input included in developing policies and programs that will support military members. While participation is voluntary, your opinions are very important.

The survey is now available at this Web site: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser (be sure to enter the Web address into the address box, not into a search engine, such as Google).

The survey should take 30 minutes or less to complete. Please try to take the survey today. Once you have accessed the Web site, you will need to enter the following Ticket Number to log on: ANNOUNCE

These surveys are "Official Business," and can be completed at your work station using government equipment. You can also complete the survey at home or elsewhere. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site.

It is not necessary to complete the survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Thank you for participating in the "2013 Workplace and Equal Opportunity Survey of Active Duty Members."

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Friday, April 19, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND1)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND1

If you have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If not, please try to do so today. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser (be sure to put the Web address into the address box, not into a search engine, such as Google). Once at the Web site, you will need to enter the following Ticket Number: REMIND1

This survey is "Official Business" and can be completed using government equipment or at any other computer connected to the Internet. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Thursday, April 25, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND2)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND2

If you have already taken the time to complete the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to do so, please try to take the time today. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND2

Your participation is important. You were scientifically selected to participate in this survey. This is your opportunity to inform policy officials of your opinions on policies and programs that affect military members. Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Wednesday, May 01, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND3)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND3

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated—thank you. If you have not had a chance to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND3

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Tuesday, May 07, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND4)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND4

For those who have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on July 17, 2013. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND4

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Friday, May 17, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND5)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND5

For those who have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on July 17, 2013. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND5

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Tuesday, June 11, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND6)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND6

For those who have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on July 17, 2013. Your opinions are very important, especially at this critical time. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND6

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Wednesday, June 26, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND7)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND7

If you have already taken the time to take the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not, please take the time before July 17, 2013 to complete the survey. While your participation is desired, it is entirely voluntary and your responses are confidential.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND7

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us. After July 17, 2013, we will consider whatever items you have completed to be your intended response.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Tuesday, July 09, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND8)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND8

For those who have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on July 17, 2013. Your opinions are very important, especially at this critical time. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND8

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

From: Workplace and Equal Opportunity Survey [WEOSurvey@dmdc.osd.mil]
Sent: Tuesday, July 16, 2013 2:00 PM
To: Captain Smith
Subject: 2013 Workplace and Equal Opportunity Survey of Active Duty Members (REMIND9)

Dear CAPTAIN SMITH:

Your Ticket Number: REMIND9

For those who have completed the "2013 Workplace and Equal Opportunity Survey of Active Duty Members", thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on July 17, 2013. Your opinions are very important, especially at this critical time. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: https://www.dmdc.osd.mil/dodsurvey

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: REMIND9

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us. After July 17, 2013, we will consider whatever items you have completed to be your intended response.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail weo-survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

In compliance with DoD regulation, this communication has been digitally signed to authenticate the source of the message.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to them.

Marines Online (MOL) Posting—Announcement

You have been selected to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. This survey measures your attitudes about your workplace and experiences over the past year. This survey will also seek your views on race/ethnic policies and programs. This information will assist us in identifying areas where improvements are needed. Everyone's opinion is valued and we appreciate your taking the time to complete the survey. All of your responses will be confidential, and though your participation is desired, it is entirely voluntary.

Please take the time today to complete the survey by going to the Web site: **https://www.dmdc.osd.mil/dodsurvey**. At the Web site, you will be asked to enter your **Ticket Number: [TICKET_NUM]**. Most people complete the survey within 30 minutes.

These surveys are *Official Business* and can be completed at your duty station, using government equipment. If you choose, you can also complete the survey at home or elsewhere. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site.

If you cannot access the Web site or if you have questions pertaining to the survey, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail **weo-survey@mail.mil**. If you do not wish to participate, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN, for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034.

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

Marines Online (MOL) Posting—Reminder

Recently you were asked to participate in the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. Your completed questionnaire has not been received at the Survey Processing Center. If you have already completed the survey, we want to thank you. If not, please do so today. Your participation is crucial as results from this survey will be reviewed by senior Defense officials and used in the formulation of military personnel policies. This is your chance to express your views on race/ethnic policies and programs and to identify areas where improvements are needed. Though your participation is desired, it is entirely voluntary.

To access the survey, log on to the following Web site **https://www.dmdc.osd.mil/dodsurvey**. You will need to enter your **Ticket Number: [TICKET_NUM]**.

Most people take 30 minutes on average to complete the survey. You can complete the survey at work, home, or on any computer with Internet access.

Your participation in this survey effort is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. The success of this method is dependent on you and others like you who are willing to complete the questionnaire.

If you cannot access the Web, or you experience any other problem with the survey, please e-mail **weo-survey@mail.mil** or call, toll-free, 1-800-881-5307. If you do not wish to participate in this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to July 17, 2013.

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

Appendix C
Annotated Web Survey Form

2013 Workplace and Equal Opportunity Survey of Active Duty Members

YOUR BACKGROUND

SRELIG

1. Were you on active duty on April 15, 2013?

2 ◯ Yes
1 ◯ No, I separated or retired

******** Page Break **********

YOUR BACKGROUND

NOT ([SRELIG] = "No, I separated or retired")
SRSEX

2. Are you...?

1 ◯ Male
2 ◯ Female

******** Page Break **********

YOUR BACKGROUND

NOT ([SRELIG] = "No, I separated or retired")
SRHISPA

3. Are you Spanish/Hispanic/Latino?

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

******** Page Break **********

YOUR BACKGROUND

NOT ([SRELIG] = "No, I separated or retired")
SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE

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)

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT ([SRELIG] = "No, I separated or retired")
SRYEARS

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

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT ([SRELIG] = "No, I separated or retired")
RETINT1

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?

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

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT ([SRELIG] = "No, I separated or retired")
SATOVER

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

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

******** Page Break **********

TEMPO

NOT ([SRELIG] = "No, I separated or retired")
OPSA, OPSB, OPSC

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)	2 ☐	1 ☐
b. Operation Iraqi Freedom/New Dawn	☐	☐
c. Other	☐	☐

******** Page Break **********

TEMPO

NOT ([SRELIG] = "No, I separated or retired") AND ([OPSC] = "Yes")
OPSSP

Please specify the other operation for which you were deployed in the past 12 months.

☐

******** Page Break **********

TEMPO

NOT ([SRELIG] = "No, I separated or retired") AND ([OPSA] = "Yes" OR [OPSB] = "Yes" OR [OPSC] = "Yes")
DPLYCZPAY

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

2 ○ Yes
1 ○ No

******** Page Break **********

YOUR MILITARY WORKPLACE

10. Question omitted.[1]

******** Page Break **********

[1] Question 10 omitted due to an expired copyright.

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")
MILSUPA, MILSUPB, MILSUPC, MILSUPD, MILSUPE, MILSUPF

11. How much do you agree or disagree with the following statements about your immediate supervisor? *Mark one answer for each statement.*

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

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")
MENTOR

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

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

******** Page Break **********

YOUR MILITARY WORKPLACE

MENTEXPA, MENTEXPB

13. To what extent have your mentorship experiences helped you to advance your military career? *Mark one answer for each item.*

	Helped to a very large extent	Helped to a large extent	Helped to a moderate extent	Helped to a small extent	Did not help at all
NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" OR [MENTOR] = "Yes, I have had both a formal and informal mentor")					
a. Experiences in a formal mentorship program	5 ☐	4 ☐	3 ☐	2 ☐	1 ☐
NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had at least one informal mentor" OR [MENTOR] = "Yes, I have had both a formal and informal mentor")					
b. Informal mentorship experiences	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" OR [MENTOR] = "Yes, I have had at least one informal mentor" OR [MENTOR] = "Yes, I have had both a formal and informal mentor")

MENTEFFA, MENTEFFB, MENTEFFC, MENTEFFD, MENTEFFE, MENTEFFF, MENTEFFG, MENTEFFH, MENTEFFI, MENTEFFJ, MENTEFFK, MENTEFFL

14. 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.*

	Very useful	Largely useful	Moderately useful	Somewhat useful	Not at all useful	Did not provide
a. Advising you on ways to handle challenging assignments	5 ☐	4 ☐	3 ☐	2 ☐	1 ☐	6 ☐
b. Providing you with challenging assignments	☐	☐	☐	☐	☐	☐
c. Helping you get developmental assignments	☐	☐	☐	☐	☐	☐
d. Helping you develop skills/competencies for future assignments	☐	☐	☐	☐	☐	☐

(Continued) For each of the items below, indicate how useful your <u>most effective</u> mentor's assistance was to advancing your military career.

	Very useful	Largely useful	Moderately useful	Somewhat useful	Not at all useful	Did not provide
e. Providing career guidance	☐	☐	☐	☐	☐	☐
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	☐	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had both a formal and informal mentor")

<u>MENTFRM</u>

15. Was your <u>most effective</u> mentor...? *Mark one*.

<u>1</u> ☐ Formal

<u>2</u> ☐ Informal

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had both a formal and informal mentor" AND [MENTFRM] = "Informal")
MENTFRMSP

How did you start your mentoring relationship with your <u>most effective</u> mentor?

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" OR [MENTOR] = "Yes, I have had at least one informal mentor" OR [MENTOR] = "Yes, I have had both a formal and informal mentor")
RACEMENTA, RACEMENTB, RACEMENTC, RACEMENTD, RACEMENTE, RACEMENTF, RACEMENTG

16. What is the racial/ethnic background of your <u>most effective</u> 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

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired") AND ([MENTOR] = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" OR [MENTOR] = "Yes, I have had at least one informal mentor" OR [MENTOR] = "Yes, I have had both a formal and informal mentor")
MENTSEX

17. Was your <u>most effective</u> mentor...?

1 ☐ Male
2 ☐ Female

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")
ORGWRKA, ORGWRKB, ORGWRKC, ORGWRKD, ORGWRKE

18. How much do you agree or disagree with the following statements about <u>the people</u> you work with at your workplace? ***Mark one answer for each statement.***

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

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")

WRKPROBA, WRKPROBB, WRKPROBC, WRKPROBD, WRKPROBE, WRKPROBF, WRKPROBG, WRKPROBH, WRKPROBI

19. How often during the past 12 months have you had experiences where coworkers or supervisors... ***Mark one answer for each item.***

	Never	Once or twice	Sometimes	Often	Very often
	1	2	3	4	5
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?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")

MILWRKA, MILWRKB, MILWRKC, MILWRKD, MILWRKE

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

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")

PREPAREA, PREPAREB

21. Overall, how well prepared... *Mark one answer for each item.*

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
	5	4	3	2	1
a. Are you to perform your wartime job?	☐	☐	☐	☐	☐
b. Is your unit to perform its wartime mission?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")
MORALEA, MORALEB

22. How would you rate... ***Mark one answer for each item.***

	Very high	High	Moderate	Low	Very low
	5	4	3	2	1
a. Your current level of morale?	☐	☐	☐	☐	☐
b. The current level of morale in your unit?	☐	☐	☐	☐	☐

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT ([SRELIG] = "No, I separated or retired")
MEMUNITA, MEMUNITB, MEMUNITC, MEMUNITD

23. How much do you agree or disagree with the following statements about your unit? ***Mark one answer for each statement.***

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

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

NOT ([SRELIG] = "No, I separated or retired")

HEALTHA, HEALTHB, HEALTHC, HEALTHD

24. How true or false is each of the following statements for you? ***Mark one answer for each statement.***

	Definitely false	Mostly false	Mostly true	Definitely true
	1	2	3	4
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.	○	○	○	○

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

NOT ([SRELIG] = "No, I separated or retired")

WSTRESS, PSTRESS

25. Overall, how would you rate... ***Mark one answer for each item.***

	Much less than usual	Less than usual	About the same as usual	More than usual	Much more than usual
	1	2	3	4	5
a. The current level of stress in your work life?	○	○	○	○	○
b. The current level of stress in your personal life?	○	○	○	○	○

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

NOT ([SRELIG] = "No, I separated or retired")

PSFRQA, PSFRQB, PSFRQC, PSFRQD, PSFRQE, PSFRQF, PSFRQG, PSFRQH, PSFRQI, PSFRQJ

26. In the past month, how often have you... ***Mark one answer for each item.***

	Never	Almost never	Sometimes	Fairly often	Very often
	1	2	3	4	5
a. Been upset because of something that happened unexpectedly?	☐	☐	☐	☐	☐
b. Felt that you were unable to control the important things in your life?	☐	☐	☐	☐	☐
c. Felt nervous and stressed?	☐	☐	☐	☐	☐
d. Felt confident about your ability to handle your personal problems?	☐	☐	☐	☐	☐
e. Felt that things were going your way?	☐	☐	☐	☐	☐
f. Found that you could not cope with all of the things you had to do?	☐	☐	☐	☐	☐
g. Been able to control irritations in your life?	☐	☐	☐	☐	☐
h. Felt that you were on top of things?	☐	☐	☐	☐	☐
i. Been angered because of things that were outside of your control?	☐	☐	☐	☐	☐
j. Felt difficulties were piling up so high that you could not overcome them?	☐	☐	☐	☐	☐

******** Page Break **********

STRESS, HEALTH, AND WELL-BEING

NOT ([SRELIG] = "No, I separated or retired")

DEPRESSA, DEPRESSB, DEPRESSC, DEPRESSD, DEPRESSE, DEPRESSF, DEPRESSG, DEPRESSH

27. Over the past 30 days, have you been bothered by the following problems? ***Mark one answer for each item.***

	Not at all	Several days	More than half the days	Nearly every day
	1	2	3	4
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	☐	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired")

REHFREQA, REHFREQB, REHFREQC, REHFREQD, REHFREQE, REHFREQF, REHFREQG, REHFREQH, REHFREQI, REHFREQJ, REHFREQK, REHFREQL, REHFREQM, REHFREQN, REHFREQO, REHFREQP, REHFREQQ, REHFREQR

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.***

	Never	Once or twice	Sometimes	Often
	1	2	3	4
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?	☐	☐	☐	☐

(Continued) How frequently during the <u>past 12 months</u> have you been in circumstances where you thought...

	Never	Once or twice	Sometimes	Often
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?	☐	☐	☐	☐
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?	☐	☐	☐	☐

(Continued) How frequently during the <u>past 12 months</u> have you been in circumstances where you thought...

	Never	Once or twice	Sometimes	Often
q. Assaulted you physically because of your race/ethnicity?	☐	☐	☐	☐
r. Other race/ethnicity-related experiences?	☐	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([REHFREQR] > "Never")
<u>REHFREQSP</u>

Please specify the other race/ethnicity-related experiences.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([REHFREQA] > "Never" OR [REHFREQB] > "Never" OR [REHFREQC] > "Never" OR [REHFREQD] > "Never" OR [REHFREQE] > "Never" OR [REHFREQF] > "Never" OR [REHFREQG] > "Never" OR [REHFREQH] > "Never" OR [REHFREQI] > "Never" OR [REHFREQJ] > "Never" OR [REHFREQK] > "Never" OR [REHFREQL] > "Never" OR [REHFREQM] > "Never" OR [REHFREQN] > "Never" OR [REHFREQO] > "Never" OR [REHFREQP] > "Never" OR [REHFREQQ] > "Never" OR [REHFREQR] > "Never")

WASITREH

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([REHFREQA] > "Never" OR [REHFREQB] > "Never" OR [REHFREQC] > "Never" OR [REHFREQD] > "Never" OR [REHFREQE] > "Never" OR [REHFREQF] > "Never" OR [REHFREQG] > "Never" OR [REHFREQH] > "Never" OR [REHFREQI] > "Never" OR [REHFREQJ] > "Never" OR [REHFREQK] > "Never" OR [REHFREQL] > "Never" OR [REHFREQM] > "Never" OR [REHFREQN] > "Never" OR [REHFREQO] > "Never" OR [REHFREQP] > "Never" OR [REHFREQQ] > "Never" OR [REHFREQR] > "Never")

DODREH

30. Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you? *Mark one.*

3 ☐ No
2 ☐ Yes, some of it
1 ☐ Yes, all of it

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired")

REHOCCURA, REHOCCURB, REHOCCURC, REHOCCURD, REHOCCURE, REHOCCURF, REHOCCURG, REHOCCURH, REHOCCURI, REHOCCURJ, REHOCCURK, REHOCCURL, REHOCCURM, REHOCCURN, REHOCCURO, REHOCCURP, REHOCCURQ, REHOCCURR, REHOCCURS, REHOCCURT, REHOCCURU

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.***

	Yes, and my race/ethnicity was/is a factor	Yes, but my race/ethnicity was/is NOT a factor	No, or does not apply
	1	2	3
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.	○	○	○

(Continued) During the <u>past 12 months</u>, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

	Yes, and my race/ethnicity was/is a factor	Yes, but my race/ethnicity was/is NOT a factor	No, or does not apply
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.	☐	☐	☐
t. You were harassed by armed forces police.	☐	☐	☐
u. You had other bothersome experiences at your job.	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([REHOCCURU] = "Yes, and my race/ethnicity was/is a factor" OR [REHOCCURU] = "Yes, but my race/ethnicity was/is NOT a factor")

REHOCCURSP

Please specify what other bothersome experiences you had at your job.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND (ANY [REHOCCURA-REHOCCURU] = "Yes, and my race/ethnicity was/is a factor" OR "Yes, but my race/ethnicity was/is NOT a factor")

REHDISCA, REHDISCB, REHDISCC, REHDISCD

32. Do you consider ANY of the behaviors which you marked in the previous question to have been... *Mark one answer for each item*.

	None	Some	All
	1	2	3
a. Racial/ethnic discrimination?	☐	☐	☐
b. Sex discrimination?	☐	☐	☐
c. Religious discrimination?	☐	☐	☐
d. Other type of discrimination?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND (ANY [REHOCCURA-REHOCCURU] = "Yes, and my race/ethnicity was/is a factor" OR "Yes, but my race/ethnicity was/is NOT a factor") AND ([REHDISCD] > "None")

REHDISCSP

Please specify the other form(s) of discrimination you experienced.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND (ANY [REHOCCURA-REHOCCURU] = "Yes, and my race/ethnicity was/is a factor" OR "Yes, but my race/ethnicity was/is NOT a factor")

DODDISC

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? *Mark one.*

3 ○ No

2 ○ Yes, some of it

1 ○ Yes, all of it

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

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.

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")[2]

REH1A, REH1B, REH1C, REH1D, REH1E, REH1F, REH1G, REH1H

34. What behavior(s) did you experience during the situation? *Mark "Yes" or "No" for each item.*

	Yes 2	No 1
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	☐	☐

******** Page Break **********

[2] INCIDENTF = "Yes" is shorthand for: (*ANY* [REHFREQA-REHFREQR] > "Never" OR *ANY* [REHOCCURA-REHOCCURU] = "Yes, and my race/ethnicity was/is a factor" or "Yes, but my race/ethnicity was/is NOT a factor").

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")
LABELREH

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")
REH1OFT

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

1 ☐ Once
2 ☐ Occasionally
3 ☐ Frequently
4 ☐ Still occurring

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")
REH1WHERE

37. Where did this situation occur? *Mark one.*

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)

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")
REH1OCCA, REH1OCCB, REH1OCCC, REH1OCCD, REH1OCCE

38. Did any of the behaviors in the situation occur... *Mark "Yes" or "No" for each item*.

	Yes	No
	2	1
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?	○	○

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")

REH1RACEA, REH1RACEB, REH1RACEC, REH1RACED, REH1RACEE, REH1RACEF, REH1RACEG, REH1RACEH

39. How many offender(s) of each racial/ethnic group were involved in the situation?
Mark one answer for each item.

	None 1	At least one 2
a. Unknown race/ethnicity	☐	☐
b. Multiracial/ethnic individual(s)	☐	☐
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")

REH1POSA, REH1POSB, REH1POSC, REH1POSD, REH1POSE, REH1POSF, REH1POSG, REH1POSH, REH1POSI

40. Was/were the offender(s)... ***Mark "Yes," "No," or "Don't know" for each item.***

	Yes	No	Don't know
	1	2	3
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)?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")

REH1ACTA, REH1ACTB

41. As a result of the situation, did you... ***Mark "Yes" or "No" for each item.***

	Yes	No
	2	1
a. Request a transfer?	☐	☐
b. Think about getting out of your Service?	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")

REH1REPA, REH1REPB, REH1REPC, REH1REPD

42. Did you report this situation to any of the following military individuals or organizations? *Mark "Yes" or "No" for each item.*

	Yes	No
	2	1
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	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes"))

REH1WHYA, REH1WHYB, REH1WHYC, REH1WHYD

43. What were your reasons for reporting the situation? *Mark "Yes" or "No" for each item.*

	Yes	No
	2	1
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND [REH1WHYD] = "Yes"))
REH1WHYSP

Please specify the other reason(s) you reported the situation.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes"))

REH1SATA, REH1SATB, REH1SATC, REH1SATD, REH1SATE, REH1SATF

44. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item*.

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND ([REH1SATF] = "Very dissatisfied" OR [REH1SATF] = "Dissatisfied"))
REH1SATSP

Please specify why you were dissatisfied with the reporting process overall.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes"))
REH1OUT

45. Do you know the outcome of your report?

1 ◯ Yes
2 ◯ No
3 ◯ Does not apply, it is still in process

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND [REH1OUT] = "Yes"))
REH1TRUE

46. Was your report found to be true?

1 ☐ Yes
2 ☐ No
3 ☐ They were unable to determine whether your report was true

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND [REH1OUT] = "Yes"))
REH1OUTSAT

47. How satisfied were you with the outcome of your report?

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

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND ([REH1OUTSAT] = "Dissatisfied" OR [REH1OUTSAT] = "Very dissatisfied") AND [REH1OUT] = "Yes")
REH1OUTSATSP

Please specify why you were dissatisfied with the outcome of your report.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND [REH1OUT] = "Yes"))
REH1RPACTA, REH1RPACTB

48. In response to your report, was official action taken against... *Mark "Yes," "No," or "Don't know" for each item.*

	Yes	No	Don't know
a. You?	1 ☐	2 ☐	3 ☐
b. One or more of the person(s) who bothered you?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "Yes" OR [REH1REPB] = "Yes" OR [REH1REPC] = "Yes" OR [REH1REPD] = "Yes") AND [REH1RPACTA] = "Yes" AND [REH1OUT] = "Yes"))

REH1RPACTSP

Please specify the official action taken against you in response to your report.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")

REH1CORR

49. Was the situation corrected?

2 ☐ Yes

1 ☐ No

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND [REH1CORR] = "Yes")
REH1CORRSP

Please specify how or in what way the situation was corrected.

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes")
REH1EXPA, REH1EXPB

50. As a result of the situation, did you experience any... *Mark "Yes," "No," or "Don't know" for each item*.

	Yes	No	Don't know
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	1 ☐	2 ☐	3 ☐
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	☐	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND ([REH1REPA] = "No" AND [REH1REPB] = "No" AND [REH1REPC] = "No" AND [REH1REPD] = "No"))

REH1WHYNA, REH1WHYNB, REH1WHYNC, REH1WHYND, REH1WHYNE, REH1WHYNF, REH1WHYNG, REH1WHYNH, REH1WHYNI, REH1WHYNJ, REH1WHYNK, REH1WHYNL, REH1WHYNM, REH1WHYNN, REH1WHYNO, REH1WHYNP

51. What were your reasons for not reporting the situation to any military individuals or organizations? *Mark "Yes" or "No" for each statement*.

	Yes (2)	No (1)
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)	☐	☐

******** Page Break **********

RACIAL/ETHNIC EXPERIENCES

NOT ([SRELIG] = "No, I separated or retired") AND ([INCIDENTF] = "Yes" AND (([REH1REPA] = "No" AND [REH1REPB] = "No" AND [REH1REPC] = "No" AND [REH1REPD] = "No") AND [REH1WHYNP] = "Yes"))
REH1WHYNSP

Please specify your other reason(s) for not reporting the situation to any military individuals or organizations.

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")
EFFORTA, EFFORTB, EFFORTC

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.*

	Yes	No	Don't know
	1	2	3
a. Senior leadership of my Service	☐	☐	☐
b. Senior leadership of my installation/ship	☐	☐	☐
c. My immediate supervisor	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")
PROMOTE

53. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...? *Mark one*.

1 ☐ The same
2 ☐ Better
3 ☐ Worse

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")
MILATTA, MILATTB, MILATTC, MILATTD

54. Has the military paid too much or too little attention to... *Mark one answer for each item*.

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment/discrimination?	1 ☐	2 ☐	3 ☐
b. Sexual harassment/discrimination?	☐	☐	☐
c. Religious harassment/discrimination?	☐	☐	☐
d. Other harassment/discrimination?	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")

RACERELA, RACERELB, RACERELC, RACERELD

55. How would you rate race relations... ***Mark one answer for each item.***

	Excellent	Very good	Good	Fair	Poor
	5	4	3	2	1
a. In your work group?	☐	☐	☐	☐	☐
b. At your installation/ship?	☐	☐	☐	☐	☐
c. In your Service?	☐	☐	☐	☐	☐
d. In the local community around your installation?	☐	☐	☐	☐	☐

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")
RATEWGA, RATEWGB, RATEWGC, RATEWGD, RATEWGE

56. In your work group, to what extent... ***Mark one answer for each item.***

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

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT ([SRELIG] = "No, I separated or retired")
UNDRSTNDA, UNDRSTNDB, UNDRSTNDC

57. At your installation/ship... ***Mark "Yes" or "No" for each item.***

	Yes	No
	2	1
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?	○	○

******** Page Break **********

TRAINING

NOT ([SRELIG] = "No, I separated or retired")
REHTRAIN

58. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

2 ☐ Yes
1 ☐ No

******** Page Break **********

TRAINING

NOT ([SRELIG] = "No, I separated or retired") AND ([REHTRAIN] = "Yes")
TRAINA, TRAINB, TRAINC, TRAIND, TRAINE, TRAINF, TRAING, TRAINH, TRAINI, TRAINJ

59. The training I have received... ***Mark one answer for each item.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	5 ☐	4 ☐	3 ☐	2 ☐	1 ☐
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.	☐	☐	☐	☐	☐

(Continued) The training I have received...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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.	☐	☐	☐	☐	☐

******** Page Break **********

TRAINING

NOT ([SRELIG] = "No, I separated or retired") AND ([REHTRAIN] = "Yes")
RATETRAIN

60. In your opinion, how effective was the training you received in <u>actually reducing/preventing</u> behaviors which might be seen as racial/ethnic harassment and discrimination?

4 ☐ Very effective
3 ☐ Moderately effective
2 ☐ Slightly effective
1 ☐ Not at all effective

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired")

COMFORTA, COMFORTB, COMFORTC, COMFORTD, COMFORTE, COMFORTF, COMFORTG

61. To what extent do you feel... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
	1	2	3	4	5
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 other 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 religious beliefs than you?	☐	☐	☐	☐	☐
f. Pressure from Service members to avoid socializing with members who have different religious beliefs?	☐	☐	☐	☐	☐
g. Comfortable being open about your religious beliefs with other Service members?	☐	☐	☐	☐	☐

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired")
IDEALSA, IDEALSB, IDEALSC

62. Do you agree with the ideals of organizations that... ***Mark "Yes" or "No" for each item.***

	Yes	No
	2	1
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?	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired")
DUTYSTA, DUTYSTB, DUTYSTC

63. At your installation/ship, to what extent... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
	1	2	3	4	5
a. Are racist/extremist organizations or individuals a problem?	○	○	○	○	○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired") AND ([DUTYSTA] > "Not at all" OR [DUTYSTB] > "Not at all" OR [DUTYSTC] > "Not at all")

DUTYSTSP

In the previous question you indicated that there are problems at your installation/ship. Please specify.

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired")

LOCALA, LOCALB, LOCALC

64. In the local community around your installation, to what extent... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
	1	2	3	4	5
a. Are racist/extremist organizations or individuals a problem?	○	○	○	○	○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

NOT ([SRELIG] = "No, I separated or retired") AND ([LOCALA] > "Not at all" OR [LOCALB] > "Not at all" OR [LOCALC] > "Not at all")

LOCALSP

In the previous question you indicated that there are problems in the local community around where you live. Please specify.

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired")

NATREH

65. In your opinion, how often does racial/ethnic harassment and discrimination occur in the <u>nation</u> now, as compared with the last five years?

1 ☐ Much less often
2 ☐ Less often
3 ☐ About the same
4 ☐ More often
5 ☐ Much more often
6 ☐ Don't know

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired")
NATION

66. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

3 ☐ Better today
2 ☐ About the same as five years ago
1 ☐ Worse today

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired")
NATIONYOU

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?

5 ☐ Much better
4 ☐ Better
3 ☐ Neither better or worse
2 ☐ Worse
1 ☐ Much worse

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired") AND ([SRYEARS] >= 5)
MILREH

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
2 ☐ Less often
3 ☐ About the same
4 ☐ More often
5 ☐ Much more often

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired") AND ([SRYEARS] >= 5)
MILOVER

69. In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?

3 ☐ Better today
2 ☐ About the same as five years ago
1 ☐ Worse today

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired") AND ([SRYEARS] >= 5)
MILYOU

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?

5 ☐ Much better
4 ☐ Better
3 ☐ Neither better or worse
2 ☐ Worse
1 ☐ Much worse

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

NOT ([SRELIG] = "No, I separated or retired")
RELPREF

71. Please indicate your religion/religious preference, if you have any.

******** Page Break **********

TAKING THE SURVEY

NOT ([SRELIG] = "No, I separated or retired")
COMMENT

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.

******** Page Break **********

TAKING THE SURVEY

([SRELIG] = "No, I separated or retired")
COMMINELIG

73. 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.

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.

******** Page Break **********

Appendix D
Coding Scheme

APPENDIX D: Coding Scheme for the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations, analyze DMDC datasets over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how data were coded and the limitations of the data. This appendix describes (a) conventions for naming variables, (b) methods for capturing data from the survey instrument, and (c) the process of editing survey response variables created for the analysis file.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic may need to be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

Survey Variables

Standard survey response and operational variables. Variables common to DMDC surveys are assigned identical names and values across surveys. Examples of common operational variables are CMTFLAG (indicates whether the respondent entered an end of survey comment) and DARVDATE (date the survey was completed).

Nonstandard survey response variables. Survey item variables are named according to the following conventions (illustrated for the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*):

- Survey variables are named unconventionally due to the expectation that they will reoccur in future surveys. This process aids in future analysis needs. For example, "RETINT1" is the variable name for an item that asks if they could stay as active duty, how likely is that they would choose to do so. This question will be asked in future surveys.

- Variable names may end in "U" (indicating that the values have not been edited to enforce skip pattern consistency) or "R" (indicating that the original values have been recoded for tabulations or other analyses).

Crossing (domain) variables. Survey response or administrative variables may be recoded to define cross tabulation categories for reports or analyses and begin the variable name with "X". See Appendix I for the SAS® code that defines these variables.

Raw-Data Encoding Process

When a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. This file is copied to the operations contractor's internal network and the data are matched to the sample file, attaching each member's survey responses to the sample record. The data are then cleaned in an iterative multi-step process. First, values are assigned to valid responses (see Appendix D for the annotated form) and item nonresponse is coded (-9). Then the process creates flag variables for respondent-specified items; flags, validates, and codes skip pattern variables; codes the content of text entries.

The Web survey form's "other specify" and open-ended comments are collected in a comment file and linked to the Web survey data by ticket number. All text entries are cleaned and edited to remove identifying information and expletives. The long comment item at the end of the questionnaire is keyed in a separate process. The comments data are confidential and are not merged into the returns dataset.

Value Coding and Formats

Datasets are prepared as SAS®[1] system files. An OS or flat file version of the basic survey release file is then prepared from the SAS® system file. This section describes how values are treated in creating the SAS® system files and notes any differences in the flat file.

In the SAS® system files, variables are declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables are input with $CHARww. formats to preserve leading, embedded, and trailing blanks.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in Tables D-1 and D-2. The labels associated with each assigned value are shown in italicized text. These are the SAS® format labels used in the SAS® dataset.

- Table D-1 contains basic SAS® and flat file missing data values.
- Table D-2 contains SAS and flat file missing data values for dates.

The values presented in Table D-1 are general missing data values that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table D-2.) Both tables have separate columns for values used for SAS® system files and flat files. The biggest difference between the flat files and SAS® system files is in the treatment of missing values. The flat file values differ from the SAS® values because SAS® implements special missing values and formats that may not be compatible with other statistical analysis software such as SPSS.[2]

[1] SAS® is a trademark of the SAS Institute, Inc.
[2] SPSS is a trademark of SPSS Inc.

Table D-1.
Basic SAS® and Flat Missing Data Values

SAS® File		Flat File		
Numeric	**Alpha**	**Numeric**	**Alpha**	**Description**
.	.	-9	.	*No response or missing skip*
.S	.S	-8	.S	*Survey self-report ineligible*
.O	.O	-7	.O	*Out-of-range*
.N	.N	-6	.N	*Not applicable* or *Valid skip*
.F	.F	-5	.F	*Variable not on survey form*. This value is reserved for multiple-form surveys
.I	.I	-4	.I	*Incomplete grid error*
.B	.B	-1	.B	*No survey returned*. Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.
.D	.D		.D	*Did not experience*

Table D-2.
SAS® and Flat File Missing Data Values for Dates

SAS® File		Flat File		
Re-coded value	**Value read from input**	**YYYYMMDD**	**MMMYYYY**	**Description**
.	-54908	18090901	SEP1809	*No response (invalid skip)*
.O	-55701	18070701	JUL1807	*Out-of-range error*
.N	-56096	18060601	JUN1806	*Not applicable (valid skip)*
.I	-56887	18040401	APR1804	*Incomplete grid error*
.B	-58073	18010101	JAN1801	*No survey returned*. Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.

Note: This conversion has already been done in DMDC SAS® files.

SAS® can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS® can read alpha characters representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept these characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, an incomplete grid error in flat files is coded as a "-4", which can be declared as a missing value when the data are input in SPSS—in the SAS® file, the value ".I" is used to represent an incomplete grid error.

Data requirements of SUDAAN[3] are also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as a categorical independent variable.

Many types of missing data are common to scanned surveys and are self-explanatory. In general, missing data are coded as "-9" (SAS®: .) for item nonresponse; survey self-report ineligibles are coded as "-8" (SAS®: .S). Incomplete responses in grids that could not be resolved by visual inspection or multiple response errors on paper surveys are coded as "-4" (SAS®:.I). Out-of-Range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as "-7" (SAS®: .O). For a single item that contains a response alternative of "Not applicable", a missing data code of "-6" (SAS®: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled "Skip Pattern Coding."

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of "-5" (SAS®: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of "-1" (SAS®: .B).

Standard Flag Variables

Skip pattern flags indicate whether one or more questions were or are not to be asked of respondents. For example, if respondents to this survey indicated in Question 8 that they have not been deployed for any of the operations listed in the past 12 months (OPSA = "No" AND OPSB = "No" AND OPSC = "No"), they did not see Question 9 (DPLYCZPAY) which asked, "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?" DPLYCZPAYSK is a flag variable indicating whether Question 9 (DPLYCZPAY) was answered consistently with the skip pattern. The skip flag is then used to remove incongruent responses from the paper from. Skip flags are useful for evaluating the effectiveness of the skip pattern and for screening out ambiguous response patterns during analysis.

Skip flags are set in the manner discussed in Table D-3; however, the specifics for each skip flag are detailed in the next section. Note that the value -9 (SAS®: .) is used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

Special Codes for Skip Patterns

Discrepancies in skip patterns are resolved during data editing. First, skip flags are created. The section Raw-Data Encoding Process introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table D-3.[4] After the creation of all the skip flags, variables within the skip patterns are forward coded to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The convention for naming these "raw" variables is to end the name with "U" for Unedited. Table D-3

[3] SUDAAN is a trademark of the Research Triangle Institute.
[4] Table E-3 also provides special coding notes for other non-obvious codings.

specifies how to assign the special values to variables within the skip patterns. While Table D-3 is organized to show all the edits for a skip pattern, all skip flags are set prior to undertaking any forward coding. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent's answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed backward and forward coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have the not applicable value (.N) assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

Table D-3.
Special Coding Notes

1. **Cleaning for SRYEARS. Top coding cleaning applied to SRYEARS.**

   if SRYEARS gt 35 then SRYEARS = 35;

2. **OPSSPSK, OPSSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   OPSSPSK is an indicator of whether **OPSSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (OPSC = 2) then **OPSSPSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   OPSSPU = OPSSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If OPSSPSK = 1 then do;
   OPSSP = '.N';
   end;
   .N = (Not Applicable)

3. **DPLYCZPAYSK, DPLYCZPAYU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   DPLYCZPAYSK is an indicator of whether **DPLYCZPAY** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (OPSA = 2 OR OPSB = 2 OR OPSC = 2) then **DPLYCZPAYSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   DPLYCZPAYU = DPLYCZPAY, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If DPLYCZPAYSK = 1 then do;
   DPLYCZPAY = .N;
   end;
   .N = (Not Applicable)

4. **MENTEXPASK, MENTEXPAU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   MENTEXPASK is an indicator of whether **MENTEXPA** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 3) then **MENTEXPASK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   MENTEXPAU = MENTEXPA, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If MENTEXPASK = 1 then do;
   MENTEXPA = .N;
   end;
   .N = (Not Applicable)

5. **MENTEXPBSK, MENTEXPBU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   MENTEXPBSK is an indicator of whether **MENTEXPB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 2 OR MENTOR = 3) then **MENTEXPBSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   MENTEXPBU = MENTEXPB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If MENTEXPBSK = 1 then do;
   MENTEXPB = .N;
   end;
   .N = (Not Applicable)

6. **MENTEFFSK, MENTEFFAU, MENTEFFBU, MENTEFFCU, MENTEFFDU, MENTEFFEU, MENTEFFFU, MENTEFFGU, MENTEFFHU, MENTEFFIU, MENTEFFJU, MENTEFFKU, MENTEFFLU. The following explains how to create the flag variable -- the codebook page should contain this information:**

MENTEFFSK is an indicator of whether **MENTEFFA, MENTEFFB, MENTEFFC, MENTEFFD, MENTEFFE, MENTEFFF, MENTEFFG, MENTEFFH, MENTEFFI, MENTEFFJ, MENTEFFK, MENTEFFL** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 2 OR MENTOR = 3) then **MENTEFFSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If MENTEFFSK = 1 then do;
    MENTEFFA = .N;
    MENTEFFB = .N;
    MENTEFFC = .N;
    MENTEFFD = .N;
    MENTEFFE = .N;
    MENTEFFF = .N;
    MENTEFFG = .N;
    MENTEFFH = .N;
    MENTEFFI = .N;
    MENTEFFJ = .N;
    MENTEFFK = .N;
    MENTEFFL = .N;
end;
.N = (Not Applicable)
```

7. **MENTFRMSK, MENTFRMU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   MENTFRMSK is an indicator of whether **MENTFRM** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 3) then **MENTFRMSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   MENTFRMU = MENTFRM, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If MENTFRMSK = 1 then do;
   MENTFRM = .N;
   end;
   .N = (Not Applicable)

8. **MENTFRMSPSK, MENTFRMSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   MENTFRMSPSK is an indicator of whether **MENTFRMSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 3 AND MENTFRM = 2) then **MENTFRMSPSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   MENTFRMSPU = MENTFRMSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

   If MENTFRMSPSK = 1 then do;
   MENTFRMSP = '.N';
   end;
   .N = (Not Applicable)

9. **RACEMENTSK, RACEMENTAU, RACEMENTBU, RACEMENTCU, RACEMENTDU, RACEMENTEU, RACEMENTFU, RACEMENTGU, MENTSEXU. The following explains how to create the flag variable -- the codebook page should contain this information:**

   RACEMENTSK is an indicator of whether **RACEMENTA, RACEMENTB, RACEMENTC, RACEMENTD, RACEMENTE, RACEMENTF, RACEMENTG, MENTSEX** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 2 OR MENTOR = 3) then **RACEMENTSK** = 2 (Asked).

   The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

   RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If RACEMENTSK = 1 then do;
    RACEMENTA = .N;
    RACEMENTB = .N;
    RACEMENTC = .N;
    RACEMENTD = .N;
    RACEMENTE = .N;
    RACEMENTF = .N;
    RACEMENTG = .N;
    MENTSEX = .N;
end;
.N = (Not Applicable)
```

10. **REHFREQSPSK, REHFREQSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

    REHFREQSPSK is an indicator of whether **REHFREQSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHFREQR > 1) then **REHFREQSPSK** = 2 (Asked).

    The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

    REHFREQSPU = REHFREQSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REHFREQSPSK = 1 then do;
    REHFREQSP = '.N';
end;
.N = (Not Applicable)
```

11. **WASITREHSK, WASITREHU, DODREHU. The following explains how to create the flag variable -- the codebook page should contain this information:**

WASITREHSK is an indicator of whether **WASITREH, DODREH** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHFREQA > 1 OR REHFREQB > 1 OR REHFREQC > 1 OR REHFREQD > 1 OR REHFREQE > 1 OR REHFREQF > 1 OR REHFREQG > 1 OR REHFREQH > 1 OR REHFREQI > 1 OR REHFREQJ > 1 OR REHFREQK > 1 OR REHFREQL > 1 OR REHFREQM > 1 OR REHFREQN > 1 OR REHFREQO > 1 OR REHFREQP > 1 OR REHFREQQ > 1 OR REHFREQR > 1) then **WASITREHSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

WASITREHU = WASITREH, DODREHU = DODREH, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If WASITREHSK = 1 then do;
    WASITREH = .N;
    DODREH = .N;
end;
.N = (Not Applicable)
```

12. **REHOCCURSPSK, REHOCCURSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REHOCCURSPSK is an indicator of whether **REHOCCURSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURU = 1 OR REHOCCURU = 2) then **REHOCCURSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REHOCCURSPU = REHOCCURSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REHOCCURSPSK = 1 then do;
    REHOCCURSP = '.N';
end;
.N = (Not Applicable)
```

13. **Creation of skip flag INCIDENTF.**

```
INCIDENTF = 1;
IF (  (REHFREQA > 1) OR (REHFREQB > 1) OR (REHFREQC > 1) OR (REHFREQD > 1) OR
    (REHFREQE > 1) OR (REHFREQF > 1) OR (REHFREQG > 1) OR (REHFREQH > 1) OR
    (REHFREQI > 1) OR (REHFREQJ > 1) OR (REHFREQK > 1) OR (REHFREQL > 1) OR
    (REHFREQM > 1) OR (REHFREQN > 1) OR (REHFREQO > 1) OR (REHFREQP > 1) OR
    (REHFREQQ > 1) OR (REHFREQR > 1) OR (REHOCCURA in (1,2)) OR (REHOCCURB in (1,2))
    OR (REHOCCURC in (1,2)) OR (REHOCCURD in (1,2)) OR (REHOCCURE in (1,2)) OR
    (REHOCCURF in (1,2)) OR (REHOCCURG in (1,2)) OR (REHOCCURH in (1,2)) OR
    (REHOCCURI in (1,2)) OR (REHOCCURJ in (1,2)) OR (REHOCCURK in (1,2)) OR
    (REHOCCURL in (1,2)) OR (REHOCCURM in (1,2)) OR (REHOCCURN in (1,2)) OR
    (REHOCCURO in (1,2)) OR (REHOCCURP in (1,2)) OR (REHOCCURQ in (1,2)) OR
    (REHOCCURR in (1,2)) OR (REHOCCURS in (1,2)) OR (REHOCCURT in (1,2)) OR
    (REHOCCURU in (1,2))) THEN DO;
    INCIDENTF = 2;
END;
```

14. **REHDISCSK, REHDISCAU, REHDISCBU, REHDISCCU, REHDISCDU. The following explains how to create the flag variable -- the codebook page should contain this information:**

    REHDISCSK is an indicator of whether **REHDISCA, REHDISCB, REHDISCC, REHDISCD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) then **REHDISCSK** = 2 (Asked).

    The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

    REHDISCAU = REHDISCA, REHDISCBU = REHDISCB, REHDISCCU = REHDISCC, REHDISCDU = REHDISCD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REHDISCSK = 1 then do;
    REHDISCA = .N;
    REHDISCB = .N;
    REHDISCC = .N;
    REHDISCD = .N;
end;
.N = (Not Applicable)
```

15. **REHDISCSPSK, REHDISCSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REHDISCSPSK is an indicator of whether **REHDISCSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) AND REHDISCD > 1) then **REHDISCSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REHDISCSPU = REHDISCSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REHDISCSPSK = 1 then do;
    REHDISCSP = '.N';
end;
```
.N = (Not Applicable)

16. **DODDISCSK, DODDISCU. The following explains how to create the flag variable -- the codebook page should contain this information:**

DODDISCSK is an indicator of whether **DODDISC** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) then **DODDISCSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

DODDISCU = DODDISC, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If DODDISCSK = 1 then do;
    DODDISC = .N;
end;
.N = (Not Applicable)
```

17. **REH1SK, REH1AU, REH1BU, REH1CU, REH1DU, REH1EU, REH1FU, REH1GU, REH1HU, LABELREHU, REH1OFTU, REH1WHEREU, REH1OCCAU, REH1OCCBU, REH1OCCCU, REH1OCCDU, REH1OCCEU, REH1RACEAU, REH1RACEBU, REH1RACECU, REH1RACEDU, REH1RACEEU, REH1RACEFU, REH1RACEGU, REH1RACEHU, REH1POSAU, REH1POSBU, REH1POSCU, REH1POSDU, REH1POSEU, REH1POSFU, REH1POSGU, REH1POSHU, REH1POSIU, REH1ACTAU, REH1ACTBU, REH1REPAU, REH1REPBU, REH1REPCU, REH1REPDU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1SK is an indicator of whether **REH1A, REH1B, REH1C, REH1D, REH1E, REH1F, REH1G, REH1H, LABELREH, REH1OFT, REH1WHERE, REH1OCCA, REH1OCCB, REH1OCCC, REH1OCCD, REH1OCCE, REH1RACEA, REH1RACEB, REH1RACEC, REH1RACED, REH1RACEE, REH1RACEF, REH1RACEG, REH1RACEH, REH1POSA, REH1POSB, REH1POSC, REH1POSD, REH1POSE, REH1POSF, REH1POSG, REH1POSH, REH1POSI, REH1ACTA, REH1ACTB, REH1REPA, REH1REPB, REH1REPC, REH1REPD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1SK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1SK = 1 then do;
    REH1A = .N;
    REH1B = .N;
    REH1C = .N;
    REH1D = .N;
    REH1E = .N;
    REH1F = .N;
    REH1G = .N;
    REH1H = .N;
    LABELREH = .N;
    REH1OFT = .N;
    REH1WHERE = .N;
    REH1OCCA = .N;
```

```
    REH1OCCB = .N;
    REH1OCCC = .N;
    REH1OCCD = .N;
    REH1OCCE = .N;
    REH1RACEA = .N;
    REH1RACEB = .N;
    REH1RACEC = .N;
    REH1RACED = .N;
    REH1RACEE = .N;
    REH1RACEF = .N;
    REH1RACEG = .N;
    REH1RACEH = .N;
    REH1POSA = .N;
    REH1POSB = .N;
    REH1POSC = .N;
    REH1POSD = .N;
    REH1POSE = .N;
    REH1POSF = .N;
    REH1POSG = .N;
    REH1POSH = .N;
    REH1POSI = .N;
    REH1ACTA = .N;
    REH1ACTB = .N;
    REH1REPA = .N;
    REH1REPB = .N;
    REH1REPC = .N;
    REH1REPD = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1A = .D;
    REH1B = .D;
    REH1C = .D;
    REH1D = .D;
    REH1E = .D;
    REH1F = .D;
    REH1G = .D;
    REH1H = .D;
    LABELREH = .D;
    REH1OFT = .D;
    REH1WHERE = .D;
    REH1OCCA = .D;
    REH1OCCB = .D;
    REH1OCCC = .D;
    REH1OCCD = .D;
    REH1OCCE = .D;
    REH1RACEA = .D;
    REH1RACEB = .D;
```

REH1RACEC = .D;
REH1RACED = .D;
REH1RACEE = .D;
REH1RACEF = .D;
REH1RACEG = .D;
REH1RACEH = .D;
REH1POSA = .D;
REH1POSB = .D;
REH1POSC = .D;
REH1POSD = .D;
REH1POSE = .D;
REH1POSF = .D;
REH1POSG = .D;
REH1POSH = .D;
REH1POSI = .D;
REH1ACTA = .D;
REH1ACTB = .D;
REH1REPA = .D;
REH1REPB = .D;
REH1REPC = .D;
REH1REPD = .D;
end;
.D = (Does not apply; Did not experience)

18. **REH1WHYSK, REH1WHYAU, REH1WHYBU, REH1WHYCU, REH1WHYDU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1WHYSK is an indicator of whether **REH1WHYA, REH1WHYB, REH1WHYC, REH1WHYD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then **REH1WHYSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1WHYAU = REH1WHYA, REH1WHYBU = REH1WHYB, REH1WHYCU = REH1WHYC, REH1WHYDU = REH1WHYD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1WHYSK = 1 then do;
REH1WHYA = .N;
REH1WHYB = .N;
REH1WHYC = .N;
REH1WHYD = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1WHYA = .D;
    REH1WHYB = .D;
    REH1WHYC = .D;
    REH1WHYD = .D;
end;
.D = (Does not apply; Did not experience)

19. **REH1WHYSPSK, REH1WHYSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

    REH1WHYSPSK is an indicator of whether **REH1WHYSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1WHYD = 2)) then **REH1WHYSPSK** = 2 (Asked).

    The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

    REH1WHYSPU = REH1WHYSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

    If REH1WHYSPSK = 1 then do;
        REH1WHYSP = '.N';
    end;
    .N = (Not Applicable)

20. **REH1SATSK, REH1SATAU, REH1SATBU, REH1SATCU, REH1SATDU, REH1SATEU, REH1SATFU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1SATSK is an indicator of whether **REH1SATA, REH1SATB, REH1SATC, REH1SATD, REH1SATE, REH1SATF** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then **REH1SATSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1SATSK = 1 then do;
    REH1SATA = .N;
    REH1SATB = .N;
    REH1SATC = .N;
    REH1SATD = .N;
    REH1SATE = .N;
    REH1SATF = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1SATA = .D;
    REH1SATB = .D;
    REH1SATC = .D;
    REH1SATD = .D;
    REH1SATE = .D;
    REH1SATF = .D;
end;
.D = (Does not apply; Did not experience)
```

21. **REH1SATSPSK, REH1SATSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1SATSPSK is an indicator of whether **REH1SATSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND (REH1SATF = 1 OR REH1SATF = 2)) then **REH1SATSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1SATSPU = REH1SATSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1SATSPSK = 1 then do;
    REH1SATSP = '.N';
end;
.N = (Not Applicable)

22. **REH1OUTSK, REH1OUTU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1OUTSK is an indicator of whether **REH1OUT** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then **REH1OUTSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1OUTU = REH1OUT, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1OUTSK = 1 then do;
    REH1OUT = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
      REH1OUT = .D;
end;
.D = (Does not apply; Did not experience)

23. **REH1TRUESK, REH1TRUEU, REH1OUTSATU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1TRUESK is an indicator of whether **REH1TRUE, REH1OUTSAT** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1OUT = 1)) then **REH1TRUESK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1TRUEU = REH1TRUE, REH1OUTSATU = REH1OUTSAT, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1TRUESK = 1 then do;
    REH1TRUE = .N;
    REH1OUTSAT = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1TRUE = .D;
    REH1OUTSAT = .D;
end;
.D = (Does not apply; Did not experience)

24. **REH1OUTSATSPSK, REH1OUTSATSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1OUTSATSPSK is an indicator of whether **REH1OUTSATSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND (REH1OUTSAT = 2 OR REH1OUTSAT = 1) AND REH1OUT = 1) then **REH1OUTSATSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1OUTSATSPU = REH1OUTSATSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1OUTSATSPSK = 1 then do;
    REH1OUTSATSP = '.N';
end;
.N = (Not Applicable)

25. **REH1RPACTSK, REH1RPACTAU, REH1RPACTBU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1RPACTSK is an indicator of whether **REH1RPACTA, REH1RPACTB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1OUT = 1)) then **REH1RPACTSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1RPACTAU = REH1RPACTA, REH1RPACTBU = REH1RPACTB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1RPACTSK = 1 then do;
    REH1RPACTA = .N;
    REH1RPACTB = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1RPACTA = .D;
    REH1RPACTB = .D;
end;
.D = (Does not apply; Did not experience)
```

26. **REH1RPACTSPSK, REH1RPACTSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1RPACTSPSK is an indicator of whether **REH1RPACTSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1RPACTA = 1 AND REH1OUT = 1)) then **REH1RPACTSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1RPACTSPU = REH1RPACTSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1RPACTSPSK = 1 then do;
    REH1RPACTSP = '.N';
end;
.N = (Not Applicable)
```

27. **REH1CORRSK, REH1CORRU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1CORRSK is an indicator of whether **REH1CORR** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1CORRSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1CORRU = REH1CORR, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1CORRSK = 1 then do;
    REH1CORR = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1CORR = .D;
end;
.D = (Does not apply; Did not experience)
```

28. **REH1CORRSPSK, REH1CORRSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1CORRSPSK is an indicator of whether **REH1CORRSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND REH1CORR = 2) then **REH1CORRSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1CORRSPU = REH1CORRSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1CORRSPSK = 1 then do;
    REH1CORRSP = '.N';
end;
.N = (Not Applicable)
```

29. **REH1EXPSK, REH1EXPAU, REH1EXPBU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1EXPSK is an indicator of whether **REH1EXPA, REH1EXPB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1EXPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1EXPAU = REH1EXPA, REH1EXPBU = REH1EXPB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

If REH1EXPSK = 1 then do;
    REH1EXPA = .N;
    REH1EXPB = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1EXPA = .D;
    REH1EXPB = .D;
end;
.D = (Does not apply; Did not experience)

30. **REH1WHYNSK, REH1WHYNAU, REH1WHYNBU, REH1WHYNCU, REH1WHYNDU, REH1WHYNEU, REH1WHYNFU, REH1WHYNGU, REH1WHYNHU, REH1WHYNIU, REH1WHYNJU, REH1WHYNKU, REH1WHYNLU, REH1WHYNMU, REH1WHYNNU, REH1WHYNOU, REH1WHYNPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1WHYNSK is an indicator of whether **REH1WHYNA, REH1WHYNB, REH1WHYNC, REH1WHYND, REH1WHYNE, REH1WHYNF, REH1WHYNG, REH1WHYNH, REH1WHYNI, REH1WHYNJ, REH1WHYNK, REH1WHYNL, REH1WHYNM, REH1WHYNN, REH1WHYNO, REH1WHYNP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 1 AND REH1REPB = 1 AND REH1REPC = 1 AND REH1REPD = 1)) then **REH1WHYNSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1WHYNSK = 1 then do;
    REH1WHYNA = .N;
    REH1WHYNB = .N;
    REH1WHYNC = .N;
    REH1WHYND = .N;
    REH1WHYNE = .N;
    REH1WHYNF = .N;
    REH1WHYNG = .N;
    REH1WHYNH = .N;
    REH1WHYNI = .N;
    REH1WHYNJ = .N;
    REH1WHYNK = .N;
    REH1WHYNL = .N;
    REH1WHYNM = .N;
    REH1WHYNN = .N;
    REH1WHYNO = .N;
    REH1WHYNP = .N;
end;
.N = (Not Applicable)

If INCIDENTF = 1 then do;
    REH1WHYNA = .D;
    REH1WHYNB = .D;
    REH1WHYNC = .D;
    REH1WHYND = .D;
    REH1WHYNE = .D;
    REH1WHYNF = .D;
    REH1WHYNG = .D;
    REH1WHYNH = .D;
    REH1WHYNI = .D;
    REH1WHYNJ = .D;
    REH1WHYNK = .D;
    REH1WHYNL = .D;
    REH1WHYNM = .D;
    REH1WHYNN = .D;
    REH1WHYNO = .D;
    REH1WHYNP = .D;
end;
.D = (Does not apply; Did not experience)
```

31. **REH1WHYNSPSK, REH1WHYNSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

REH1WHYNSPSK is an indicator of whether **REH1WHYNSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 1 AND REH1REPB = 1 AND REH1REPC = 1 AND REH1REPD = 1) AND REH1WHYNP = 2)) then **REH1WHYNSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

REH1WHYNSPU = REH1WHYNSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If REH1WHYNSPSK = 1 then do;
    REH1WHYNSP = '.N';
end;
.N = (Not Applicable)
```

32. **TRAINSK, TRAINAU, TRAINBU, TRAINCU, TRAINDU, TRAINEU, TRAINFU, TRAINGU, TRAINHU, TRAINIU, TRAINJU, RATETRAINU. The following explains how to create the flag variable -- the codebook page should contain this information:**

TRAINSK is an indicator of whether **TRAINA, TRAINB, TRAINC, TRAIND, TRAINE, TRAINF, TRAING, TRAINH, TRAINI, TRAINJ, RATETRAIN** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHTRAIN = 2) then **TRAINSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If TRAINSK = 1 then do;
    TRAINA = .N;
    TRAINB = .N;
    TRAINC = .N;
    TRAIND = .N;
    TRAINE = .N;
    TRAINF = .N;
    TRAING = .N;
    TRAINH = .N;
    TRAINI = .N;
    TRAINJ = .N;
    RATETRAIN = .N;
end;
.N = (Not Applicable)
```

33. **DUTYSTSPSK, DUTYSTSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

DUTYSTSPSK is an indicator of whether **DUTYSTSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (DUTYSTA > 1 OR DUTYSTB > 1 OR DUTYSTC > 1) then **DUTYSTSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

DUTYSTSPU = DUTYSTSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If DUTYSTSPSK = 1 then do;
    DUTYSTSP = '.N';
end;
.N = (Not Applicable)
```

34. **LOCALSPSK, LOCALSPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

LOCALSPSK is an indicator of whether **LOCALSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (LOCALA > 1 OR LOCALB > 1 OR LOCALC > 1) then **LOCALSPSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

LOCALSPU = LOCALSP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If LOCALSPSK = 1 then do;
    LOCALSP = '.N';
end;
.N = (Not Applicable)
```

35. **MILREHSK, MILREHU, MILOVERU, MILYOUU. The following explains how to create the flag variable -- the codebook page should contain this information:**

MILREHSK is an indicator of whether **MILREH, MILOVER, MILYOU** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRYEARS >= 5) then **MILREHSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

MILREHU = MILREH, MILOVERU = MILOVER, MILYOUU = MILYOU, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If MILREHSK = 1 then do;
    MILREH = .N;
    MILOVER = .N;
    MILYOU = .N;
end;
.N = (Not Applicable)
```

36. **COMMINELIGSK, COMMINELIGU. The following explains how to create the flag variable -- the codebook page should contain this information:**

COMMINELIGSK is an indicator of whether **COMMINELIG** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRELIG = 1) then **COMMINELIGSK** = 2 (Asked).

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

COMMINELIGU = COMMINELIG, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited:

```
If COMMINELIGSK = 1 then do;
    COMMINELIG = '.N';
end;
.N = (Not Applicable)
```

37. **SRRACEA—SRRACEE, SRRETH1**
The codebook pages for SRRACEA—SRRACEE should note:

"These items are consistent with the '2003 Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity' and the '2000 Decennial Census.'

SRRACEA--SRRACEE are coded as "Mark all that apply" items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the "White" response category was marked, SRRACEB indicates whether the "Black or African-American" response category was marked, SRRACEC indicates whether "American Indian or Alaskan Native" was marked, SRRACED indicates whether "Asian" was marked, and SRRACEE indicates whether "Native Hawaiian or other Pacific Islander" was marked If none are marked, then all of SRRACEA--SRRACEE are assigned the item non-response missing code (.).

SRRETH1 conform to the January 2003 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH1 should note:

"These racial/ethnic categories are consistent with the 2003 standards for maintaining, collecting, and presenting federal data on race and ethnicity."

SRRETH1 groups responses to SRRACEA-SRRACEE into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic or Latino descent (from variable SRHISPA1). Each description in the "RACIAL CATEGORY" column of the chart is preceded by an H for "Hispanic or Latino" if the respondent has a value of 2 for SRHISPA1, and by a NH for "Non-Hispanic or Non-Latino" if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic or Latino and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic or Latino single-race respondents who mark a single race category in SRRACEA-SRRACEE are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics or Latinos selecting more than one race are coded 7. Non-Hispanics or non-Latinos reporting no race code are coded as item non-response. The unassigned categories (coded as 6 and 14), are not populated in this survey, but were used when the additional response option of "Other" for race/ethnicity was included in the question (SRRACEF). The categories for Non-Hispanics or Non-Latinos are similar, except some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics or Non-Latinos are coded as 19.

CODE	RACIAL CATEGORY (SRRETH1)	SRHISPA1	SRRACEA	SRRACEB	SRRACEC	SRRACED	SRRACEE	SRRACEF
1	H American Indian or Alaska Native	2	1	1	2	1	1	1
2	H Asian	2	1	1	1	2	1	1
3	H Black or African American	2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2	1
5	H White	2	2	1	1	1	1	1
6	H Some other race	2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	2	.	.	.	.	.	.
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

Appendix E
Alphabetical Variable List for the Survey Analysis Files

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
AFMS_YR_QY*		AFMS_YR_QY	952
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CEDUC*		Education Level Constructed	955
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CHILDST*		CHILDST	957
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COMFORTAU*		Uned:[61a] Socially: Comfort interact w	615
COMFORTB	61b.	[61b] Socially: Press not soc w/ races	49
COMFORTBR*		BV: Socially: Press not soc w races	639
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COMFORTC	61c.	[61c] Socially: Watch what you say	50
COMFORTCR*		BV: Socially: Watch what you say	640
COMFORTCU*		Uned:[61c] Socially: Watch what you say	617
COMFORTD	61d.	[61d] Socially: Watch your behavior	51
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COMFORTE	61e.	[61e] Socially: Conf interacting	52
COMFORTER*		BV: Socially: Conf interacting	642
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COMFORTF	61f.	[61f] Socially: Pressure to avoid	53
COMFORTFR*		BV: Socially: Pressure to avoid	643
COMFORTFU*		Uned:[61f] Socially: Pressure to avoid	620
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DEPRESSB*	27b.	[27b] Depress: Feeling down, hopeless	176
DEPRESSBU*		Uned:[27b] Depress: Feeling down, hopele	457
DEPRESSC*	27c.	[27c] Depress: Problems with sleep	177
DEPRESSCU*		Uned:[27c] Depress: Problems with sleep	458

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DEPRESSDU*		Uned:[27d] Depress: Feeling tired	459
DEPRESSE*	27e.	[27e] Depress: Poor appetite/overeatin	179
DEPRESSEU*		Uned:[27e] Depress: Poor appetite/overea	460
DEPRESSF*	27f.	[27f] Depress: Feeling bad about self	180
DEPRESSFU*		Uned:[27f] Depress: Feeling bad about se	461
DEPRESSG*	27g.	[27g] Depress: Trouble concentrating	181
DEPRESSGU*		Uned:[27g] Depress: Trouble concentratin	462
DEPRESSH*	27h.	[27h] Depress: Move slowly or restless	182
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DODDISCU*		Uned:[33] DoD responsibility discriminat	509
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HEALTHD	24d.	[24d] Health: Excellent	28
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CRACECAT		Race/Ethnic Category 2 Constructed	961
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CSERVICE		CSERVICE	963
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CTS1210		CTS Flag - October 2012 Constructed	965
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PNLECTYP		PNLECTYP	993
PNLENDDT		PNLENDDT	994
PNLERSN		PNLERSN	995
POPFLAG		Population Flag	996
POPSAMP		POPSAMP	997
RACE		Race Code	998
RACE_ETH		Constructed Race Ethnic	999
RANDOM		RANDOM	1000
RANKABB		Abbreviated Rank Constructed	1001
SAMP_WGT		Sample Weight	1002
SEX		SEX	1003
STRAT		STRAT	1004
SVC		SVC	1005

Information on Weighting-Confidential

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
TOTAL		Variance Estimation Strata	1006
COMPFLAG		[COMPFLAG] Questionnaire complete flag	1007
CRITFLAG		[CRITFLAG] Critical ques. complete flag	1008
ELIGAF		Briefing: Eligibility for Air Force	1009
ELIGARMY		Briefing: Eligibility for Army	1010
ELIGCG		Briefing: Eligibility for Coast Guard	1011
ELIGMC		Briefing: Eligibility for Marine Corps	1012
ELIGNAVY		Briefing: Eligibility for Navy	1013
FLAG_FIN		Final Disposition	1014
QCOMPN		[QCOMPN] Questions completed count	1015
QCOMPNF		Questionnaire Complete Number Flag	1016
QCOMPP		[QCOMPP] Questions completed proportion	1017
REC_INEL		Record Ineligible Flag	1018
REFUSE		REFUSE --Reason survey refused	1019
SAMP_DC		Sample Disposition Code - Postal and Pho	1020
SCSINEL		Reason reported for ineligibility	1021
SPREFUSE		Self/Proxy-report Refuse	1022
SPRINEL		Self/Proxy-report Ineligible	1023
SSRINEL		Survey Self-Report Ineligible	1024
V_STRAT		Variance estimation strata	1025

Appendix G

Frequency and Percentage Distributions for Variables in the Survey Analysis Files

Information Gathered on the Survey

RETINT1 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?

OS DATA

COLS	LENGTH
0001-0002	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYLIKE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1083	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1649	1.9	1	1	Very unlikely
1660	1.9	2	2	Unlikely
1988	2.2	3	3	Neither likely nor unlikely
4898	5.5	4	4	Likely
10003	11.3	5	5	Very likely
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

OS DATA

COLS	LENGTH
0003-0004	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1105	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
661	0.7	1	1	Very dissatisfied
1789	2.0	2	2	Dissatisfied
3013	3.4	3	3	Neither satisfied nor dissatisfied
10243	11.5	4	4	Satisfied
4470	5.0	5	5	Very satisfied
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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.

ORGWRKA There is very little conflict among your coworkers.

OS DATA

COLS	LENGTH
0005-0006	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2138	2.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1039	1.2	1	1	Strongly disagree
2520	2.8	2	2	Disagree
4256	4.8	3	3	Neither agree nor disagree
7763	8.7	4	4	Agree
3565	4.0	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey

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.

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

OS DATA

COLS	LENGTH
0007-0008	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2155	2.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
692	0.8	1	1	Strongly disagree
1744	2.0	2	2	Disagree
3611	4.1	3	3	Neither agree nor disagree
9038	10.2	4	4	Agree
4041	4.6	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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.

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

OS DATA

COLS	LENGTH
0009-0010	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2168	2.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
455	0.5	1	1	Strongly disagree
1083	1.2	2	2	Disagree
3398	3.8	3	3	Neither agree nor disagree
9893	11.1	4	4	Agree
4284	4.8	5	5	Strongly agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

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

OS DATA

COLS	LENGTH
0011-0012	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2166	2.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
494	0.6	1	1	Strongly disagree
1099	1.2	2	2	Disagree
3335	3.8	3	3	Neither agree nor disagree
9351	10.5	4	4	Agree
4836	5.4	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey

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.

ORGWRKE You are satisfied with the relationships you have with your coworkers.

OS DATA

COLS	LENGTH
0013-0014	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2186	2.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
643	0.7	1	1	Strongly disagree
1152	1.3	2	2	Disagree
3602	4.1	3	3	Neither agree nor disagree
9116	10.3	4	4	Agree
4582	5.2	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBA Intentionally interfered with others' work performance?

OS DATA

COLS	LENGTH
0015-0016	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2402	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9797	11.0	1	1	Never
4165	4.7	2	2	Once or twice
3239	3.7	3	3	Sometimes
1086	1.2	4	4	Often
592	0.7	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBB Did not provide information or assistance when needed?

OS DATA

COLS	LENGTH
0017-0018	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2503	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7416	8.4	1	1	Never
4843	5.5	2	2	Once or twice
3893	4.4	3	3	Sometimes
1679	1.9	4	4	Often
947	1.1	5	5	Very often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBC Were excessively harsh in their criticism of work performance?

OS DATA

COLS	LENGTH
0019-0020	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2468	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9062	10.2	1	1	Never
4273	4.8	2	2	Once or twice
3243	3.7	3	3	Sometimes
1316	1.5	4	4	Often
919	1.0	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBD Took credit for work or ideas that were not theirs?

OS DATA	
COLS	LENGTH
0021-0022	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2508	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9613	10.8	1	1	Never
3660	4.1	2	2	Once or twice
2910	3.3	3	3	Sometimes
1393	1.6	4	4	Often
1197	1.4	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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.

MILWRKA Your work provides you with a sense of pride.

OS DATA

COLS	LENGTH
0023-0024	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2418	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
824	0.9	1	1	Strongly disagree
1191	1.3	2	2	Disagree
3025	3.4	3	3	Neither agree nor disagree
7183	8.1	4	4	Agree
6640	7.5	5	5	Strongly agree
88816	100.0	TOTALS		

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.

MILWRKB Your work makes good use of your skills.

OS DATA

COLS	LENGTH
0025-0026	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2422	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1140	1.3	1	1	Strongly disagree
1721	1.9	2	2	Disagree
3302	3.7	3	3	Neither agree nor disagree
7073	8.0	4	4	Agree
5623	6.3	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey

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.

MILWRKC You like the kind of work you do.

OS DATA

COLS	LENGTH
0027-0028	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2458	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1183	1.3	1	1	Strongly disagree
1506	1.7	2	2	Disagree
3583	4.0	3	3	Neither agree nor disagree
6572	7.4	4	4	Agree
5979	6.7	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey

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.

MILWRKD Your job gives you the chance to acquire valuable skills.

OS DATA

COLS	LENGTH
0029-0030	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2408	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
886	1.0	1	1	Strongly disagree
1138	1.3	2	2	Disagree
3087	3.5	3	3	Neither agree nor disagree
7238	8.2	4	4	Agree
6524	7.4	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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.

MILWRKE You are satisfied with your job as a whole.

OS DATA

COLS	LENGTH
0031-0032	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2451	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1252	1.4	1	1	Strongly disagree
1612	1.8	2	2	Disagree
3630	4.1	3	3	Neither agree nor disagree
7058	8.0	4	4	Agree
5278	5.9	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

Overall, how well prepared... Mark one answer for each item.

PREPAREA Are you to perform your wartime job?

OS DATA

COLS	LENGTH
0033-0034	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2471	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
377	0.4	1	1	Very poorly prepared
729	0.8	2	2	Poorly prepared
3479	3.9	3	3	Neither well nor poorly prepared
7895	8.9	4	4	Well prepared
6330	7.1	5	5	Very well prepared
88816	100.0	TOTALS		

Information Gathered on the Survey

Overall, how well prepared... Mark one answer for each item.

PREPAREB Is your unit to perform its wartime mission?

OS DATA

COLS	LENGTH
0035-0036	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2425	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
678	0.8	1	1	Very poorly prepared
1080	1.2	2	2	Poorly prepared
4539	5.1	3	3	Neither well nor poorly prepared
7504	8.5	4	4	Well prepared
5055	5.7	5	5	Very well prepared
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate... Mark one answer for each item.

MORALEA Your current level of morale?

OS DATA

COLS	LENGTH
0037-0038	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2588	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1517	1.7	1	1	Very low
2200	2.5	2	2	Low
6016	6.8	3	3	Moderate
5641	6.4	4	4	High
3319	3.7	5	5	Very high
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate... Mark one answer for each item.

MORALEB The current level of morale in your unit?

OS DATA

COLS	LENGTH
0039-0040	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2493	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1523	1.7	1	1	Very low
2839	3.2	2	2	Low
7417	8.4	3	3	Moderate
5037	5.7	4	4	High
1972	2.2	5	5	Very high
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
0041-0042	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2490	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
584	0.7	1	1	Strongly disagree
1607	1.8	2	2	Disagree
5062	5.7	3	3	Neither agree nor disagree
8276	9.3	4	4	Agree
3262	3.7	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
0043-0044	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2464	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
417	0.5	1	1	Strongly disagree
1092	1.2	2	2	Disagree
4022	4.5	3	3	Neither agree nor disagree
9510	10.7	4	4	Agree
3776	4.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
0045-0046	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2485	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
352	0.4	1	1	Strongly disagree
724	0.8	2	2	Disagree
3068	3.5	3	3	Neither agree nor disagree
9716	10.9	4	4	Agree
4936	5.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

MEMUNITD Service members in your unit trust each other.

OS DATA

COLS	LENGTH
0047-0048	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2464	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
926	1.0	1	1	Strongly disagree
1753	2.0	2	2	Disagree
5628	6.3	3	3	Neither agree nor disagree
7404	8.3	4	4	Agree
3106	3.5	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey

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

HEALTHA I am as healthy as anybody I know.

OS DATA

COLS	LENGTH
0049-0050	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2539	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
807	0.9	1	1	Definitely false
1887	2.1	2	2	Mostly false
10685	12.0	3	3	Mostly true
5363	6.0	4	4	Definitely true
88816	100.0	TOTALS		

Information Gathered on the Survey

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

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

OS DATA

COLS	LENGTH
0051-0052	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2605	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10845	12.2	1	1	Definitely false
5909	6.7	2	2	Mostly false
1579	1.8	3	3	Mostly true
343	0.4	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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

HEALTHC I expect my health to get worse.

OS DATA

COLS	LENGTH
0053-0054	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2590	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10762	12.1	1	1	Definitely false
5249	5.9	2	2	Mostly false
2184	2.5	3	3	Mostly true
496	0.6	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

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

HEALTHD My health is excellent.

OS DATA

COLS	LENGTH
0055-0056	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2525	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
951	1.1	1	1	Definitely false
1936	2.2	2	2	Mostly false
10284	11.6	3	3	Mostly true
5585	6.3	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

Overall, how would you rate... Mark one answer for each item.

WSTRESS The current level of stress in your work life?

OS DATA

COLS	LENGTH
0057-0058	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2558	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1571	1.8	1	1	Much less than usual
2448	2.8	2	2	Less than usual
7930	8.9	3	3	About the same as usual
4676	5.3	4	4	More than usual
2098	2.4	5	5	Much more than usual
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Overall, how would you rate... Mark one answer for each item.

PSTRESS The current level of stress in your personal life?

OS DATA

COLS	LENGTH
0059-0060	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2519	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2362	2.7	1	1	Much less than usual
3091	3.5	2	2	Less than usual
7805	8.8	3	3	About the same as usual
3943	4.4	4	4	More than usual
1561	1.8	5	5	Much more than usual
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

EFFORTA Senior leadership of my Service

OS DATA

COLS	LENGTH
0061-0062	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4903	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11127	12.5	1	1	Yes
1815	2.0	2	2	No
3436	3.9	3	3	Don't know
88816	100.0	TOTALS		

Information Gathered on the Survey

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.

EFFORTB Senior leadership of my installation/ship

OS DATA

COLS	LENGTH
0063-0064	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4856	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11084	12.5	1	1	Yes
1852	2.1	2	2	No
3489	3.9	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

EFFORTC My immediate supervisor

OS DATA

COLS	LENGTH
0065-0066	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4927	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11261	12.7	1	1	Yes
2001	2.3	2	2	No
3092	3.5	3	3	Don't know
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PROMOTE In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...? Mark one.

OS DATA

COLS	LENGTH
0067-0068	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
CRRIMP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4748	5.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12826	14.4	1	1	The same
728	0.8	2	2	Better
2979	3.4	3	3	Worse
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTA Racial/ethnic harassment/discrimination?

OS DATA

COLS	LENGTH
0069-0070	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4772	5.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2744	3.1	1	1	Too much attention
11545	13.0	2	2	The right amount of attention
2220	2.5	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTB Sexual harassment/discrimination?

OS DATA

COLS	LENGTH
0071-0072	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4775	5.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3268	3.7	1	1	Too much attention
10824	12.2	2	2	The right amount of attention
2414	2.7	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTC Religious harassment/discrimination?

OS DATA

COLS	LENGTH
0073-0074	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4795	5.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1728	2.0	1	1	Too much attention
11909	13.4	2	2	The right amount of attention
2849	3.2	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTD Other harassment/discrimination?

OS DATA

COLS	LENGTH
0075-0076	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4846	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1552	1.8	1	1	Too much attention
12382	13.9	2	2	The right amount of attention
2501	2.8	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate race relations... Mark one answer for each item.

RACERELA In your work group?

OS DATA

COLS	LENGTH
0077-0078	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4868	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
302	0.3	1	1	Poor
1011	1.1	2	2	Fair
3260	3.7	3	3	Good
4356	4.9	4	4	Very good
7484	8.4	5	5	Excellent
88816	100.0	TOTALS		

How would you rate race relations... Mark one answer for each item.

RACERELB At your installation/ship?

OS DATA

COLS	LENGTH
0079-0080	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4862	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
334	0.4	1	1	Poor
1177	1.3	2	2	Fair
3779	4.3	3	3	Good
4539	5.1	4	4	Very good
6590	7.4	5	5	Excellent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate race relations... Mark one answer for each item.

RACERELC In your Service?

OS DATA

COLS	LENGTH
0081-0082	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4877	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
442	0.5	1	1	Poor
1454	1.6	2	2	Fair
4270	4.8	3	3	Good
4539	5.1	4	4	Very good
5699	6.4	5	5	Excellent
88816	100.0	TOTALS		

How would you rate race relations... Mark one answer for each item.

RACERELD In the local community around your installation?

OS DATA

COLS	LENGTH
0083-0084	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4867	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
748	0.8	1	1	Poor
2012	2.3	2	2	Fair
4737	5.3	3	3	Good
4086	4.6	4	4	Very good
4831	5.4	5	5	Excellent
88816	100.0	TOTALS		

In your work group, to what extent... Mark one answer for each item.

RATEWGA Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

OS DATA

COLS	LENGTH
0085-0086	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5064	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1643	1.9	1	1	Not at all
1565	1.8	2	2	Small extent
3931	4.4	3	3	Moderate extent
4483	5.1	4	4	Large extent
4595	5.2	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGB Would reports about racial/ethnic harassment and discrimination be taken seriously?

OS DATA

COLS	LENGTH
0087-0088	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5111	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1134	1.3	1	1	Not at all
1077	1.2	2	2	Small extent
3230	3.6	3	3	Moderate extent
4392	5.0	4	4	Large extent
6337	7.1	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

In your work group, to what extent... Mark one answer for each item.

RATEWGC Would people be able to get away with racial/ethnic harassment and discrimination?

OS DATA

COLS	LENGTH
0089-0090	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5168	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7275	8.2	1	1	Not at all
3211	3.6	2	2	Small extent
2916	3.3	3	3	Moderate extent
1376	1.6	4	4	Large extent
1335	1.5	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGD Are policies forbidding racial/ethnic harassment and discrimination publicized?

OS DATA	
COLS	LENGTH
0091-0092	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5069	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1643	1.9	1	1	Not at all
1326	1.5	2	2	Small extent
3735	4.2	3	3	Moderate extent
4144	4.7	4	4	Large extent
5364	6.0	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGE Are reporting procedures related to racial/ethnic harassment and discrimination publicized?

OS DATA

COLS	LENGTH
0093-0094	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5142	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1655	1.9	1	1	Not at all
1617	1.8	2	2	Small extent
4054	4.6	3	3	Moderate extent
3963	4.5	4	4	Large extent
4850	5.5	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTA Comfortable interacting with people from different racial/ethnic groups?

OS DATA

COLS	LENGTH
0095-0096	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5703	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
605	0.7	1	1	Not at all
348	0.4	2	2	Small extent
2057	2.3	3	3	Moderate extent
3798	4.3	4	4	Large extent
8770	9.9	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

To what extent do you feel... Mark one answer for each item.

COMFORTB Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

OS DATA

COLS	LENGTH
0097-0098	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5741	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11388	12.8	1	1	Not at all
1039	1.2	2	2	Small extent
1946	2.2	3	3	Moderate extent
590	0.7	4	4	Large extent
577	0.7	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTC The need to watch what you say when interacting with people from different racial/ethnic groups?

OS DATA

COLS	LENGTH
0099-0100	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5762	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6582	7.4	1	1	Not at all
2921	3.3	2	2	Small extent
3458	3.9	3	3	Moderate extent
1340	1.5	4	4	Large extent
1218	1.4	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTD The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

OS DATA

COLS	LENGTH
0101-0102	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5693	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7567	8.5	1	1	Not at all
2712	3.1	2	2	Small extent
3111	3.5	3	3	Moderate extent
1156	1.3	4	4	Large extent
1042	1.2	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTE Comfortable interacting with people who have different religious beliefs than you?

OS DATA

COLS	LENGTH
0103-0104	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5756	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1388	1.6	1	1	Not at all
770	0.9	2	2	Small extent
2820	3.2	3	3	Moderate extent
3653	4.1	4	4	Large extent
6894	7.8	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTF Pressure from Service members to avoid socializing with members who have different religious beliefs?

OS DATA

COLS	LENGTH
0105-0106	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5728	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11403	12.8	1	1	Not at all
1163	1.3	2	2	Small extent
2057	2.3	3	3	Moderate extent
463	0.5	4	4	Large extent
467	0.5	5	5	Very large extent
88816	100.0	TOTALS		

To what extent do you feel... Mark one answer for each item.

COMFORTG Comfortable being open about your religious beliefs with other Service members?

OS DATA	
COLS	LENGTH
0107-0108	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5745	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1754	2.0	1	1	Not at all
1569	1.8	2	2	Small extent
3910	4.4	3	3	Moderate extent
3053	3.4	4	4	Large extent
5250	5.9	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NATREH In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

OS DATA

COLS	LENGTH
0109-0110	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTENDK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5728	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1344	1.5	1	1	Much less often
3682	4.2	2	2	Less often
5885	6.6	3	3	About the same
1555	1.8	4	4	More often
769	0.9	5	5	Much more often
2318	2.6	6	6	Don't know
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey

NATION In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

OS DATA

COLS	LENGTH
0111-0112	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BTRTODY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5761	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2224	2.5	1	1	Worse today
7496	8.4	2	2	About the same as five years ago
5800	6.5	3	3	Better today
88816	100.0	TOTALS		

Information Gathered on the Survey

NATIONYOU In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

OS DATA

COLS	LENGTH
0113-0114	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MCHBTTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5772	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
398	0.5	1	1	Much worse
1435	1.6	2	2	Worse
8061	9.1	3	3	Neither better or worse
3903	4.4	4	4	Better
1712	1.9	5	5	Much better
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREH In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

OS DATA

COLS	LENGTH
0115-0116	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2894	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7726	8.7	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1823	2.1	1	1	Much less often
3860	4.4	2	2	Less often
4473	5.0	3	3	About the same
388	0.4	4	4	More often
117	0.1	5	5	Much more often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREHU = MILREH, MILOVERU = MILOVER, MILYOUU = MILYOU, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MILREHSK = 1 then do; MILREH = .N; MILOVER = .N; MILYOU = .N; end; .N = (Not Applicable)

MILOVER In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?

OS DATA

COLS	LENGTH
0117-0118	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BTRTODY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2889	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7726	8.7	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
393	0.4	1	1	Worse today
5000	5.6	2	2	About the same as five years ago
5273	5.9	3	3	Better today
88816	100.0	TOTALS		

MILREHU = MILREH, MILOVERU = MILOVER, MILYOUU = MILYOU, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MILREHSK = 1 then do; MILREH = .N; MILOVER = .N; MILYOU = .N; end; .N = (Not Applicable)

MILYOU In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

OS DATA

COLS	LENGTH
0119-0120	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MCHBTTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2875	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
7726	8.7	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
131	0.2	1	1	Much worse
434	0.5	2	2	Worse
6109	6.9	3	3	Neither better or worse
2641	3.0	4	4	Better
1365	1.5	5	5	Much better
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREHU = MILREH, MILOVERU = MILOVER, MILYOUU = MILYOU, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MILREHSK = 1 then do; MILREH = .N; MILOVER = .N; MILYOU = .N; end; .N = (Not Applicable)

Variables for Analysis

SUPSAT Tabs: Supervisor Satisfaction Scale created from Q11a-f

OS DATA

COLS	LENGTH
0121-0122	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2063	2.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
333	0.4	1	1	1
84	0.1	1.16650	1.166503	1.166503
159	0.2	1.33325	1.333251	1.333251
122	0.1	1.50000	1.5	1.5
141	0.2	1.66650	1.666503	1.666503
158	0.2	1.83325	1.833251	1.833251
265	0.3	2	2	2
250	0.3	2.16650	2.166503	2.166503
287	0.3	2.33301	2.333007	2.333007
358	0.4	2.50000	2.5	2.5
402	0.5	2.66650	2.666503	2.666503
465	0.5	2.83301	2.833007	2.833007
1102	1.2	3	3	3
581	0.7	3.16650	3.166503	3.166503
646	0.7	3.33301	3.333007	3.333007
668	0.8	3.50000	3.5	3.5
894	1.0	3.66650	3.666503	3.666503
1160	1.3	3.83301	3.833007	3.833007
4262	4.8	4	4	4
700	0.8	4.16602	4.166015	4.166015
584	0.7	4.33301	4.333007	4.333007
490	0.6	4.50000	4.5	4.5
551	0.6	4.66602	4.666015	4.666015
767	0.9	4.83301	4.833007	4.833007
3789	4.3	5	5	5
88816	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CWORKSAT Tabs: Coworker Satisfaction Scale Q18a-e

OS DATA

COLS	LENGTH
0123-0124	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2399	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
173	0.2	1	1	1
52	0.1	1.19995	1.199951	1.199951
85	0.1	1.39990	1.399902	1.399902
110	0.1	1.59985	1.599853	1.599853
169	0.2	1.79980	1.799804	1.799804
288	0.3	2	2	2
323	0.4	2.19971	2.199707	2.199707
404	0.5	2.39990	2.399902	2.399902
521	0.6	2.59961	2.599609	2.599609
587	0.7	2.79980	2.799804	2.799804
1365	1.5	3	3	3
807	0.9	3.19971	3.199707	3.199707
942	1.1	3.39990	3.399902	3.399902
1324	1.5	3.59961	3.599609	3.599609
1745	2.0	3.79980	3.799804	3.799804
4527	5.1	4	4	4
939	1.1	4.19922	4.199218	4.199218
722	0.8	4.39941	4.399414	4.399414
639	0.7	4.59961	4.599609	4.599609
732	0.8	4.79980	4.799804	4.799804
2428	2.7	5	5	5
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WORKHOST Tabs: Workplace Hostility Scale Q19a-i

OS DATA

COLS	LENGTH
0125-0126	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3152	3.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3913	4.4	1	1	1
1231	1.4	1.11108	1.111083	1.111083
1164	1.3	1.22217	1.222167	1.222167
1070	1.2	1.33325	1.333251	1.333251
1020	1.2	1.44434	1.444335	1.444335
818	0.9	1.55542	1.555419	1.555419
837	0.9	1.66650	1.666503	1.666503
746	0.8	1.77759	1.777587	1.777587
711	0.8	1.88867	1.888671	1.888671
718	0.8	2	2	2
593	0.7	2.11084	2.110839	2.110839
516	0.6	2.22217	2.222167	2.222167
500	0.6	2.33301	2.333007	2.333007
399	0.5	2.44434	2.444335	2.444335
417	0.5	2.55518	2.555175	2.555175
352	0.4	2.66650	2.666503	2.666503
361	0.4	2.77734	2.777343	2.777343
295	0.3	2.88867	2.888671	2.888671
593	0.7	3	3	3
241	0.3	3.11084	3.110839	3.110839
198	0.2	3.22217	3.222167	3.222167
182	0.2	3.33301	3.333007	3.333007
139	0.2	3.44434	3.444335	3.444335
136	0.2	3.55518	3.555175	3.555175
129	0.2	3.66650	3.666503	3.666503
127	0.1	3.77734	3.777343	3.777343
103	0.1	3.88867	3.888671	3.888671
109	0.1	4	4	4
101	0.1	4.11035	4.110351	4.110351
78	0.1	4.22168	4.221679	4.221679
61	0.1	4.33301	4.333007	4.333007
41	0.1	4.44434	4.444335	4.444335
92	0.1	4.55469	4.554687	4.554687
29	0.0	4.66602	4.666015	4.666015
29	0.0	4.77734	4.777343	4.777343
9	0.0	4.88867	4.888671	4.888671
71	0.1	5	5	5
88816	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WORKSAT Tabs: Work Satisfaction Scale Q20a-e

OS DATA

COLS	LENGTH
0127-0128	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2636	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
342	0.4	1	1	1
117	0.1	1.19995	1.199951	1.199951
156	0.2	1.39990	1.399902	1.399902
166	0.2	1.59985	1.599853	1.599853
228	0.3	1.79980	1.799804	1.799804
371	0.4	2	2	2
336	0.4	2.19971	2.199707	2.199707
389	0.4	2.39990	2.399902	2.399902
456	0.5	2.59961	2.599609	2.599609
498	0.6	2.79980	2.799804	2.799804
1237	1.4	3	3	3
774	0.9	3.19971	3.199707	3.199707
815	0.9	3.39990	3.399902	3.399902
970	1.1	3.59961	3.599609	3.599609
1188	1.3	3.79980	3.799804	3.799804
3350	3.8	4	4	4
992	1.1	4.19922	4.199218	4.199218
815	0.9	4.39941	4.399414	4.399414
742	0.8	4.59961	4.599609	4.599609
844	1.0	4.79980	4.799804	4.799804
3859	4.3	5	5	5
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Variables for Analysis

COHESION Tabs: Unit Cohesion Scale Q23a-d

OS DATA

COLS	LENGTH
0129-0130	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2565	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
241	0.3	1	1	1
58	0.1	1.25000	1.25	1.25
106	0.1	1.50000	1.5	1.5
149	0.2	1.75000	1.75	1.75
398	0.5	2	2	2
325	0.4	2.25000	2.25	2.25
492	0.6	2.50000	2.5	2.5
609	0.7	2.75000	2.75	2.75
2067	2.3	3	3	3
1068	1.2	3.25000	3.25	3.25
1651	1.9	3.50000	3.5	3.5
1764	2.0	3.75000	3.75	3.75
5096	5.7	4	4	4
898	1.0	4.25000	4.25	4.25
705	0.8	4.50000	4.5	4.5
547	0.6	4.75000	4.75	4.75
2542	2.9	5	5	5
88816	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

GENHEAL Tabs: General Health Scale Q24a-d, with items Q24b-c reverse coded

OS DATA

COLS	LENGTH
0131-0132	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2763	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
48	0.1	1	1	1
49	0.1	1.25000	1.25	1.25
140	0.2	1.50000	1.5	1.5
205	0.2	1.75000	1.75	1.75
375	0.4	2	2	2
584	0.7	2.25000	2.25	2.25
1235	1.4	2.50000	2.5	2.5
1267	1.4	2.75000	2.75	2.75
2937	3.3	3	3	3
2584	2.9	3.25000	3.25	3.25
3929	4.4	3.50000	3.5	3.5
1901	2.1	3.75000	3.75	3.75
3264	3.7	4	4	4
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Variables for Analysis

STRESS Tabs: Perceived Stress Scale Q26a-j

OS DATA

COLS	LENGTH
0133-0134	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3578	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
250	0.3	0	0	0
177	0.2	1	1	1
266	0.3	2	2	2
327	0.4	3	3	3
431	0.5	4	4	4
503	0.6	5	5	5
539	0.6	6	6	6
602	0.7	7	7	7
749	0.8	8	8	8
775	0.9	9	9	9
894	1.0	10	10	10
878	1.0	11	11	11
929	1.1	12	12	12
991	1.1	13	13	13
916	1.0	14	14	14
860	1.0	15	15	15
1097	1.2	16	16	16
831	0.9	17	17	17
931	1.1	18	18	18
698	0.8	19	19	19
1278	1.4	20	20	20
476	0.5	21	21	21
418	0.5	22	22	22
335	0.4	23	23	23
323	0.4	24	24	24
242	0.3	25	25	25
202	0.2	26	26	26
168	0.2	27	27	27
121	0.1	28	28	28
110	0.1	29	29	29
88	0.1	30	30	30
67	0.1	31	31	31
72	0.1	32	32	32
42	0.1	33	33	33
35	0.0	34	34	34
25	0.0	35	35	35
26	0.0	36	36	36
9	0.0	37	37	37
8	0.0	38	38	38
8	0.0	39	39	39
6	0.0	40	40	40
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DEPRESSION Tabs: Depression Scale Q27a-h

OS DATA

COLS	LENGTH
0135-0136	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3802	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5536	6.2	1	1	1
1726	1.9	1.12500	1.125	1.125
1812	2.0	1.25000	1.25	1.25
1377	1.6	1.37500	1.375	1.375
1156	1.3	1.50000	1.5	1.5
852	1.0	1.62500	1.625	1.625
849	1.0	1.75000	1.75	1.75
672	0.8	1.87500	1.875	1.875
861	1.0	2	2	2
424	0.5	2.12500	2.125	2.125
358	0.4	2.25000	2.25	2.25
314	0.4	2.37500	2.375	2.375
244	0.3	2.50000	2.5	2.5
221	0.3	2.62500	2.625	2.625
179	0.2	2.75000	2.75	2.75
151	0.2	2.87500	2.875	2.875
201	0.2	3	3	3
96	0.1	3.12500	3.125	3.125
85	0.1	3.25000	3.25	3.25
65	0.1	3.37500	3.375	3.375
61	0.1	3.50000	3.5	3.5
59	0.1	3.62500	3.625	3.625
46	0.1	3.75000	3.75	3.75
40	0.1	3.87500	3.875	3.875
94	0.1	4	4	4
88816	100.5	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DODOFF Tabs: Offensive Encounters Scale Q28a-k and Q29

OS DATA

COLS	LENGTH
0137-0138	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19391	21.8	1	1	Did not experience
1890	2.1	2	2	Experienced
88816	100.0	TOTALS		

Variables for Analysis

DODTHRT Tabs: Threat/Harm Scale Q28l–q and Q29

OS DATA

COLS	LENGTH
0139–0140	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
20515	23.1	1	1	Did not experience
766	0.9	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

INC_H Tabs: Harassment Rate Q28a-q and Q29

OS DATA

COLS	LENGTH
0141-0142	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19372	21.8	1	1	Did not experience
1909	2.2	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

POORSRV Tabs: Providers/Authorities scale: Constructed from Q31r-t and Q32a

OS DATA

COLS	LENGTH
0143-0144	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
21015	23.7	1	1	Did not experience
266	0.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Variables for Analysis

PUNISH Tabs: Undue Punishment scale: Constructed from Q31o-p and Q32a

OS DATA

COLS	LENGTH
0145-0146	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
21036	23.7	1	1	Did not experience
245	0.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TESTSCR Tabs: Training/Test Score Discrimination scale: Constructed from Q31f–i and Q32a

OS DATA

COLS	LENGTH
0147–0148	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self–Report Ineligible
21058	23.7	1	1	Did not experience
223	0.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EVAL Tabs: Evaluation Discrimination scale: Constructed from Q31a–d and Q32a

OS DATA

COLS	LENGTH
0149–0150	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self–Report Ineligible
20718	23.3	1	1	Did not experience
563	0.6	2	2	Experienced
88816	100.0	TOTALS		

Variables for Analysis

ASSIGN Tabs: Assignment/Career Discrimination scale: Constructed from Q31e,j-n,q, and Q32a

OS DATA

COLS	LENGTH
0151-0152	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
20751	23.4	1	1	Did not experience
530	0.6	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

INC_D Tabs: Discrimination scale: Constructed from Q31a-t and Q32a. Q31u-Other experiences is excluded from scale

OS DATA

COLS	LENGTH
0153-0154	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
20390	23.0	1	1	Did not experience
891	1.0	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

INC_MS Tabs: Harassment/Discrimination scale: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Already created for crossing variable XHARDISC

OS DATA

COLS	LENGTH
0155-0156	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19046	21.4	1	1	Did not experience
2235	2.5	2	2	Experienced
88816	100.0	TOTALS		

Variables for Analysis

INCIDENT Tabs: Any Incident rate: Constructed from Q28a-q and Q31a-t

OS DATA

COLS	LENGTH
0157-0158	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15134	17.0	1	1	Did not experience
6147	6.9	2	2	Experienced
88816	100.0	TOTALS		

UNDRSTNDAR Tabs: Common denominator–At your installation/ship... Would you know how to report experiences of racial/ethnic harassment?

OS DATA

COLS	LENGTH
0159–0160	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4983	5.6	–9	.	No response
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
1313	1.5	1	1	No
14985	16.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

UNDRSTNDBR Tabs: Common denominator–At your installation/ship... Would you know how to report experiences of racial/ethnic discrimination?

OS DATA

COLS	LENGTH
0161–0162	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4983	5.6	–9	.	No response
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
1303	1.5	1	1	No
14995	16.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Variables for Analysis

UNDRSTNDCR Tabs: Common denominator–At your installation/ship... Is the availability of reporting hotlines publicized enough?

OS DATA

COLS	LENGTH
0163–0164	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4983	5.6	–9	.	No response
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
3168	3.6	1	1	No
13130	14.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IDEALSAR Tabs: Common denominator–Do you agree with the ideals of organizations that... Support the separation of people based on race/ethnicity

OS DATA

COLS	LENGTH
0165–0166	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5675	6.4	–9	.	No response
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
14077	15.9	1	1	No
1529	1.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IDEALSBR Tabs: Common denominator–Do you agree with the ideals of organizations that... Warn of the dangers of interactions between people of different races/ethnicities

OS DATA

COLS	LENGTH
0167–0168	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5675	6.4	–9	.	No response
67378	75.9	–1	.B	No survey return
157	0.2	–8	.S	Survey Self-Report Ineligible
13506	15.2	1	1	No
2100	2.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IDEALSCR Tabs: Common denominator–Do you agree with the ideals of organizations that... Point out the dangers of racial/ethnic diversity?

OS DATA

COLS	LENGTH
0169-0170	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5675	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12943	14.6	1	1	No
2663	3.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

XRETH2L Two level minority vs non-minority

OS DATA

COLS	LENGTH
0171-0172	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RETH2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4874	5.5	1	1	NH White
16390	18.5	2	2	Total Minority
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XRETH7L.

Variables for Analysis

XSEX Crossing: Total Population Gender. When self-report data (SRSEX) is missing, impute from record data (CSEX)

OS DATA

COLS	LENGTH
0173-0174	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE018_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17040	19.2	1	1	Male
4241	4.8	2	2	Female
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed primarily from self-report data (SRSEX). When self-report data is missing, values are imputed from record data (CSEX).

Variables for Analysis

XSVC Crossing: Total Population Service inluding CG. Created from record data (CSERVICE)

OS DATA

COLS	LENGTH
0175-0176	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE015_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5218	5.9	1	1	Army
5468	6.2	2	2	Navy
3773	4.3	3	3	Marine Corps
4479	5.0	4	4	Air Force
2343	2.6	5	5	Coast Guard
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from record data (CSERVICE).

Information on Sampling and Record Data

WEOA1301 WEOA1301 Identification Constructed

OS DATA

COLS	LENGTH
0177-0184	8

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
8	NUM	7	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 154 to 1407762.
WEOA1301 Sample Identification

Information on Weighting

ELIGFLGW Eligibility Flag

OS DATA

COLS	LENGTH
0185-0186	2

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE035_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18018	20.3	1	1	Eligible Weighted
250	0.3	2	2	Ineligible Weighted
69505	78.3	3	3	Non-Response Unweighted
1043	1.2	4	4	Record Ineligible Unweighted
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information on Weighting

FINALWGT Final Weight With Non-response and Poststratification Adjustments

OS DATA

COLS	LENGTH
0187-0198	12

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
12	NUM	8	12

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 2381.8321123.

Information Gathered on the Survey-Confidential

SRELIG Were you on active duty on April 15, 2013?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
997	1.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	1	1	No, I separated or retired
20284	22.8	2	2	Yes
88816	100.0	TOTALS		

SRSEX Are you...?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SEXNUM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1031	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16210	18.3	1	1	Male
4040	4.6	2	2	Female
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ELIGSKIP1 Are you...?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	1	1	Not Asked
21281	24.0	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPA Are you Spanish/Hispanic/Latino?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HISP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1067	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16573	18.7	1	1	No, not Spanish/Hispanic/Latino
3641	4.1	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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

SRRACEA White

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10800	12.2	1	1	Not marked
8640	9.7	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACEB Black or African American

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15305	17.2	1	1	Not marked
4135	4.7	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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

SRRACEC American Indian or Alaska Native

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17066	19.2	1	1	Not marked
2374	2.7	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACED Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14758	16.6	1	1	Not marked
4682	5.3	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACEE Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16935	19.1	1	1	Not marked
2505	2.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRYEARS 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".

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
CONTINUS	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1052	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
410	0.5	0	0	0
1197	1.4	1	1	1
1773	2.0	2	2	2
1869	2.1	3	3	3
1425	1.6	4	4	4
1041	1.2	5	5	5
1024	1.2	6	6	6
982	1.1	7	7	7
850	1.0	8	8	8
785	0.9	9	9	9
763	0.9	10	10	10
638	0.7	11	11	11
843	1.0	12	12	12
729	0.8	13	13	13
702	0.8	14	14	14
692	0.8	15	15	15
658	0.7	16	16	16
587	0.7	17	17	17
604	0.7	18	18	18
517	0.6	19	19	19
425	0.5	20	20	20
299	0.3	21	21	21
317	0.4	22	22	22
271	0.3	23	23	23
210	0.2	24	24	24
162	0.2	25	25	25
131	0.2	26	26	26
90	0.1	27	27	27
83	0.1	28	28	28
71	0.1	29	29	29
37	0.0	30	30	30
11	0.0	31	31	31
16	0.0	32	32	32
6	0.0	33	33	33
2	0.0	34	34	34
9	0.0	35	35	35
88816	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSA Operation Enduring Freedom (Afghanistan)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2632	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15743	17.7	1	1	No
2906	3.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSB Operation Iraqi Freedom/New Dawn

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2864	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17340	19.5	1	1	No
1077	1.2	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSC Other

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4230	4.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15092	17.0	1	1	No
1959	2.2	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

OPSSPSK Please specify the other operation for which you were deployed in the past 12 months.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
19479	21.9	1	1	Not Asked
1959	2.2	2	2	Asked
88816	100.0	TOTALS		

OPSSPSK is an indicator of whether OPSSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (OPSC = 2) then OPSSPSK = 2 (Asked).

DPLYCZPAY 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?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
16073	18.1	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1623	1.8	1	1	No
3570	4.0	2	2	Yes
88816	100.0	TOTALS		

DPLYCZPAYU = DPLYCZPAY, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If DPLYCZPAYSK = 1 then do; DPLYCZPAY = .N; end; .N = (Not Applicable)

DPLYCZPAYSK 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?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
16230	18.3	1	1	Not Asked
5208	5.9	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DPLYCZPAYSK is an indicator of whether DPLYCZPAY were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (OPSA = 2 OR OPSB = 2 OR OPSC = 2) then DPLYCZPAYSK = 2 (Asked).

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCA I know what is expected of me at work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1506	1.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
175	0.2	1	1	Strongly disagree
578	0.7	2	2	Disagree
1141	1.3	3	3	Neither agree nor disagree
8272	9.3	4	4	Agree
9609	10.8	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCB I have the materials and equipment I need to do my work right.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1730	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
563	0.6	1	1	Strongly disagree
2143	2.4	2	2	Disagree
2618	3.0	3	3	Neither agree nor disagree
8848	10.0	4	4	Agree
5379	6.1	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCC At work, I have the opportunity to do what I do best every day.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1788	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
697	0.8	1	1	Strongly disagree
1998	2.3	2	2	Disagree
3301	3.7	3	3	Neither agree nor disagree
7762	8.7	4	4	Agree
5735	6.5	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCD In the last seven days, I have received recognition or praise for doing good work.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1604	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1902	2.1	1	1	Strongly disagree
2910	3.3	2	2	Disagree
4829	5.4	3	3	Neither agree nor disagree
6204	7.0	4	4	Agree
3832	4.3	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCE My supervisor, or someone at work, seems to care about me as a person.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1609	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
807	0.9	1	1	Strongly disagree
1179	1.3	2	2	Disagree
2959	3.3	3	3	Neither agree nor disagree
8216	9.3	4	4	Agree
6511	7.3	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCF There is someone at work who encourages my development.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1875	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
829	0.9	1	1	Strongly disagree
1477	1.7	2	2	Disagree
3354	3.8	3	3	Neither agree nor disagree
7779	8.8	4	4	Agree
5967	6.7	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCG At work, my opinions seem to count.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1554	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1236	1.4	1	1	Strongly disagree
2050	2.3	2	2	Disagree
3743	4.2	3	3	Neither agree nor disagree
8132	9.2	4	4	Agree
4566	5.1	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCH The mission/purpose of my Service makes me feel my job is important.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1648	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
875	1.0	1	1	Strongly disagree
1463	1.7	2	2	Disagree
3178	3.6	3	3	Neither agree nor disagree
8248	9.3	4	4	Agree
5869	6.6	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCI My coworkers are committed to doing quality work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1659	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
657	0.7	1	1	Strongly disagree
1573	1.8	2	2	Disagree
3919	4.4	3	3	Neither agree nor disagree
8820	9.9	4	4	Agree
4653	5.2	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCJ I have a best friend at work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1717	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2449	2.8	1	1	Strongly disagree
4133	4.7	2	2	Disagree
5939	6.7	3	3	Neither agree nor disagree
4525	5.1	4	4	Agree
2518	2.8	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCK In the last six months, someone at work has talked to me about my progress.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1635	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1069	1.2	1	1	Strongly disagree
2020	2.3	2	2	Disagree
3110	3.5	3	3	Neither agree nor disagree
8716	9.8	4	4	Agree
4731	5.3	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCL This last year, I have had opportunities at work to learn and to grow.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1724	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
795	0.9	1	1	Strongly disagree
1155	1.3	2	2	Disagree
2728	3.1	3	3	Neither agree nor disagree
8723	9.8	4	4	Agree
6156	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCM At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1589	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2327	2.6	1	1	Strongly disagree
3444	3.9	2	2	Disagree
5418	6.1	3	3	Neither agree nor disagree
5850	6.6	4	4	Agree
2653	3.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCN My supervisor helps everyone in my work group feel included.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1632	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1117	1.3	1	1	Strongly disagree
1621	1.8	2	2	Disagree
4099	4.6	3	3	Neither agree nor disagree
8384	9.4	4	4	Agree
4428	5.0	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCO I trust my supervisor to deal fairly with issues of equal treatment at my workplace.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1613	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1236	1.4	1	1	Strongly disagree
1381	1.6	2	2	Disagree
3102	3.5	3	3	Neither agree nor disagree
8188	9.2	4	4	Agree
5761	6.5	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCP At my workplace, all employees are kept well informed about issues and decisions that affect them.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1553	1.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1620	1.8	1	1	Strongly disagree
2322	2.6	2	2	Disagree
3833	4.3	3	3	Neither agree nor disagree
7722	8.7	4	4	Agree
4231	4.8	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPA You trust your supervisor.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1688	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1050	1.2	1	1	Strongly disagree
1314	1.5	2	2	Disagree
3048	3.4	3	3	Neither agree nor disagree
8028	9.0	4	4	Agree
6153	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1748	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
884	1.0	1	1	Strongly disagree
1237	1.4	2	2	Disagree
3235	3.6	3	3	Neither agree nor disagree
8105	9.1	4	4	Agree
6072	6.8	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1695	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
910	1.0	1	1	Strongly disagree
1644	1.9	2	2	Disagree
3651	4.1	3	3	Neither agree nor disagree
8043	9.1	4	4	Agree
5338	6.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPD Your supervisor evaluates your work performance fairly.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1687	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
764	0.9	1	1	Strongly disagree
1040	1.2	2	2	Disagree
3650	4.1	3	3	Neither agree nor disagree
8267	9.3	4	4	Agree
5873	6.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPE Your supervisor assigns work fairly in your work group.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1716	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
835	0.9	1	1	Strongly disagree
1281	1.4	2	2	Disagree
3684	4.2	3	3	Neither agree nor disagree
8225	9.3	4	4	Agree
5540	6.2	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1651	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1240	1.4	1	1	Strongly disagree
1666	1.9	2	2	Disagree
3668	4.1	3	3	Neither agree nor disagree
7613	8.6	4	4	Agree
5443	6.1	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MENTST	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1671	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3728	4.2	1	1	Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)
7346	8.3	2	2	Yes, I have had at least one informal mentor
4166	4.7	3	3	Yes, I have had both a formal and informal mentor
4370	4.9	4	4	No, I have not had a mentor
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent have your mentorship experiences helped you to advance your military career? Mark one answer for each item.

MENTEXPA Experiences in a formal mentorship program

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
HELPEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
13387	15.1	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
411	0.5	1	1	Did not help at all
819	0.9	2	2	Helped to a small extent
2253	2.5	3	3	Helped to a moderate extent
2448	2.8	4	4	Helped to a large extent
1878	2.1	5	5	Helped to a very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPAU = MENTEXPA, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEXPASK = 1 then do; MENTEXPA = .N; end; .N = (Not Applicable)

MENTEXPASK Experiences in a formal mentorship program

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
13544	15.3	1	1	Not Asked
7894	8.9	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPASK is an indicator of whether MENTEXPA were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 3) then MENTEXPASK = 2 (Asked).

To what extent have your mentorship experiences helped you to advance your military career? Mark one answer for each item.

MENTEXPB Informal mentorship experiences

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
HELPEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
9769	11.0	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
174	0.2	1	1	Did not help at all
752	0.9	2	2	Helped to a small extent
3029	3.4	3	3	Helped to a moderate extent
4110	4.6	4	4	Helped to a large extent
3367	3.8	5	5	Helped to a very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPBU = MENTEXPB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEXPBSK = 1 then do; MENTEXPB = .N; end; .N = (Not Applicable)

MENTEXPBSK Informal mentorship experiences

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
9926	11.2	1	1	Not Asked
11512	13.0	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPBSK is an indicator of whether MENTEXPB were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 2 OR MENTOR = 3) then MENTEXPBSK = 2 (Asked).

Information Gathered on the Survey-Confidential

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.

MENTEFFA Advising you on ways to handle challenging assignments

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
397	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
287	0.3	1	1	Not at all useful
1332	1.5	2	2	Somewhat useful
3483	3.9	3	3	Moderately useful
4952	5.6	4	4	Largely useful
4114	4.6	5	5	Very useful
675	0.8	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFB Providing you with challenging assignments

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
495	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
423	0.5	1	1	Not at all useful
1312	1.5	2	2	Somewhat useful
3493	3.9	3	3	Moderately useful
4593	5.2	4	4	Largely useful
3682	4.2	5	5	Very useful
1242	1.4	6	6	Did not provide
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFC Helping you get developmental assignments

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
520	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
482	0.5	1	1	Not at all useful
1360	1.5	2	2	Somewhat useful
3374	3.8	3	3	Moderately useful
4672	5.3	4	4	Largely useful
3516	4.0	5	5	Very useful
1316	1.5	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFD Helping you develop skills/competencies for future assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
469	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
324	0.4	1	1	Not at all useful
1298	1.5	2	2	Somewhat useful
3106	3.5	3	3	Moderately useful
5078	5.7	4	4	Largely useful
4276	4.8	5	5	Very useful
689	0.8	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFE Providing career guidance

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
465	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
323	0.4	1	1	Not at all useful
1353	1.5	2	2	Somewhat useful
2974	3.4	3	3	Moderately useful
4864	5.5	4	4	Largely useful
4832	5.4	5	5	Very useful
429	0.5	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFF Inviting you to observe activities at his/her level

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
556	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
452	0.5	1	1	Not at all useful
1292	1.5	2	2	Somewhat useful
2977	3.4	3	3	Moderately useful
4222	4.8	4	4	Largely useful
3766	4.2	5	5	Very useful
1975	2.2	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

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.

MENTEFFG Providing sponsorship/contacts to help advance your career

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
436	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
592	0.7	1	1	Not at all useful
1531	1.7	2	2	Somewhat useful
3396	3.8	3	3	Moderately useful
4024	4.5	4	4	Largely useful
3207	3.6	5	5	Very useful
2054	2.3	6	6	Did not provide
88816	100.0	TOTALS		

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

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.

MENTEFFH Shielding you from those who would interfere with your career advancement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
490	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
740	0.8	1	1	Not at all useful
1572	1.8	2	2	Somewhat useful
3344	3.8	3	3	Moderately useful
3761	4.2	4	4	Largely useful
3030	3.4	5	5	Very useful
2303	2.6	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFI Acting as a role model for you

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
443	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
383	0.4	1	1	Not at all useful
1289	1.5	2	2	Somewhat useful
2786	3.1	3	3	Moderately useful
4709	5.3	4	4	Largely useful
5153	5.8	5	5	Very useful
477	0.5	6	6	Did not provide
88816	100.0	TOTALS		

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFJ Advising you on organizational politics

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
445	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
593	0.7	1	1	Not at all useful
1528	1.7	2	2	Somewhat useful
3315	3.7	3	3	Moderately useful
4334	4.9	4	4	Largely useful
3601	4.1	5	5	Very useful
1424	1.6	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

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.

MENTEFFK Providing support and encouragement

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
435	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
308	0.4	1	1	Not at all useful
1242	1.4	2	2	Somewhat useful
2810	3.2	3	3	Moderately useful
4890	5.5	4	4	Largely useful
5175	5.8	5	5	Very useful
380	0.4	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

MENTEFFL Providing personal and social guidance

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
422	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
435	0.5	1	1	Not at all useful
1361	1.5	2	2	Somewhat useful
3056	3.4	3	3	Moderately useful
4585	5.2	4	4	Largely useful
4507	5.1	5	5	Very useful
874	1.0	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAU = MENTEFFA, MENTEFFBU = MENTEFFB, MENTEFFCU = MENTEFFC, MENTEFFDU = MENTEFFD, MENTEFFEU = MENTEFFE, MENTEFFFU = MENTEFFF, MENTEFFGU = MENTEFFG, MENTEFFHU = MENTEFFH, MENTEFFIU = MENTEFFI, MENTEFFJU = MENTEFFJ, MENTEFFKU = MENTEFFK, MENTEFFLU = MENTEFFL, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTEFFSK = 1 then do; MENTEFFA = .N; MENTEFFB = .N; MENTEFFC = .N; MENTEFFD = .N; MENTEFFE = .N; MENTEFFF = .N; MENTEFFG = .N; MENTEFFH = .N; MENTEFFI = .N; MENTEFFJ = .N; MENTEFFK = .N; MENTEFFL = .N; end; .N = (Not Applicable)

MENTEFFSK Advising you on ways to handle challenging assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
6198	7.0	1	1	Not Asked
15240	17.2	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFSK is an indicator of whether MENTEFFA, MENTEFFB, MENTEFFC, MENTEFFD, MENTEFFE, MENTEFFF, MENTEFFG, MENTEFFH, MENTEFFI, MENTEFFJ, MENTEFFK, MENTEFFL were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 2 OR MENTOR = 3) then MENTEFFSK = 2 (Asked).

MENTFRM Was your most effective mentor...? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
FORMAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
109	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
17115	19.3	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1039	1.2	1	1	Formal
3018	3.4	2	2	Informal
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTFRMU = MENTFRM, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If MENTFRMSK = 1 then do; MENTFRM = .N; end; .N = (Not Applicable)

MENTFRMSK Was your most effective mentor...? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
17272	19.5	1	1	Not Asked
4166	4.7	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTFRMSK is an indicator of whether MENTFRM were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 3) then MENTFRMSK = 2 (Asked).

MENTFRMSPSK How did you start your mentoring relationship with your most effective mentor?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
18420	20.7	1	1	Not Asked
3018	3.4	2	2	Asked
88816	100.0	TOTALS		

MENTFRMSPSK is an indicator of whether MENTFRMSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 3 AND MENTFRM = 2) then MENTFRMSPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTA White

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
6817	7.7	1	1	Not marked
7969	9.0	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTB Black or African American

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
11036	12.4	1	1	Not marked
3750	4.2	2	2	Marked
88816	100.0	TOTALS		

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTC American Indian or Alaska Native

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
14516	16.3	1	1	Not marked
270	0.3	2	2	Marked
88816	100.0	TOTALS		

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTD Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
13476	15.2	1	1	Not marked
1310	1.5	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTE Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
14099	15.9	1	1	Not marked
687	0.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTF Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
12663	14.3	1	1	Not marked
2123	2.4	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTG Don't know

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
13227	14.9	1	1	Not marked
1559	1.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

RACEMENTSK White

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
6198	7.0	1	1	Not Asked
15240	17.2	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTSK is an indicator of whether RACEMENTA, RACEMENTB, RACEMENTC, RACEMENTD, RACEMENTE, RACEMENTF, RACEMENTG, MENTSEX were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (MENTOR = 1 OR MENTOR = 2 OR MENTOR = 3) then RACEMENTSK = 2 (Asked).

MENTSEX Was your most effective mentor...?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SEXNUM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
12952	14.6	1	1	Male
1836	2.1	2	2	Female
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACEMENTAU = RACEMENTA, RACEMENTBU = RACEMENTB, RACEMENTCU = RACEMENTC, RACEMENTDU = RACEMENTD, RACEMENTEU = RACEMENTE, RACEMENTFU = RACEMENTF, RACEMENTGU = RACEMENTG, MENTSEXU = MENTSEX, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If RACEMENTSK = 1 then do; RACEMENTA = .N; RACEMENTB = .N; RACEMENTC = .N; RACEMENTD = .N; RACEMENTE = .N; RACEMENTF = .N; RACEMENTG = .N; MENTSEX = .N; end; .N = (Not Applicable)

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBE Spread rumors or gossiped about you or others?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2570	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9210	10.4	1	1	Never
3560	4.0	2	2	Once or twice
2977	3.4	3	3	Sometimes
1497	1.7	4	4	Often
1467	1.7	5	5	Very often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBF Used insults, sarcasm, or gestures to humiliate you or others?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2341	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10374	11.7	1	1	Never
3520	4.0	2	2	Once or twice
2743	3.1	3	3	Sometimes
1180	1.3	4	4	Often
1123	1.3	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBG Yelled when they were angry with you or others?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2390	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9536	10.7	1	1	Never
4328	4.9	2	2	Once or twice
2861	3.2	3	3	Sometimes
1143	1.3	4	4	Often
1023	1.2	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBH Swore at you or others in a hostile manner?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2363	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12527	14.1	1	1	Never
2857	3.2	2	2	Once or twice
2031	2.3	3	3	Sometimes
716	0.8	4	4	Often
787	0.9	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBI Damaged or stole others' property or equipment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2412	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16577	18.7	1	1	Never
1182	1.3	2	2	Once or twice
797	0.9	3	3	Sometimes
126	0.1	4	4	Often
187	0.2	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQA Been upset because of something that happened unexpectedly?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2758	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2669	3.0	1	1	Never
5188	5.8	2	2	Almost never
7608	8.6	3	3	Sometimes
2138	2.4	4	4	Fairly often
920	1.0	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2775	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4583	5.2	1	1	Never
5787	6.5	2	2	Almost never
5337	6.0	3	3	Sometimes
1835	2.1	4	4	Fairly often
964	1.1	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

PSFRQC Felt nervous and stressed?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2823	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2391	2.7	1	1	Never
4471	5.0	2	2	Almost never
7643	8.6	3	3	Sometimes
2670	3.0	4	4	Fairly often
1283	1.4	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQD Felt confident about your ability to handle your personal problems?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2784	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
890	1.0	1	1	Never
1145	1.3	2	2	Almost never
3835	4.3	3	3	Sometimes
6250	7.0	4	4	Fairly often
6377	7.2	5	5	Very often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In the past month, how often have you... Mark one answer for each item.

PSFRQE Felt that things were going your way?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2928	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1015	1.1	1	1	Never
2232	2.5	2	2	Almost never
7185	8.1	3	3	Sometimes
5923	6.7	4	4	Fairly often
1998	2.3	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2927	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6522	7.3	1	1	Never
6140	6.9	2	2	Almost never
4131	4.7	3	3	Sometimes
1094	1.2	4	4	Fairly often
467	0.5	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQG Been able to control irritations in your life?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2784	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
603	0.7	1	1	Never
1297	1.5	2	2	Almost never
5345	6.0	3	3	Sometimes
7198	8.1	4	4	Fairly often
4054	4.6	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

PSFRQH Felt that you were on top of things?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2848	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
482	0.5	1	1	Never
1157	1.3	2	2	Almost never
5430	6.1	3	3	Sometimes
7728	8.7	4	4	Fairly often
3636	4.1	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQI Been angered because of things that were outside of your control?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2786	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2275	2.6	1	1	Never
4910	5.5	2	2	Almost never
7350	8.3	3	3	Sometimes
2694	3.0	4	4	Fairly often
1266	1.4	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2765	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5884	6.6	1	1	Never
6369	7.2	2	2	Almost never
4537	5.1	3	3	Sometimes
1145	1.3	4	4	Fairly often
581	0.7	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSA Little interest or pleasure in doing things

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2989	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11770	13.3	1	1	Not at all
4673	5.3	2	2	Several days
1251	1.4	3	3	More than half the days
598	0.7	4	4	Nearly every day
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSB Feeling down, depressed, or hopeless

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3062	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12824	14.4	1	1	Not at all
3965	4.5	2	2	Several days
976	1.1	3	3	More than half the days
454	0.5	4	4	Nearly every day
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSC Trouble falling or staying asleep, or sleeping too much

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3066	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
9338	10.5	1	1	Not at all
5174	5.8	2	2	Several days
2088	2.4	3	3	More than half the days
1615	1.8	4	4	Nearly every day
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSD Feeling tired or having little energy

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3046	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7758	8.7	1	1	Not at all
7004	7.9	2	2	Several days
2193	2.5	3	3	More than half the days
1280	1.4	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSE Poor appetite or overeating

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3092	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11627	13.1	1	1	Not at all
4300	4.8	2	2	Several days
1456	1.6	3	3	More than half the days
806	0.9	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSF Feeling bad about yourself-or that you are a failure or have let yourself or your family down

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3143	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13499	15.2	1	1	Not at all
3087	3.5	2	2	Several days
989	1.1	3	3	More than half the days
563	0.6	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3013	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13030	14.7	1	1	Not at all
3654	4.1	2	2	Several days
999	1.1	3	3	More than half the days
585	0.7	4	4	Nearly every day
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSH 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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2989	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15009	16.9	1	1	Not at all
2260	2.5	2	2	Several days
720	0.8	3	3	More than half the days
303	0.3	4	4	Nearly every day
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3370	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15117	17.0	1	1	Never
1822	2.1	2	2	Once or twice
723	0.8	3	3	Sometimes
249	0.3	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3757	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13308	15.0	1	1	Never
2719	3.1	2	2	Once or twice
1063	1.2	3	3	Sometimes
434	0.5	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQC Were condescending to you because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15102	17.0	1	1	Never
1787	2.0	2	2	Once or twice
737	0.8	3	3	Sometimes
288	0.3	4	4	Often
88816	100.0	TOTALS		

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3332	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16815	18.9	1	1	Never
733	0.8	2	2	Once or twice
296	0.3	3	3	Sometimes
105	0.1	4	4	Often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHFREQE Displayed tattoos or wore distinctive clothes which were racist?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17206	19.4	1	1	Never
450	0.5	2	2	Once or twice
207	0.2	3	3	Sometimes
51	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3457	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16680	18.8	1	1	Never
677	0.8	2	2	Once or twice
323	0.4	3	3	Sometimes
144	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3521	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16370	18.4	1	1	Never
850	1.0	2	2	Once or twice
385	0.4	3	3	Sometimes
155	0.2	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3354	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16367	18.4	1	1	Never
1020	1.2	2	2	Once or twice
410	0.5	3	3	Sometimes
130	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQI Made offensive remarks about your accent or language skills?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3388	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15886	17.9	1	1	Never
1175	1.3	2	2	Once or twice
524	0.6	3	3	Sometimes
308	0.4	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3385	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16566	18.7	1	1	Never
788	0.9	2	2	Once or twice
380	0.4	3	3	Sometimes
162	0.2	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3436	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16252	18.3	1	1	Never
1019	1.2	2	2	Once or twice
414	0.5	3	3	Sometimes
160	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQL Vandalized your property because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3902	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16868	19.0	1	1	Never
302	0.3	2	2	Once or twice
168	0.2	3	3	Sometimes
41	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3399	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17225	19.4	1	1	Never
394	0.4	2	2	Once or twice
202	0.2	3	3	Sometimes
61	0.1	4	4	Often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHFREQN Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3345	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16973	19.1	1	1	Never
591	0.7	2	2	Once or twice
264	0.3	3	3	Sometimes
108	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQO Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3380	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17160	19.3	1	1	Never
407	0.5	2	2	Once or twice
250	0.3	3	3	Sometimes
84	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQP Physically threatened or intimidated you because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3368	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17365	19.6	1	1	Never
324	0.4	2	2	Once or twice
173	0.2	3	3	Sometimes
51	0.1	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQQ Assaulted you physically because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3430	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17439	19.6	1	1	Never
240	0.3	2	2	Once or twice
142	0.2	3	3	Sometimes
30	0.0	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQR Other race/ethnicity-related experiences?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3386	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16907	19.0	1	1	Never
580	0.7	2	2	Once or twice
300	0.3	3	3	Sometimes
108	0.1	4	4	Often
88816	100.0	TOTALS		

REHFREQSPSK Please specify the other race/ethnicity-related experiences.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20450	23.0	1	1	Not Asked
988	1.1	2	2	Asked
88816	100.0	TOTALS		

REHFREQSPSK is an indicator of whether REHFREQSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHFREQR > 1) then REHFREQSPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

WASITREH Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15424	17.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3903	4.4	1	1	None
1693	1.9	2	2	Some
229	0.3	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WASITREHU = WASITREH, DODREHU = DODREH, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WASITREHSK = 1 then do; WASITREH = .N; DODREH = .N; end; .N = (Not Applicable)

WASITREHSK Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
15581	17.5	1	1	Not Asked
5857	6.6	2	2	Asked
88816	100.0	TOTALS		

WASITREHSK is an indicator of whether WASITREH, DODREH were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHFREQA > 1 OR REHFREQB > 1 OR REHFREQC > 1 OR REHFREQD > 1 OR REHFREQE > 1 OR REHFREQF > 1 OR REHFREQG > 1 OR REHFREQH > 1 OR REHFREQI > 1 OR REHFREQJ > 1 OR REHFREQK > 1 OR REHFREQL > 1 OR REHFREQM > 1 OR REHFREQN > 1 OR REHFREQO > 1 OR REHFREQP > 1 OR REHFREQQ > 1 OR REHFREQR > 1) then WASITREHSK = 2 (Asked).

DODREH Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
Y_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
15424	17.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1265	1.4	1	1	Yes, all of it
2238	2.5	2	2	Yes, some of it
2287	2.6	3	3	No
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WASITREHU = WASITREH, DODREHU = DODREH, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WASITREHSK = 1 then do; WASITREH = .N; DODREH = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

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.

REHOCCURA You were rated lower than you deserved on your last evaluation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
534	0.6	1	1	Yes, and my race/ethnicity was/is a factor
2401	2.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
14614	16.5	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURB Your last evaluation contained unjustified negative comments.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3844	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
312	0.4	1	1	Yes, and my race/ethnicity was/is a factor
905	1.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
16220	18.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURC You were held to a higher performance standard than others in your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3928	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
445	0.5	1	1	Yes, and my race/ethnicity was/is a factor
3622	4.1	2	2	Yes, but my race/ethnicity was/is NOT a factor
13286	15.0	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURD You did not get an award or decoration given to others in similar circumstances.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3725	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
481	0.5	1	1	Yes, and my race/ethnicity was/is a factor
2310	2.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
14765	16.6	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCURE Your current assignment has not made use of your job skills.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3795	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
308	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2702	3.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
14476	16.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURF You were not able to attend a major school needed for your specialty.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3780	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
275	0.3	1	1	Yes, and my race/ethnicity was/is a factor
1519	1.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
15707	17.7	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURG You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3801	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
256	0.3	1	1	Yes, and my race/ethnicity was/is a factor
1544	1.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
15680	17.7	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURH You received lower grades than you deserved in your training.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
217	0.2	1	1	Yes, and my race/ethnicity was/is a factor
610	0.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
16660	18.8	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURI You did not get a job assignment that you wanted because of scores that you got on tests.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3929	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
183	0.2	1	1	Yes, and my race/ethnicity was/is a factor
557	0.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
16612	18.7	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCURJ Your current assignment is not good for your career if you continue in the military.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
354	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2797	3.2	2	2	Yes, but my race/ethnicity was/is NOT a factor
14336	16.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURK You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3831	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
265	0.3	1	1	Yes, and my race/ethnicity was/is a factor
2156	2.4	2	2	Yes, but my race/ethnicity was/is NOT a factor
15029	16.9	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCURL You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3829	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
347	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2362	2.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
14743	16.6	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURM You did not learn until it was too late of opportunities that would help your career.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3872	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
348	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2447	2.8	2	2	Yes, but my race/ethnicity was/is NOT a factor
14614	16.5	3	3	No, or does not apply
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURN You were unable to get straight answers about your promotion possibilities.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3964	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
362	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2033	2.3	2	2	Yes, but my race/ethnicity was/is NOT a factor
14922	16.8	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURO You were taken to nonjudicial punishment or court martial when you should not have been.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3822	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
187	0.2	1	1	Yes, and my race/ethnicity was/is a factor
436	0.5	2	2	Yes, but my race/ethnicity was/is NOT a factor
16836	19.0	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURP You were punished at your job for something that others did without being punished.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3766	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
358	0.4	1	1	Yes, and my race/ethnicity was/is a factor
1129	1.3	2	2	Yes, but my race/ethnicity was/is NOT a factor
16028	18.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURQ You were excluded by your peers from social activities.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3855	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
358	0.4	1	1	Yes, and my race/ethnicity was/is a factor
1018	1.2	2	2	Yes, but my race/ethnicity was/is NOT a factor
16050	18.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURR You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3781	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
295	0.3	1	1	Yes, and my race/ethnicity was/is a factor
487	0.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
16718	18.8	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURS You received poorer treatment than you deserved from a military health care provider.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3812	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
229	0.3	1	1	Yes, and my race/ethnicity was/is a factor
881	1.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
16359	18.4	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURT You were harassed by armed forces police.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3775	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
222	0.3	1	1	Yes, and my race/ethnicity was/is a factor
450	0.5	2	2	Yes, but my race/ethnicity was/is NOT a factor
16834	19.0	3	3	No, or does not apply
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURU You had other bothersome experiences at your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3847	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
464	0.5	1	1	Yes, and my race/ethnicity was/is a factor
1641	1.9	2	2	Yes, but my race/ethnicity was/is NOT a factor
15329	17.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHDISCSK You were rated lower than you deserved on your last evaluation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
12784	14.4	1	1	Not Asked
8654	9.7	2	2	Asked
88816	100.0	TOTALS		

REHDISCSK is an indicator of whether REHDISCA, REHDISCB, REHDISCC, REHDISCD were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) then REHDISCSK = 2 (Asked).

REHOCCURSPSK Please specify what other bothersome experiences you had at your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
19333	21.8	1	1	Not Asked
2105	2.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURSPSK is an indicator of whether REHOCCURSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURU = 1 OR REHOCCURU = 2) then REHOCCURSPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCA Racial/ethnic discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
128	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
6916	7.8	1	1	None
1419	1.6	2	2	Some
191	0.2	3	3	All
88816	100.0	TOTALS		

REHDISCAU = REHDISCA, REHDISCBU = REHDISCB, REHDISCCU = REHDISCC, REHDISCDU = REHDISCD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REHDISCSK = 1 then do; REHDISCA = .N; REHDISCB = .N; REHDISCC = .N; REHDISCD = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCB Sex discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
160	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
7404	8.3	1	1	None
906	1.0	2	2	Some
184	0.2	3	3	All
88816	100.0	TOTALS		

REHDISCAU = REHDISCA, REHDISCBU = REHDISCB, REHDISCCU = REHDISCC, REHDISCDU = REHDISCD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REHDISCSK = 1 then do; REHDISCA = .N; REHDISCB = .N; REHDISCC = .N; REHDISCD = .N; end; .N = (Not Applicable)

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCC Religious discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
177	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
7989	9.0	1	1	None
413	0.5	2	2	Some
75	0.1	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHDISCAU = REHDISCA, REHDISCBU = REHDISCB, REHDISCCU = REHDISCC, REHDISCDU = REHDISCD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REHDISCSK = 1 then do; REHDISCA = .N; REHDISCB = .N; REHDISCC = .N; REHDISCD = .N; end; .N = (Not Applicable)

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCD Other type of discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
141	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
7171	8.1	1	1	None
1092	1.2	2	2	Some
250	0.3	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHDISCAU = REHDISCA, REHDISCBU = REHDISCB, REHDISCCU = REHDISCC, REHDISCDU = REHDISCD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REHDISCSK = 1 then do; REHDISCA = .N; REHDISCB = .N; REHDISCC = .N; REHDISCD = .N; end; .N = (Not Applicable)

REHDISCSPSK Please specify the other form(s) of discrimination you experienced.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20096	22.6	1	1	Not Asked
1342	1.5	2	2	Asked
88816	100.0	TOTALS		

REHDISCSPSK is an indicator of whether REHDISCSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) AND REHDISCD > 1) then REHDISCSPSK = 2 (Asked).

DODDISC 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.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
Y_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2136	2.4	1	1	Yes, all of it
3215	3.6	2	2	Yes, some of it
3190	3.6	3	3	No
88816	100.0	TOTALS		

DODDISCU = DODDISC, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If DODDISCSK = 1 then do; DODDISC = .N; end; .N = (Not Applicable)

DODDISCSK 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.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
12784	14.4	1	1	Not Asked
8654	9.7	2	2	Asked
88816	100.0	TOTALS		

DODDISCSK is an indicator of whether DODDISC were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHOCCURA = 1 OR REHOCCURA = 2 OR REHOCCURB = 1 OR REHOCCURB = 2 OR REHOCCURC = 1 OR REHOCCURC = 2 OR REHOCCURD = 1 OR REHOCCURD = 2 OR REHOCCURE = 1 OR REHOCCURE = 2 OR REHOCCURF = 1 OR REHOCCURF = 2 OR REHOCCURG = 1 OR REHOCCURG = 2 OR REHOCCURH = 1 OR REHOCCURH = 2 OR REHOCCURI = 1 OR REHOCCURI = 2 OR REHOCCURJ = 1 OR REHOCCURJ = 2 OR REHOCCURK = 1 OR REHOCCURK = 2 OR REHOCCURL = 1 OR REHOCCURL = 2 OR REHOCCURM = 1 OR REHOCCURM = 2 OR REHOCCURN = 1 OR REHOCCURN = 2 OR REHOCCURO = 1 OR REHOCCURO = 2 OR REHOCCURP = 1 OR REHOCCURP = 2 OR REHOCCURQ = 1 OR REHOCCURQ = 2 OR REHOCCURR = 1 OR REHOCCURR = 2 OR REHOCCURS = 1 OR REHOCCURS = 2 OR REHOCCURT = 1 OR REHOCCURT = 2 OR REHOCCURU = 1 OR REHOCCURU = 2) then DODDISCSK = 2 (Asked).

REH1SK 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.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
15291	17.2	1	1	Not Asked
6147	6.9	2	2	Asked
88816	100.0	TOTALS		

REH1SK is an indicator of whether REH1A, REH1B, REH1C, REH1D, REH1E, REH1F, REH1G, REH1H, LABELREH, REH1OFT, REH1WHERE, REH1OCCA, REH1OCCB, REH1OCCC, REH1OCCD, REH1OCCE, REH1RACEA, REH1RACEB, REH1RACEC, REH1RACED, REH1RACEE, REH1RACEF, REH1RACEG, REH1RACEH, REH1POSA, REH1POSB, REH1POSC, REH1POSD, REH1POSE, REH1POSF, REH1POSG, REH1POSH, REH1POSI, REH1ACTA, REH1ACTB, REH1REPA, REH1REPB, REH1REPC, REH1REPD were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then REH1SK = 2 (Asked).

INCIDENTF Incident Flag

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67375	75.9	-9	.	No response
15294	17.2	1	1	No
6147	6.9	2	2	Yes
88816	100.0	TOTALS		

This variable is constructed.

INCIDENTF_OLD Incident Flag--OLD

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67375	75.9	-9	.	No response
11041	12.4	1	1	No
10400	11.7	2	2	Yes
88816	100.0	TOTALS		

This variable is constructed.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1A Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
367	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4529	5.1	1	1	No
1251	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1B Race/ethnicity-related threats, intimidation, vandalism, or physical assault

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
403	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5456	6.1	1	1	No
288	0.3	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1C Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
380	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4942	5.6	1	1	No
825	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1D Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
374	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5006	5.6	1	1	No
767	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1E Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
394	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5486	6.2	1	1	No
267	0.3	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1F Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
456	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5295	6.0	1	1	No
396	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1G Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
383	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5451	6.1	1	1	No
313	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1H 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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
386	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5360	6.0	1	1	No
401	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

LABELREH Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
351	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4002	4.5	1	1	None
1528	1.7	2	2	Some
266	0.3	3	3	All
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

REH1OFT During the course of the situation you have in mind, how often did the behavior(s) occur?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SITFRQ	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
583	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2780	3.1	1	1	Once
2091	2.4	2	2	Occasionally
374	0.4	3	3	Frequently
319	0.4	4	4	Still occurring
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

REH1WHERE Where did this situation occur? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SITWHER	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
594	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3136	3.5	1	1	At a military installation (for example, on base)
1347	1.5	2	2	Some behaviors occurred at a military installation and some did not
1070	1.2	3	3	Not at a military installation (for example, off base)
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCA At your work (the place where you perform your military duties)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2318	2.6	1	1	No
3345	3.8	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCB During duty hours?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
488	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2267	2.6	1	1	No
3392	3.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCC In a work environment where members of your racial/ethnic background were uncommon?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
492	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3856	4.3	1	1	No
1799	2.0	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCD At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
478	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4368	4.9	1	1	No
1301	1.5	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCE While you were deployed?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
499	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4367	4.9	1	1	No
1281	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEA Unknown race/ethnicity

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
774	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4150	4.7	1	1	None
1223	1.4	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEB Multiracial/ethnic individual(s)

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
812	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3906	4.4	1	1	None
1429	1.6	2	2	At least one
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEC White

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
691	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2389	2.7	1	1	None
3067	3.5	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACED Black or African American

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
793	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3427	3.9	1	1	None
1927	2.2	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEE American Indian or Alaska Native

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
887	1.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4747	5.3	1	1	None
513	0.6	2	2	At least one
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEF Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
830	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4378	4.9	1	1	None
939	1.1	2	2	At least one
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEG Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
848	1.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4700	5.3	1	1	None
599	0.7	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEH Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
777	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3877	4.4	1	1	None
1493	1.7	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSA Someone in your chain of command?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
650	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
1752	2.0	1	1	Yes
2907	3.3	2	2	No
838	0.9	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSB Other military person(s), not in your chain of command, of higher rank/grade than you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
682	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
1458	1.6	1	1	Yes
3117	3.5	2	2	No
890	1.0	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSC Your military coworker(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
689	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2295	2.6	1	1	Yes
2396	2.7	2	2	No
767	0.9	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSD Your military subordinate(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
715	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
1064	1.2	1	1	Yes
3574	4.0	2	2	No
794	0.9	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSE Other military person(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
729	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
1395	1.6	1	1	Yes
3147	3.5	2	2	No
876	1.0	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSF DoD/DHS civilian employee(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
715	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
599	0.7	1	1	Yes
3905	4.4	2	2	No
928	1.0	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSG DoD/DHS civilian contractor(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
725	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
388	0.4	1	1	Yes
4087	4.6	2	2	No
947	1.1	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSH A civilian from the local community?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
721	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
560	0.6	1	1	Yes
3928	4.4	2	2	No
938	1.1	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSI Unknown person(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
733	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
645	0.7	1	1	Yes
3739	4.2	2	2	No
1030	1.2	3	3	Don't know
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

As a result of the situation, did you... Mark "Yes" or "No" for each item.

REH1ACTA Request a transfer?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
631	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5053	5.7	1	1	No
463	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

As a result of the situation, did you... Mark "Yes" or "No" for each item.

REH1ACTB Think about getting out of your Service?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
591	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4053	4.6	1	1	No
1503	1.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPA Someone in your chain of command

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
665	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4506	5.1	1	1	No
976	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPB Someone in the chain of command of the person who did it

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
661	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4730	5.3	1	1	No
756	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPC Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
674	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5121	5.8	1	1	No
352	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPD Other person or office with responsibility for follow-up

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
692	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4995	5.6	1	1	No
460	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1AU = REH1A, REH1BU = REH1B, REH1CU = REH1C, REH1DU = REH1D, REH1EU = REH1E, REH1FU = REH1F, REH1GU = REH1G, REH1HU = REH1H, LABELREHU = LABELREH, REH1OFTU = REH1OFT, REH1WHEREU = REH1WHERE, REH1OCCAU = REH1OCCA, REH1OCCBU = REH1OCCB, REH1OCCCU = REH1OCCC, REH1OCCDU = REH1OCCD, REH1OCCEU = REH1OCCE, REH1RACEAU = REH1RACEA, REH1RACEBU = REH1RACEB, REH1RACECU = REH1RACEC, REH1RACEDU = REH1RACED, REH1RACEEU = REH1RACEE, REH1RACEFU = REH1RACEF, REH1RACEGU = REH1RACEG, REH1RACEHU = REH1RACEH, REH1POSAU = REH1POSA, REH1POSBU = REH1POSB, REH1POSCU = REH1POSC, REH1POSDU = REH1POSD, REH1POSEU = REH1POSE, REH1POSFU = REH1POSF, REH1POSGU = REH1POSG, REH1POSHU = REH1POSH, REH1POSIU = REH1POSI, REH1ACTAU = REH1ACTA, REH1ACTBU = REH1ACTB, REH1REPAU = REH1REPA, REH1REPBU = REH1REPB, REH1REPCU = REH1REPC, REH1REPDU = REH1REPD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SK = 1 then do; REH1A = .N; REH1B = .N; REH1C = .N; REH1D = .N; REH1E = .N; REH1F = .N; REH1G = .N; REH1H = .N; LABELREH = .N; REH1OFT = .N; REH1WHERE = .N; REH1OCCA = .N; REH1OCCB = .N; REH1OCCC = .N; REH1OCCD = .N; REH1OCCE = .N; REH1RACEA = .N; REH1RACEB = .N; REH1RACEC = .N; REH1RACED = .N; REH1RACEE = .N; REH1RACEF = .N; REH1RACEG = .N; REH1RACEH = .N; REH1POSA = .N; REH1POSB = .N; REH1POSC = .N; REH1POSD = .N; REH1POSE = .N; REH1POSF = .N; REH1POSG = .N; REH1POSH = .N; REH1POSI = .N; REH1ACTA = .N; REH1ACTB = .N; REH1REPA = .N; REH1REPB = .N; REH1REPC = .N; REH1REPD = .N; end; .N = (Not Applicable)

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYA To prevent it from happening to you again

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
228	0.3	1	1	No
981	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1WHYAU = REH1WHYA, REH1WHYBU = REH1WHYB, REH1WHYCU = REH1WHYC, REH1WHYDU = REH1WHYD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYSK = 1 then do; REH1WHYA = .N; REH1WHYB = .N; REH1WHYC = .N; REH1WHYD = .N; end; .N = (Not Applicable)

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYB To prevent it from happening to someone else

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
153	0.2	1	1	No
1063	1.2	2	2	Yes
88816	100.0	TOTALS		

REH1WHYAU = REH1WHYA, REH1WHYBU = REH1WHYB, REH1WHYCU = REH1WHYC, REH1WHYDU = REH1WHYD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYSK = 1 then do; REH1WHYA = .N; REH1WHYB = .N; REH1WHYC = .N; REH1WHYD = .N; end; .N = (Not Applicable)

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYC To punish the person

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
38	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
874	1.0	1	1	No
321	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYAU = REH1WHYA, REH1WHYBU = REH1WHYB, REH1WHYCU = REH1WHYC, REH1WHYDU = REH1WHYD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYSK = 1 then do; REH1WHYA = .N; REH1WHYB = .N; REH1WHYC = .N; REH1WHYD = .N; end; .N = (Not Applicable)

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYD Other reason(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
41	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
849	1.0	1	1	No
343	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYAU = REH1WHYA, REH1WHYBU = REH1WHYB, REH1WHYCU = REH1WHYC, REH1WHYDU = REH1WHYD, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYSK = 1 then do; REH1WHYA = .N; REH1WHYB = .N; REH1WHYC = .N; REH1WHYD = .N; end; .N = (Not Applicable)

REH1WHYSK To prevent it from happening to you again

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20205	22.8	1	1	Not Asked
1233	1.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYSK is an indicator of whether REH1WHYA, REH1WHYB, REH1WHYC, REH1WHYD were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then REH1WHYSK = 2 (Asked).

REH1WHYSPSK Please specify the other reason(s) you reported the situation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21095	23.8	1	1	Not Asked
343	0.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYSPSK is an indicator of whether REH1WHYSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1WHYD = 2)) then REH1WHYSPSK = 2 (Asked).

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATA Availability of information about how to follow-up on a report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
138	0.2	1	1	Very dissatisfied
153	0.2	2	2	Dissatisfied
470	0.5	3	3	Neither satisfied nor dissatisfied
282	0.3	4	4	Satisfied
158	0.2	5	5	Very satisfied
88816	100.0	TOTALS		

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATB Treatment by personnel handling your report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
138	0.2	1	1	Very dissatisfied
170	0.2	2	2	Dissatisfied
455	0.5	3	3	Neither satisfied nor dissatisfied
287	0.3	4	4	Satisfied
146	0.2	5	5	Very satisfied
88816	100.0	TOTALS		

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATC Amount of time it took/is taking to resolve your report

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
166	0.2	1	1	Very dissatisfied
164	0.2	2	2	Dissatisfied
493	0.6	3	3	Neither satisfied nor dissatisfied
235	0.3	4	4	Satisfied
138	0.2	5	5	Very satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATD How well you were/are kept informed about the progress of your report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
158	0.2	1	1	Very dissatisfied
166	0.2	2	2	Dissatisfied
523	0.6	3	3	Neither satisfied nor dissatisfied
227	0.3	4	4	Satisfied
128	0.1	5	5	Very satisfied
88816	100.0	TOTALS		

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATE Degree to which your privacy was/is being protected

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
153	0.2	1	1	Very dissatisfied
144	0.2	2	2	Dissatisfied
480	0.5	3	3	Neither satisfied nor dissatisfied
259	0.3	4	4	Satisfied
158	0.2	5	5	Very satisfied
88816	100.0	TOTALS		

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATF The reporting process overall

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
179	0.2	1	1	Very dissatisfied
142	0.2	2	2	Dissatisfied
501	0.6	3	3	Neither satisfied nor dissatisfied
238	0.3	4	4	Satisfied
139	0.2	5	5	Very satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATAU = REH1SATA, REH1SATBU = REH1SATB, REH1SATCU = REH1SATC, REH1SATDU = REH1SATD, REH1SATEU = REH1SATE, REH1SATFU = REH1SATF, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1SATSK = 1 then do; REH1SATA = .N; REH1SATB = .N; REH1SATC = .N; REH1SATD = .N; REH1SATE = .N; REH1SATF = .N; end; .N = (Not Applicable)

REH1SATSK Availability of information about how to follow-up on a report

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20205	22.8	1	1	Not Asked
1233	1.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATSK is an indicator of whether REH1SATA, REH1SATB, REH1SATC, REH1SATD, REH1SATE, REH1SATF were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then REH1SATSK = 2 (Asked).

REH1SATSPSK Please specify why you were dissatisfied with the reporting process overall.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21117	23.8	1	1	Not Asked
321	0.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATSPSK is an indicator of whether REH1SATSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND (REH1SATF = 1 OR REH1SATF = 2)) then REH1SATSPSK = 2 (Asked).

REH1OUT Do you know the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_PROC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
427	0.5	1	1	Yes
582	0.7	2	2	No
195	0.2	3	3	Does not apply, it is still in process
88816	100.0	TOTALS		

REH1OUTU = REH1OUT, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1OUTSK = 1 then do; REH1OUT = .N; end; .N = (Not Applicable)

REH1OUTSK Do you know the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20205	22.8	1	1	Not Asked
1233	1.4	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OUTSK is an indicator of whether REH1OUT were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2)) then REH1OUTSK = 2 (Asked).

REH1TRUE Was your report found to be true?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_TRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
5720	6.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
265	0.3	1	1	Yes
39	0.0	2	2	No
116	0.1	3	3	They were unable to determine whether your report was true
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1TRUEU = REH1TRUE, REH1OUTSATU = REH1OUTSAT, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1TRUESK = 1 then do; REH1TRUE = .N; REH1OUTSAT = .N; end; .N = (Not Applicable)

REH1TRUESK Was your report found to be true?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21011	23.7	1	1	Not Asked
427	0.5	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1TRUESK is an indicator of whether REH1TRUE, REH1OUTSAT were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1OUT = 1)) then REH1TRUESK = 2 (Asked).

REH1OUTSAT How satisfied were you with the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
5720	6.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
67	0.1	1	1	Very dissatisfied
53	0.1	2	2	Dissatisfied
109	0.1	3	3	Neither satisfied nor dissatisfied
114	0.1	4	4	Satisfied
81	0.1	5	5	Very satisfied
88816	100.0	TOTALS		

REH1TRUEU = REH1TRUE, REH1OUTSATU = REH1OUTSAT, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1TRUESK = 1 then do; REH1TRUE = .N; REH1OUTSAT = .N; end; .N = (Not Applicable)

REH1OUTSATSPSK Please specify why you were dissatisfied with the outcome of your report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21318	24.0	1	1	Not Asked
120	0.1	2	2	Asked
88816	100.0	TOTALS		

REH1OUTSATSPSK is an indicator of whether REH1OUTSATSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND (REH1OUTSAT = 2 OR REH1OUTSAT = 1) AND REH1OUT = 1) then REH1OUTSATSPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

In response to your report, was official action taken against...
Mark "Yes," "No," or "Don't know" for each item.

REH1RPACTA You?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
5720	6.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
55	0.1	1	1	Yes
338	0.4	2	2	No
26	0.0	3	3	Don't know
88816	100.0	TOTALS		

REH1RPACTAU = REH1RPACTA, REH1RPACTBU = REH1RPACTB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1RPACTSK = 1 then do; REH1RPACTA = .N; REH1RPACTB = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

In response to your report, was official action taken against...
Mark "Yes," "No," or "Don't know" for each item.

REH1RPACTB One or more of the person(s) who bothered you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
5720	6.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
90	0.1	1	1	Yes
243	0.3	2	2	No
87	0.1	3	3	Don't know
88816	100.0	TOTALS		

REH1RPACTAU = REH1RPACTA, REH1RPACTBU = REH1RPACTB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1RPACTSK = 1 then do; REH1RPACTA = .N; REH1RPACTB = .N; end; .N = (Not Applicable)

REH1RPACTSK You?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21011	23.7	1	1	Not Asked
427	0.5	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1RPACTSK is an indicator of whether REH1RPACTA, REH1RPACTB were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1OUT = 1)) then REH1RPACTSK = 2 (Asked).

REH1RPACTSPSK Please specify the official action taken against you in response to your report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21383	24.1	1	1	Not Asked
55	0.1	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1RPACTSPSK is an indicator of whether REH1RPACTSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2) AND REH1RPACTA = 1 AND REH1OUT = 1)) then REH1RPACTSPSK = 2 (Asked).

REH1CORR Was the situation corrected?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
755	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2781	3.1	1	1	No
2611	2.9	2	2	Yes
88816	100.0	TOTALS		

REH1CORRU = REH1CORR, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1CORRSK = 1 then do; REH1CORR = .N; end; .N = (Not Applicable)

REH1CORRSK Was the situation corrected?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
15291	17.2	1	1	Not Asked
6147	6.9	2	2	Asked
88816	100.0	TOTALS		

REH1CORRSK is an indicator of whether REH1CORR were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then REH1CORRSK = 2 (Asked).

REH1CORRSPSK Was the situation corrected?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
18827	21.2	1	1	Not Asked
2611	2.9	2	2	Asked
88816	100.0	TOTALS		

REH1CORRSPSK is an indicator of whether REH1CORRSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND REH1CORR = 2) then REH1CORRSPSK = 2 (Asked).

As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

REH1EXPA Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
730	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
573	0.7	1	1	Yes
3820	4.3	2	2	No
1024	1.2	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1EXPAU = REH1EXPA, REH1EXPBU = REH1EXPB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1EXPSK = 1 then do; REH1EXPA = .N; REH1EXPB = .N; end; .N = (Not Applicable)

As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

REH1EXPB Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
724	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
662	0.8	1	1	Yes
3720	4.2	2	2	No
1041	1.2	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1EXPAU = REH1EXPA, REH1EXPBU = REH1EXPB, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1EXPSK = 1 then do; REH1EXPA = .N; REH1EXPB = .N; end; .N = (Not Applicable)

REH1EXPSK Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
15291	17.2	1	1	Not Asked
6147	6.9	2	2	Asked
88816	100.0	TOTALS		

REH1EXPSK is an indicator of whether REH1EXPA, REH1EXPB were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then REH1EXPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNA You thought it was not important enough to report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
210	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2027	2.3	1	1	No
1980	2.2	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

Information Gathered on the Survey-Confidential

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNB You did not know how to report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
215	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3586	4.0	1	1	No
416	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNC You felt uncomfortable making a report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
251	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2991	3.4	1	1	No
975	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYND You took care of the problem yourself.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
226	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2213	2.5	1	1	No
1778	2.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNE You did not think anything would be done.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
280	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2698	3.0	1	1	No
1239	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNF You thought you would not be believed.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
228	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3334	3.8	1	1	No
655	0.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNG You thought reporting would take too much time and effort.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
233	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3045	3.4	1	1	No
939	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNH You thought you would be labeled a troublemaker.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
234	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3019	3.4	1	1	No
964	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNI You thought it would make your work situation unpleasant.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
229	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2754	3.1	1	1	No
1234	1.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNJ You thought your performance evaluation or chance for promotion would suffer.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
234	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3157	3.6	1	1	No
826	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNK You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
315	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3134	3.5	1	1	No
768	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNL You were afraid of retaliation/reprisals from your chain of command.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
230	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3274	3.7	1	1	No
713	0.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNM You were encouraged to withdraw your report.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
245	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3835	4.3	1	1	No
137	0.2	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNN You did not know the identity of the person(s) who did it.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
239	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3669	4.1	1	1	No
309	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNO Situation only involved civilian(s) off an installation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
243	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3742	4.2	1	1	No
232	0.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNP Other reason(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
263	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3513	4.0	1	1	No
441	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNAU = REH1WHYNA, REH1WHYNBU = REH1WHYNB, REH1WHYNCU = REH1WHYNC, REH1WHYNDU = REH1WHYND, REH1WHYNEU = REH1WHYNE, REH1WHYNFU = REH1WHYNF, REH1WHYNGU = REH1WHYNG, REH1WHYNHU = REH1WHYNH, REH1WHYNIU = REH1WHYNI, REH1WHYNJU = REH1WHYNJ, REH1WHYNKU = REH1WHYNK, REH1WHYNLU = REH1WHYNL, REH1WHYNMU = REH1WHYNM, REH1WHYNNU = REH1WHYNN, REH1WHYNOU = REH1WHYNO, REH1WHYNPU = REH1WHYNP, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If REH1WHYNSK = 1 then do; REH1WHYNA = .N; REH1WHYNB = .N; REH1WHYNC = .N; REH1WHYND = .N; REH1WHYNE = .N; REH1WHYNF = .N; REH1WHYNG = .N; REH1WHYNH = .N; REH1WHYNI = .N; REH1WHYNJ = .N; REH1WHYNK = .N; REH1WHYNL = .N; REH1WHYNM = .N; REH1WHYNN = .N; REH1WHYNO = .N; REH1WHYNP = .N; end; .N = (Not Applicable)

REH1WHYNSK You thought it was not important enough to report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
17221	19.4	1	1	Not Asked
4217	4.8	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNSK is an indicator of whether REH1WHYNA, REH1WHYNB, REH1WHYNC, REH1WHYND, REH1WHYNE, REH1WHYNF, REH1WHYNG, REH1WHYNH, REH1WHYNI, REH1WHYNJ, REH1WHYNK, REH1WHYNL, REH1WHYNM, REH1WHYNN, REH1WHYNO, REH1WHYNP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPA = 1 AND REH1REPB = 1 AND REH1REPC = 1 AND REH1REPD = 1)) then REH1WHYNSK = 2 (Asked).

REH1WHYNSPSK Please specify your other reason(s) for not reporting the situation to any military individuals or organizations.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20997	23.6	1	1	Not Asked
441	0.5	2	2	Asked
88816	100.0	TOTALS		

REH1WHYNSPSK is an indicator of whether REH1WHYNSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 1 AND REH1REPB = 1 AND REH1REPC = 1 AND REH1REPD = 1) AND REH1WHYNP = 2)) then REH1WHYNSPSK = 2 (Asked).

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDA Would you know how to report experiences of racial/ethnic harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5050	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1246	1.4	1	1	No
14985	16.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDB Would you know how to report experiences of racial/ethnic discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5005	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1281	1.4	1	1	No
14995	16.9	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDC Is the availability of reporting hotlines publicized enough?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5101	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3050	3.4	1	1	No
13130	14.8	2	2	Yes
88816	100.0	TOTALS		

REHTRAIN In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4959	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2003	2.3	1	1	No
14319	16.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINA Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
510	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
75	0.1	1	1	Strongly disagree
91	0.1	2	2	Disagree
1662	1.9	3	3	Neither agree nor disagree
5463	6.2	4	4	Agree
6518	7.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINB Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
488	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
69	0.1	1	1	Strongly disagree
66	0.1	2	2	Disagree
1560	1.8	3	3	Neither agree nor disagree
5409	6.1	4	4	Agree
6727	7.6	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINC Identifies behaviors that are offensive to others and should not be tolerated.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
683	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
70	0.1	1	1	Strongly disagree
80	0.1	2	2	Disagree
1584	1.8	3	3	Neither agree nor disagree
5370	6.1	4	4	Agree
6532	7.4	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAIND Gives useful tools for dealing with racial/ethnic harassment and discrimination.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
477	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
97	0.1	1	1	Strongly disagree
158	0.2	2	2	Disagree
1981	2.2	3	3	Neither agree nor disagree
5659	6.4	4	4	Agree
5947	6.7	5	5	Strongly agree
88816	100.0	TOTALS		

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINE Explains the process for reporting racial/ethnic harassment and discrimination.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
512	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
58	0.1	1	1	Strongly disagree
83	0.1	2	2	Disagree
1690	1.9	3	3	Neither agree nor disagree
5760	6.5	4	4	Agree
6216	7.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINF Makes me feel it is safe to report offensive, racial/ethnic situations.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
501	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
118	0.1	1	1	Strongly disagree
208	0.2	2	2	Disagree
2149	2.4	3	3	Neither agree nor disagree
5405	6.1	4	4	Agree
5938	6.7	5	5	Strongly agree
88816	100.0	TOTALS		

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAING Promotes cross-cultural awareness.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
562	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
123	0.1	1	1	Strongly disagree
270	0.3	2	2	Disagree
2047	2.3	3	3	Neither agree nor disagree
5466	6.2	4	4	Agree
5851	6.6	5	5	Strongly agree
88816	100.0	TOTALS		

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINH Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
492	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
56	0.1	1	1	Strongly disagree
85	0.1	2	2	Disagree
1716	1.9	3	3	Neither agree nor disagree
5770	6.5	4	4	Agree
6200	7.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINI Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
523	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
69	0.1	1	1	Strongly disagree
116	0.1	2	2	Disagree
1803	2.0	3	3	Neither agree nor disagree
5655	6.4	4	4	Agree
6153	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

The training I have received... Mark one answer for each item.

TRAINJ Promotes religious tolerance.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
499	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
173	0.2	1	1	Strongly disagree
287	0.3	2	2	Disagree
2540	2.9	3	3	Neither agree nor disagree
5269	5.9	4	4	Agree
5551	6.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

TRAINSK Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
7119	8.0	1	1	Not Asked
14319	16.1	2	2	Asked
88816	100.0	TOTALS		

TRAINSK is an indicator of whether TRAINA, TRAINB, TRAINC, TRAIND, TRAINE, TRAINF, TRAING, TRAINH, TRAINI, TRAINJ, RATETRAIN were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHTRAIN = 2) then TRAINSK = 2 (Asked).

RATETRAIN 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?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYEFF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
419	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
736	0.8	1	1	Not at all effective
2094	2.4	2	2	Slightly effective
5814	6.6	3	3	Moderately effective
5256	5.9	4	4	Very effective
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAU = TRAINA, TRAINBU = TRAINB, TRAINCU = TRAINC, TRAINDU = TRAIND, TRAINEU = TRAINE, TRAINFU = TRAINF, TRAINGU = TRAING, TRAINHU = TRAINH, TRAINIU = TRAINI, TRAINJU = TRAINJ, RATETRAINU = RATETRAIN, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If TRAINSK = 1 then do; TRAINA = .N; TRAINB = .N; TRAINC = .N; TRAIND = .N; TRAINE = .N; TRAINF = .N; TRAING = .N; TRAINH = .N; TRAINI = .N; TRAINJ = .N; RATETRAIN = .N; end; .N = (Not Applicable)

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSA Support the separation of people based on race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5719	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14033	15.8	1	1	No
1529	1.7	2	2	Yes
88816	100.0	TOTALS		

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSB Warn of the dangers of interactions between people of different races/ethnicities?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5728	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13453	15.2	1	1	No
2100	2.4	2	2	Yes
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSC Point out the dangers of racial/ethnic diversity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5823	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12795	14.4	1	1	No
2663	3.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTA Are racist/extremist organizations or individuals a problem?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5760	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13490	15.2	1	1	Not at all
1085	1.2	2	2	Small extent
593	0.7	3	3	Moderate extent
152	0.2	4	4	Large extent
201	0.2	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTB Are hate crimes a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5729	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13854	15.6	1	1	Not at all
817	0.9	2	2	Small extent
541	0.6	3	3	Moderate extent
124	0.1	4	4	Large extent
216	0.2	5	5	Very large extent
88816	100.0	TOTALS		

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTC Are gangs a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5791	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13634	15.4	1	1	Not at all
874	1.0	2	2	Small extent
581	0.7	3	3	Moderate extent
146	0.2	4	4	Large extent
255	0.3	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DUTYSTSPSK In the previous question you indicated that there are problems at your installation/ship. Please specify.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
18952	21.3	1	1	Not Asked
2486	2.8	2	2	Asked
88816	100.0	TOTALS		

DUTYSTSPSK is an indicator of whether DUTYSTSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (DUTYSTA > 1 OR DUTYSTB > 1 OR DUTYSTC > 1) then DUTYSTSPSK = 2 (Asked).

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALA Are racist/extremist organizations or individuals a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5873	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11366	12.8	1	1	Not at all
2593	2.9	2	2	Small extent
1005	1.1	3	3	Moderate extent
231	0.3	4	4	Large extent
213	0.2	5	5	Very large extent
88816	100.0	TOTALS		

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALB Are hate crimes a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5841	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11790	13.3	1	1	Not at all
2345	2.6	2	2	Small extent
907	1.0	3	3	Moderate extent
205	0.2	4	4	Large extent
193	0.2	5	5	Very large extent
88816	100.0	TOTALS		

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALC Are gangs a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5907	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10667	12.0	1	1	Not at all
2405	2.7	2	2	Small extent
1469	1.7	3	3	Moderate extent
484	0.5	4	4	Large extent
349	0.4	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCALSPSK In the previous question you indicated that there are problems in the local community around where you live. Please specify.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
16044	18.1	1	1	Not Asked
5394	6.1	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCALSPSK is an indicator of whether LOCALSP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (LOCALA > 1 OR LOCALB > 1 OR LOCALC > 1) then LOCALSPSK = 2 (Asked).

MILREHSK In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
7883	8.9	1	1	Not Asked
13555	15.3	2	2	Asked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREHSK is an indicator of whether MILREH, MILOVER, MILYOU were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRYEARS >= 5) then MILREHSK = 2 (Asked).

SRSEXU Uned: Are you...?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SEXNUM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1188	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
16210	18.3	1	1	Male
4040	4.6	2	2	Female
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPAU Uned: Are you Spanish/Hispanic/Latino?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HISP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1224	1.4	-9	.	No response
67378	75.9	-1	.B	No survey return
16573	18.7	1	1	No, not Spanish/Hispanic/Latino
3641	4.1	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACEAU Uned: White

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
12798	14.4	1	1	Not marked
8640	9.7	2	2	Marked
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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

SRRACEBU Uned: Black or African American

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
17303	19.5	1	1	Not marked
4135	4.7	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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

SRRACECU Uned: American Indian or Alaska Native

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
19064	21.5	1	1	Not marked
2374	2.7	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACEDU Uned: Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
16756	18.9	1	1	Not marked
4682	5.3	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

SRRACEEU Uned: Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
18933	21.3	1	1	Not marked
2505	2.8	2	2	Marked
88816	100.0	TOTALS		

SRYEARSU Uned: 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".

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
CONTINUS	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1209	1.4	-9	.	No response
67378	75.9	-1	.B	No survey return
410	0.5	0	0	0
1197	1.4	1	1	1
1773	2.0	2	2	2
1869	2.1	3	3	3
1425	1.6	4	4	4
1041	1.2	5	5	5
1024	1.2	6	6	6
982	1.1	7	7	7
850	1.0	8	8	8
785	0.9	9	9	9
763	0.9	10	10	10
638	0.7	11	11	11
843	1.0	12	12	12
729	0.8	13	13	13
702	0.8	14	14	14
692	0.8	15	15	15
658	0.7	16	16	16
587	0.7	17	17	17
604	0.7	18	18	18
517	0.6	19	19	19
425	0.5	20	20	20
299	0.3	21	21	21
317	0.4	22	22	22
271	0.3	23	23	23
210	0.2	24	24	24
162	0.2	25	25	25
131	0.2	26	26	26
90	0.1	27	27	27
83	0.1	28	28	28
71	0.1	29	29	29
37	0.0	30	30	30
11	0.0	31	31	31
16	0.0	32	32	32
6	0.0	33	33	33
2	0.0	34	34	34
6	0.0	35	35	35
2	0.0	37	37	37
1	0.0	41	41	41
88816	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RETINT1U Uned: 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?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYLIKE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1240	1.4	-9	.	No response
67378	75.9	-1	.B	No survey return
1649	1.9	1	1	Very unlikely
1660	1.9	2	2	Unlikely
1988	2.2	3	3	Neither likely nor unlikely
4898	5.5	4	4	Likely
10003	11.3	5	5	Very likely
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SATOVERU Uned: Overall, how satisfied are you with the military way of life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1262	1.4	-9	.	No response
67378	75.9	-1	.B	No survey return
661	0.7	1	1	Very dissatisfied
1789	2.0	2	2	Dissatisfied
3013	3.4	3	3	Neither satisfied nor dissatisfied
10243	11.5	4	4	Satisfied
4470	5.0	5	5	Very satisfied
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSAU Uned: Operation Enduring Freedom (Afghanistan)

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2789	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
15743	17.7	1	1	No
2906	3.3	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSBU Uned: Operation Iraqi Freedom/New Dawn

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
17340	19.5	1	1	No
1077	1.2	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

OPSCU Uned: Other

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4387	4.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15092	17.0	1	1	No
1959	2.2	2	2	Yes
88816	100.0	TOTALS		

DPLYCZPAYU Uned: 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?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16245	18.3	-9	.	No response
67378	75.9	-1	.B	No survey return
1623	1.8	1	1	No
3570	4.0	2	2	Yes
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCAU Uned: I know what is expected of me at work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1663	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
175	0.2	1	1	Strongly disagree
578	0.7	2	2	Disagree
1141	1.3	3	3	Neither agree nor disagree
8272	9.3	4	4	Agree
9609	10.8	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCBU Uned: I have the materials and equipment I need to do my work right.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1887	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
563	0.6	1	1	Strongly disagree
2143	2.4	2	2	Disagree
2618	3.0	3	3	Neither agree nor disagree
8848	10.0	4	4	Agree
5379	6.1	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCCU Uned: At work, I have the opportunity to do what I do best every day.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1945	2.2	-9	.	No response
67378	75.9	-1	.B	No survey return
697	0.8	1	1	Strongly disagree
1998	2.3	2	2	Disagree
3301	3.7	3	3	Neither agree nor disagree
7762	8.7	4	4	Agree
5735	6.5	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCDU Uned: In the last seven days, I have received recognition or praise for doing good work.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1761	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1902	2.1	1	1	Strongly disagree
2910	3.3	2	2	Disagree
4829	5.4	3	3	Neither agree nor disagree
6204	7.0	4	4	Agree
3832	4.3	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCEU Uned: My supervisor, or someone at work, seems to care about me as a person.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1766	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
807	0.9	1	1	Strongly disagree
1179	1.3	2	2	Disagree
2959	3.3	3	3	Neither agree nor disagree
8216	9.3	4	4	Agree
6511	7.3	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCFU Uned: There is someone at work who encourages my development.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2032	2.3	-9	.	No response
67378	75.9	-1	.B	No survey return
829	0.9	1	1	Strongly disagree
1477	1.7	2	2	Disagree
3354	3.8	3	3	Neither agree nor disagree
7779	8.8	4	4	Agree
5967	6.7	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCGU Uned: At work, my opinions seem to count.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1711	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1236	1.4	1	1	Strongly disagree
2050	2.3	2	2	Disagree
3743	4.2	3	3	Neither agree nor disagree
8132	9.2	4	4	Agree
4566	5.1	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCHU Uned: The mission/purpose of my Service makes me feel my job is important.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1805	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
875	1.0	1	1	Strongly disagree
1463	1.7	2	2	Disagree
3178	3.6	3	3	Neither agree nor disagree
8248	9.3	4	4	Agree
5869	6.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCIU Uned: My coworkers are committed to doing quality work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1816	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
657	0.7	1	1	Strongly disagree
1573	1.8	2	2	Disagree
3919	4.4	3	3	Neither agree nor disagree
8820	9.9	4	4	Agree
4653	5.2	5	5	Strongly agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCJU Uned: I have a best friend at work.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1874	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
2449	2.8	1	1	Strongly disagree
4133	4.7	2	2	Disagree
5939	6.7	3	3	Neither agree nor disagree
4525	5.1	4	4	Agree
2518	2.8	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCKU Uned: In the last six months, someone at work has talked to me about my progress.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1792	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1069	1.2	1	1	Strongly disagree
2020	2.3	2	2	Disagree
3110	3.5	3	3	Neither agree nor disagree
8716	9.8	4	4	Agree
4731	5.3	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCLU Uned: This last year, I have had opportunities at work to learn and to grow.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1881	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
795	0.9	1	1	Strongly disagree
1155	1.3	2	2	Disagree
2728	3.1	3	3	Neither agree nor disagree
8723	9.8	4	4	Agree
6156	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCMU Uned: At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1746	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
2327	2.6	1	1	Strongly disagree
3444	3.9	2	2	Disagree
5418	6.1	3	3	Neither agree nor disagree
5850	6.6	4	4	Agree
2653	3.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCNU Uned: My supervisor helps everyone in my work group feel included.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1789	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1117	1.3	1	1	Strongly disagree
1621	1.8	2	2	Disagree
4099	4.6	3	3	Neither agree nor disagree
8384	9.4	4	4	Agree
4428	5.0	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCOU Uned: I trust my supervisor to deal fairly with issues of equal treatment at my workplace.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1770	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1236	1.4	1	1	Strongly disagree
1381	1.6	2	2	Disagree
3102	3.5	3	3	Neither agree nor disagree
8188	9.2	4	4	Agree
5761	6.5	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

WRKPLCPU Uned: At my workplace, all employees are kept well informed about issues and decisions that affect them.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1710	1.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1620	1.8	1	1	Strongly disagree
2322	2.6	2	2	Disagree
3833	4.3	3	3	Neither agree nor disagree
7722	8.7	4	4	Agree
4231	4.8	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPAU Uned: You trust your supervisor.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1845	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
1050	1.2	1	1	Strongly disagree
1314	1.5	2	2	Disagree
3048	3.4	3	3	Neither agree nor disagree
8028	9.0	4	4	Agree
6153	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPBU Uned: Your supervisor ensures that all assigned personnel are treated fairly.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1905	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
884	1.0	1	1	Strongly disagree
1237	1.4	2	2	Disagree
3235	3.6	3	3	Neither agree nor disagree
8105	9.1	4	4	Agree
6072	6.8	5	5	Strongly agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1852	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
910	1.0	1	1	Strongly disagree
1644	1.9	2	2	Disagree
3651	4.1	3	3	Neither agree nor disagree
8043	9.1	4	4	Agree
5338	6.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPDU Uned: Your supervisor evaluates your work performance fairly.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1844	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
764	0.9	1	1	Strongly disagree
1040	1.2	2	2	Disagree
3650	4.1	3	3	Neither agree nor disagree
8267	9.3	4	4	Agree
5873	6.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPEU Uned: Your supervisor assigns work fairly in your work group.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1873	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
835	0.9	1	1	Strongly disagree
1281	1.4	2	2	Disagree
3684	4.2	3	3	Neither agree nor disagree
8225	9.3	4	4	Agree
5540	6.2	5	5	Strongly agree
88816	100.0	TOTALS		

How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

MILSUPFU Uned: You are satisfied with the direction/supervision you receive.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1808	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1240	1.4	1	1	Strongly disagree
1666	1.9	2	2	Disagree
3668	4.1	3	3	Neither agree nor disagree
7613	8.6	4	4	Agree
5443	6.1	5	5	Strongly agree
88816	100.0	TOTALS		

MENTORU Uned: In your opinion, have you had a formal and/or informal mentor who advised you on your military career? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MENTST	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1828	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
3728	4.2	1	1	Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)
7346	8.3	2	2	Yes, I have had at least one informal mentor
4166	4.7	3	3	Yes, I have had both a formal and informal mentor
4370	4.9	4	4	No, I have not had a mentor
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent have your mentorship experiences helped you to advance your military career? Mark one answer for each item.

MENTEXPAU Uned: Experiences in a formal mentorship program

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HELPEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13628	15.3	-9	.	No response
67378	75.9	-1	.B	No survey return
411	0.5	1	1	Did not help at all
819	0.9	2	2	Helped to a small extent
2253	2.5	3	3	Helped to a moderate extent
2448	2.8	4	4	Helped to a large extent
1879	2.1	5	5	Helped to a very large extent
88816	100.0	TOTALS		

To what extent have your mentorship experiences helped you to advance your military career? Mark one answer for each item.

MENTEXPBU Uned: Informal mentorship experiences

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
HELPEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10005	11.3	-9	.	No response
67378	75.9	-1	.B	No survey return
174	0.2	1	1	Did not help at all
752	0.9	2	2	Helped to a small extent
3029	3.4	3	3	Helped to a moderate extent
4110	4.6	4	4	Helped to a large extent
3368	3.8	5	5	Helped to a very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

MENTEFFAU Uned: Advising you on ways to handle challenging assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6595	7.4	-9	.	No response
67378	75.9	-1	.B	No survey return
287	0.3	1	1	Not at all useful
1332	1.5	2	2	Somewhat useful
3483	3.9	3	3	Moderately useful
4952	5.6	4	4	Largely useful
4114	4.6	5	5	Very useful
675	0.8	6	6	Did not provide
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

MENTEFFBU Uned: Providing you with challenging assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6693	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
423	0.5	1	1	Not at all useful
1312	1.5	2	2	Somewhat useful
3493	3.9	3	3	Moderately useful
4593	5.2	4	4	Largely useful
3682	4.2	5	5	Very useful
1242	1.4	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MENTEFFCU Uned: Helping you get developmental assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6718	7.6	-9	.	No response
67378	75.9	-1	.B	No survey return
482	0.5	1	1	Not at all useful
1360	1.5	2	2	Somewhat useful
3374	3.8	3	3	Moderately useful
4672	5.3	4	4	Largely useful
3516	4.0	5	5	Very useful
1316	1.5	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

MENTEFFDU Uned: Helping you develop skills/competencies for future assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6667	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
324	0.4	1	1	Not at all useful
1298	1.5	2	2	Somewhat useful
3106	3.5	3	3	Moderately useful
5078	5.7	4	4	Largely useful
4276	4.8	5	5	Very useful
689	0.8	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MENTEFFEU Uned: Providing career guidance

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6663	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
323	0.4	1	1	Not at all useful
1353	1.5	2	2	Somewhat useful
2974	3.4	3	3	Moderately useful
4864	5.5	4	4	Largely useful
4832	5.4	5	5	Very useful
429	0.5	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MENTEFFFU Uned: Inviting you to observe activities at his/her level

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6754	7.6	-9	.	No response
67378	75.9	-1	.B	No survey return
452	0.5	1	1	Not at all useful
1292	1.5	2	2	Somewhat useful
2977	3.4	3	3	Moderately useful
4222	4.8	4	4	Largely useful
3766	4.2	5	5	Very useful
1975	2.2	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

MENTEFFGU Uned: Providing sponsorship/contacts to help advance your career

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6634	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
592	0.7	1	1	Not at all useful
1531	1.7	2	2	Somewhat useful
3396	3.8	3	3	Moderately useful
4024	4.5	4	4	Largely useful
3207	3.6	5	5	Very useful
2054	2.3	6	6	Did not provide
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

MENTEFFHU Uned: Shielding you from those who would interfere with your career advancement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6688	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
740	0.8	1	1	Not at all useful
1572	1.8	2	2	Somewhat useful
3344	3.8	3	3	Moderately useful
3761	4.2	4	4	Largely useful
3030	3.4	5	5	Very useful
2303	2.6	6	6	Did not provide
88816	100.0	TOTALS		

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.

MENTEFFIU Uned: Acting as a role model for you

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6641	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
383	0.4	1	1	Not at all useful
1289	1.5	2	2	Somewhat useful
2786	3.1	3	3	Moderately useful
4709	5.3	4	4	Largely useful
5153	5.8	5	5	Very useful
477	0.5	6	6	Did not provide
88816	100.0	TOTALS		

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.

MENTEFFJU Uned: Advising you on organizational politics

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6643	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
593	0.7	1	1	Not at all useful
1528	1.7	2	2	Somewhat useful
3315	3.7	3	3	Moderately useful
4334	4.9	4	4	Largely useful
3601	4.1	5	5	Very useful
1424	1.6	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MENTEFFKU Uned: Providing support and encouragement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6633	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
308	0.4	1	1	Not at all useful
1242	1.4	2	2	Somewhat useful
2810	3.2	3	3	Moderately useful
4890	5.5	4	4	Largely useful
5175	5.8	5	5	Very useful
380	0.4	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MENTEFFLU Uned: Providing personal and social guidance

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VUSEDNP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6620	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
435	0.5	1	1	Not at all useful
1361	1.5	2	2	Somewhat useful
3056	3.4	3	3	Moderately useful
4585	5.2	4	4	Largely useful
4507	5.1	5	5	Very useful
874	1.0	6	6	Did not provide
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTFRMU Uned: Was your most effective mentor...? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
FORMAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17381	19.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1039	1.2	1	1	Formal
3018	3.4	2	2	Informal
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTAU Uned: White

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
13469	15.2	1	1	Not marked
7969	9.0	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTBU Uned: Black or African American

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
17688	19.9	1	1	Not marked
3750	4.2	2	2	Marked
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTCU Uned: American Indian or Alaska Native

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21168	23.8	1	1	Not marked
270	0.3	2	2	Marked
88816	100.0	TOTALS		

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTDU Uned: Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20128	22.7	1	1	Not marked
1310	1.5	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTEU Uned: Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20751	23.4	1	1	Not marked
687	0.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTFU Uned: Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
19315	21.8	1	1	Not marked
2123	2.4	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What is the racial/ethnic background of your most effective mentor? Mark one or more to describe his/her race/ethnicity.

RACEMENTGU Uned: Don't know

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
19879	22.4	1	1	Not marked
1559	1.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTSEXU Uned: Was your most effective mentor...?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SEXNUM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6650	7.5	-9	.	No response
67378	75.9	-1	.B	No survey return
12952	14.6	1	1	Male
1836	2.1	2	2	Female
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

ORGWRKAU Uned: There is very little conflict among your coworkers.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2295	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1039	1.2	1	1	Strongly disagree
2520	2.8	2	2	Disagree
4256	4.8	3	3	Neither agree nor disagree
7763	8.7	4	4	Agree
3565	4.0	5	5	Strongly agree
88816	100.0	TOTALS		

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.

ORGWRKBU Uned: Your coworkers put in the effort required for their jobs.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2312	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
692	0.8	1	1	Strongly disagree
1744	2.0	2	2	Disagree
3611	4.1	3	3	Neither agree nor disagree
9038	10.2	4	4	Agree
4041	4.6	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

ORGWRKCU Uned: The people in your work group tend to get along.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2325	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
455	0.5	1	1	Strongly disagree
1083	1.2	2	2	Disagree
3398	3.8	3	3	Neither agree nor disagree
9893	11.1	4	4	Agree
4284	4.8	5	5	Strongly agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

ORGWRKDU Uned: The people in your work group are willing to help each other.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
494	0.6	1	1	Strongly disagree
1099	1.2	2	2	Disagree
3335	3.8	3	3	Neither agree nor disagree
9351	10.5	4	4	Agree
4836	5.4	5	5	Strongly agree
88816	100.0	TOTALS		

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.

ORGWRKEU Uned: You are satisfied with the relationships you have with your coworkers.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
643	0.7	1	1	Strongly disagree
1152	1.3	2	2	Disagree
3602	4.1	3	3	Neither agree nor disagree
9116	10.3	4	4	Agree
4582	5.2	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBAU Uned: Intentionally interfered with others' work performance?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2559	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
9797	11.0	1	1	Never
4165	4.7	2	2	Once or twice
3239	3.7	3	3	Sometimes
1086	1.2	4	4	Often
592	0.7	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBBU Uned: Did not provide information or assistance when needed?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2660	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
7416	8.4	1	1	Never
4843	5.5	2	2	Once or twice
3893	4.4	3	3	Sometimes
1679	1.9	4	4	Often
947	1.1	5	5	Very often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBCU Uned: Were excessively harsh in their criticism of work performance?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2625	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9062	10.2	1	1	Never
4273	4.8	2	2	Once or twice
3243	3.7	3	3	Sometimes
1316	1.5	4	4	Often
919	1.0	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBDU Uned: Took credit for work or ideas that were not theirs?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2665	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9613	10.8	1	1	Never
3660	4.1	2	2	Once or twice
2910	3.3	3	3	Sometimes
1393	1.6	4	4	Often
1197	1.4	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBEU Uned: Spread rumors or gossiped about you or others?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2727	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
9210	10.4	1	1	Never
3560	4.0	2	2	Once or twice
2977	3.4	3	3	Sometimes
1497	1.7	4	4	Often
1467	1.7	5	5	Very often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBFU Uned: Used insults, sarcasm, or gestures to humiliate you or others?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2498	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
10374	11.7	1	1	Never
3520	4.0	2	2	Once or twice
2743	3.1	3	3	Sometimes
1180	1.3	4	4	Often
1123	1.3	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBGU Uned: Yelled when they were angry with you or others?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2547	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
9536	10.7	1	1	Never
4328	4.9	2	2	Once or twice
2861	3.2	3	3	Sometimes
1143	1.3	4	4	Often
1023	1.2	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBHU Uned: Swore at you or others in a hostile manner?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2520	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
12527	14.1	1	1	Never
2857	3.2	2	2	Once or twice
2031	2.3	3	3	Sometimes
716	0.8	4	4	Often
787	0.9	5	5	Very often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

WRKPROBIU Uned: Damaged or stole others' property or equipment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTNVR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2569	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
16577	18.7	1	1	Never
1182	1.3	2	2	Once or twice
797	0.9	3	3	Sometimes
126	0.1	4	4	Often
187	0.2	5	5	Very often
88816	100.0	TOTALS		

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.

MILWRKAU Uned: Your work provides you with a sense of pride.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2575	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
824	0.9	1	1	Strongly disagree
1191	1.3	2	2	Disagree
3025	3.4	3	3	Neither agree nor disagree
7183	8.1	4	4	Agree
6640	7.5	5	5	Strongly agree
88816	100.0	TOTALS		

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.

MILWRKBU Uned: Your work makes good use of your skills.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2579	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1140	1.3	1	1	Strongly disagree
1721	1.9	2	2	Disagree
3302	3.7	3	3	Neither agree nor disagree
7073	8.0	4	4	Agree
5623	6.3	5	5	Strongly agree
88816	100.0	TOTALS		

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.

MILWRKCU Uned: You like the kind of work you do.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2615	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1183	1.3	1	1	Strongly disagree
1506	1.7	2	2	Disagree
3583	4.0	3	3	Neither agree nor disagree
6572	7.4	4	4	Agree
5979	6.7	5	5	Strongly agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MILWRKDU Uned: Your job gives you the chance to acquire valuable skills.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2565	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
886	1.0	1	1	Strongly disagree
1138	1.3	2	2	Disagree
3087	3.5	3	3	Neither agree nor disagree
7238	8.2	4	4	Agree
6524	7.4	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

MILWRKEU Uned: You are satisfied with your job as a whole.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2608	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1252	1.4	1	1	Strongly disagree
1612	1.8	2	2	Disagree
3630	4.1	3	3	Neither agree nor disagree
7058	8.0	4	4	Agree
5278	5.9	5	5	Strongly agree
88816	100.0	TOTALS		

Overall, how well prepared... Mark one answer for each item.

PREPAREAU Uned: Are you to perform your wartime job?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2628	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
377	0.4	1	1	Very poorly prepared
729	0.8	2	2	Poorly prepared
3479	3.9	3	3	Neither well nor poorly prepared
7895	8.9	4	4	Well prepared
6330	7.1	5	5	Very well prepared
88816	100.0	TOTALS		

Overall, how well prepared... Mark one answer for each item.

PREPAREBU Uned: Is your unit to perform its wartime mission?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2582	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
678	0.8	1	1	Very poorly prepared
1080	1.2	2	2	Poorly prepared
4539	5.1	3	3	Neither well nor poorly prepared
7504	8.5	4	4	Well prepared
5055	5.7	5	5	Very well prepared
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate... Mark one answer for each item.

MORALEAU Uned: Your current level of morale?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2745	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
1517	1.7	1	1	Very low
2200	2.5	2	2	Low
6016	6.8	3	3	Moderate
5641	6.4	4	4	High
3319	3.7	5	5	Very high
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate... Mark one answer for each item.

MORALEBU Uned: The current level of morale in your unit?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2650	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1523	1.7	1	1	Very low
2839	3.2	2	2	Low
7417	8.4	3	3	Moderate
5037	5.7	4	4	High
1972	2.2	5	5	Very high
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

MEMUNITAU Uned: Service members in your unit really care about each other.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2647	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
584	0.7	1	1	Strongly disagree
1607	1.8	2	2	Disagree
5062	5.7	3	3	Neither agree nor disagree
8276	9.3	4	4	Agree
3262	3.7	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

MEMUNITBU Uned: Service members in your unit work well as a team.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2621	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
417	0.5	1	1	Strongly disagree
1092	1.2	2	2	Disagree
4022	4.5	3	3	Neither agree nor disagree
9510	10.7	4	4	Agree
3776	4.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

MEMUNITCU Uned: Service members in your unit pull together to get the job done.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2642	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
352	0.4	1	1	Strongly disagree
724	0.8	2	2	Disagree
3068	3.5	3	3	Neither agree nor disagree
9716	10.9	4	4	Agree
4936	5.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

MEMUNITDU Uned: Service members in your unit trust each other.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2621	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
926	1.0	1	1	Strongly disagree
1753	2.0	2	2	Disagree
5628	6.3	3	3	Neither agree nor disagree
7404	8.3	4	4	Agree
3106	3.5	5	5	Strongly agree
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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

HEALTHAU Uned: I am as healthy as anybody I know.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2696	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
807	0.9	1	1	Definitely false
1887	2.1	2	2	Mostly false
10685	12.0	3	3	Mostly true
5363	6.0	4	4	Definitely true
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

HEALTHBU Uned: I seem to get sick a little easier than other people.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2762	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
10845	12.2	1	1	Definitely false
5909	6.7	2	2	Mostly false
1579	1.8	3	3	Mostly true
343	0.4	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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

HEALTHCU Uned: I expect my health to get worse.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2747	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
10762	12.1	1	1	Definitely false
5249	5.9	2	2	Mostly false
2184	2.5	3	3	Mostly true
496	0.6	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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

HEALTHDU Uned: My health is excellent.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DEFTRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2682	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
951	1.1	1	1	Definitely false
1936	2.2	2	2	Mostly false
10284	11.6	3	3	Mostly true
5585	6.3	4	4	Definitely true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Overall, how would you rate... Mark one answer for each item.

WSTRESSU Uned: The current level of stress in your work life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2715	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
1571	1.8	1	1	Much less than usual
2448	2.8	2	2	Less than usual
7930	8.9	3	3	About the same as usual
4676	5.3	4	4	More than usual
2098	2.4	5	5	Much more than usual
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Overall, how would you rate... Mark one answer for each item.

PSTRESSU Uned: The current level of stress in your personal life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2676	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
2362	2.7	1	1	Much less than usual
3091	3.5	2	2	Less than usual
7805	8.8	3	3	About the same as usual
3943	4.4	4	4	More than usual
1561	1.8	5	5	Much more than usual
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

PSFRQAU Uned: Been upset because of something that happened unexpectedly?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2915	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
2669	3.0	1	1	Never
5188	5.8	2	2	Almost never
7608	8.6	3	3	Sometimes
2138	2.4	4	4	Fairly often
920	1.0	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQBU Uned: Felt that you were unable to control the important things in your life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2932	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
4583	5.2	1	1	Never
5787	6.5	2	2	Almost never
5337	6.0	3	3	Sometimes
1835	2.1	4	4	Fairly often
964	1.1	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

PSFRQCU Uned: Felt nervous and stressed?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2980	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
2391	2.7	1	1	Never
4471	5.0	2	2	Almost never
7643	8.6	3	3	Sometimes
2670	3.0	4	4	Fairly often
1283	1.4	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQDU Uned: Felt confident about your ability to handle your personal problems?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2941	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
890	1.0	1	1	Never
1145	1.3	2	2	Almost never
3835	4.3	3	3	Sometimes
6250	7.0	4	4	Fairly often
6377	7.2	5	5	Very often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In the past month, how often have you... Mark one answer for each item.

PSFRQEU Uned: Felt that things were going your way?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3085	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
1015	1.1	1	1	Never
2232	2.5	2	2	Almost never
7185	8.1	3	3	Sometimes
5923	6.7	4	4	Fairly often
1998	2.3	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the past month, how often have you... Mark one answer for each item.

PSFRQFU Uned: Found that you could not cope with all of the things you had to do?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3084	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6522	7.3	1	1	Never
6140	6.9	2	2	Almost never
4131	4.7	3	3	Sometimes
1094	1.2	4	4	Fairly often
467	0.5	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQGU Uned: Been able to control irritations in your life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2941	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
603	0.7	1	1	Never
1297	1.5	2	2	Almost never
5345	6.0	3	3	Sometimes
7198	8.1	4	4	Fairly often
4054	4.6	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

In the past month, how often have you... Mark one answer for each item.

PSFRQHU Uned: Felt that you were on top of things?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3005	3.4	-9	.	No response
67378	75.9	-1	.B	No survey return
482	0.5	1	1	Never
1157	1.3	2	2	Almost never
5430	6.1	3	3	Sometimes
7728	8.7	4	4	Fairly often
3636	4.1	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQIU Uned: Been angered because of things that were outside of your control?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2943	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
2275	2.6	1	1	Never
4910	5.5	2	2	Almost never
7350	8.3	3	3	Sometimes
2694	3.0	4	4	Fairly often
1266	1.4	5	5	Very often
88816	100.0	TOTALS		

In the past month, how often have you... Mark one answer for each item.

PSFRQJU Uned: Felt difficulties were piling up so high that you could not overcome them?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVRVOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2922	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
5884	6.6	1	1	Never
6369	7.2	2	2	Almost never
4537	5.1	3	3	Sometimes
1145	1.3	4	4	Fairly often
581	0.7	5	5	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSAU Uned: Little interest or pleasure in doing things

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3146	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
11770	13.3	1	1	Not at all
4673	5.3	2	2	Several days
1251	1.4	3	3	More than half the days
598	0.7	4	4	Nearly every day
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSBU Uned: Feeling down, depressed, or hopeless

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3219	3.6	-9	.	No response
67378	75.9	-1	.B	No survey return
12824	14.4	1	1	Not at all
3965	4.5	2	2	Several days
976	1.1	3	3	More than half the days
454	0.5	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSCU Uned: Trouble falling or staying asleep, or sleeping too much

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3223	3.6	-9	.	No response
67378	75.9	-1	.B	No survey return
9338	10.5	1	1	Not at all
5174	5.8	2	2	Several days
2088	2.4	3	3	More than half the days
1615	1.8	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSDU Uned: Feeling tired or having little energy

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3203	3.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7758	8.7	1	1	Not at all
7004	7.9	2	2	Several days
2193	2.5	3	3	More than half the days
1280	1.4	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSEU Uned: Poor appetite or overeating

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3249	3.7	-9	.	No response
67378	75.9	-1	.B	No survey return
11627	13.1	1	1	Not at all
4300	4.8	2	2	Several days
1456	1.6	3	3	More than half the days
806	0.9	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSFU Uned: Feeling bad about yourself-or that you are a failure or have let yourself or your family down

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3300	3.7	-9	.	No response
67378	75.9	-1	.B	No survey return
13499	15.2	1	1	Not at all
3087	3.5	2	2	Several days
989	1.1	3	3	More than half the days
563	0.6	4	4	Nearly every day
88816	100.0	TOTALS		

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSGU Uned: Trouble concentrating on things, such as reading the newspaper or watching television

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3170	3.6	-9	.	No response
67378	75.9	-1	.B	No survey return
13030	14.7	1	1	Not at all
3654	4.1	2	2	Several days
999	1.1	3	3	More than half the days
585	0.7	4	4	Nearly every day
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Over the past 30 days, have you been bothered by the following problems? Mark one answer for each item.

DEPRESSHU

Uned: 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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EVRYDAY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3146	3.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15009	16.9	1	1	Not at all
2260	2.5	2	2	Several days
720	0.8	3	3	More than half the days
303	0.3	4	4	Nearly every day
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQAU Uned: Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3527	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15117	17.0	1	1	Never
1822	2.1	2	2	Once or twice
723	0.8	3	3	Sometimes
249	0.3	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQBU Uned: Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3914	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
13308	15.0	1	1	Never
2719	3.1	2	2	Once or twice
1063	1.2	3	3	Sometimes
434	0.5	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQCU Uned: Were condescending to you because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3524	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15102	17.0	1	1	Never
1787	2.0	2	2	Once or twice
737	0.8	3	3	Sometimes
288	0.3	4	4	Often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3489	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
16815	18.9	1	1	Never
733	0.8	2	2	Once or twice
296	0.3	3	3	Sometimes
105	0.1	4	4	Often
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQEU Uned: Displayed tattoos or wore distinctive clothes which were racist?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3524	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
17206	19.4	1	1	Never
450	0.5	2	2	Once or twice
207	0.2	3	3	Sometimes
51	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQFU Uned: Did not include you in social activities because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3614	4.1	-9	.	No response
67378	75.9	-1	.B	No survey return
16680	18.8	1	1	Never
677	0.8	2	2	Once or twice
323	0.4	3	3	Sometimes
144	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQGU Uned: Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3678	4.1	-9	.	No response
67378	75.9	-1	.B	No survey return
16370	18.4	1	1	Never
850	1.0	2	2	Once or twice
385	0.4	3	3	Sometimes
155	0.2	4	4	Often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHFREQHU Uned: Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3511	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
16367	18.4	1	1	Never
1020	1.2	2	2	Once or twice
410	0.5	3	3	Sometimes
130	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHFREQIU Uned: Made offensive remarks about your accent or language skills?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3545	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15886	17.9	1	1	Never
1175	1.3	2	2	Once or twice
524	0.6	3	3	Sometimes
308	0.4	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3542	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
16566	18.7	1	1	Never
788	0.9	2	2	Once or twice
380	0.4	3	3	Sometimes
162	0.2	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3593	4.1	-9	.	No response
67378	75.9	-1	.B	No survey return
16252	18.3	1	1	Never
1019	1.2	2	2	Once or twice
414	0.5	3	3	Sometimes
160	0.2	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQLU Uned: Vandalized your property because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4059	4.6	-9	.	No response
67378	75.9	-1	.B	No survey return
16868	19.0	1	1	Never
302	0.3	2	2	Once or twice
168	0.2	3	3	Sometimes
41	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3556	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
17225	19.4	1	1	Never
394	0.4	2	2	Once or twice
202	0.2	3	3	Sometimes
61	0.1	4	4	Often
88816	100.0	TOTALS		

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.

REHFREQNU Uned: Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3502	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
16973	19.1	1	1	Never
591	0.7	2	2	Once or twice
264	0.3	3	3	Sometimes
108	0.1	4	4	Often
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHFREQOU Uned: Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3537	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
17160	19.3	1	1	Never
407	0.5	2	2	Once or twice
250	0.3	3	3	Sometimes
84	0.1	4	4	Often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQPU Uned: Physically threatened or intimidated you because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3525	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
17365	19.6	1	1	Never
324	0.4	2	2	Once or twice
173	0.2	3	3	Sometimes
51	0.1	4	4	Often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHFREQQU Uned: Assaulted you physically because of your race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3587	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
17439	19.6	1	1	Never
240	0.3	2	2	Once or twice
142	0.2	3	3	Sometimes
30	0.0	4	4	Often
88816	100.0	TOTALS		

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.

REHFREQRU Uned: Other race/ethnicity-related experiences?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NVROFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3543	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
16907	19.0	1	1	Never
580	0.7	2	2	Once or twice
300	0.3	3	3	Sometimes
108	0.1	4	4	Often
88816	100.0	TOTALS		

WASITREHU Uned: Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15613	17.6	-9	.	No response
67378	75.9	-1	.B	No survey return
3903	4.4	1	1	None
1693	1.9	2	2	Some
229	0.3	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DODREHU Uned: Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
Y_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15648	17.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1265	1.4	1	1	Yes, all of it
2238	2.5	2	2	Yes, some of it
2287	2.6	3	3	No
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHOCCURAU Uned: You were rated lower than you deserved on your last evaluation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3889	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
534	0.6	1	1	Yes, and my race/ethnicity was/is a factor
2401	2.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
14614	16.5	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURBU Uned: Your last evaluation contained unjustified negative comments.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
312	0.4	1	1	Yes, and my race/ethnicity was/is a factor
905	1.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
16220	18.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURCU Uned: You were held to a higher performance standard than others in your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4085	4.6	-9	.	No response
67378	75.9	-1	.B	No survey return
445	0.5	1	1	Yes, and my race/ethnicity was/is a factor
3622	4.1	2	2	Yes, but my race/ethnicity was/is NOT a factor
13286	15.0	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURDU Uned: You did not get an award or decoration given to others in similar circumstances.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3882	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
481	0.5	1	1	Yes, and my race/ethnicity was/is a factor
2310	2.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
14765	16.6	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCUREU Uned: Your current assignment has not made use of your job skills.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3952	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
308	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2702	3.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
14476	16.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURFU Uned: You were not able to attend a major school needed for your specialty.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3937	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
275	0.3	1	1	Yes, and my race/ethnicity was/is a factor
1519	1.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
15707	17.7	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCURGU Uned: You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3958	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
256	0.3	1	1	Yes, and my race/ethnicity was/is a factor
1544	1.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
15680	17.7	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURHU Uned: You received lower grades than you deserved in your training.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3951	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
217	0.2	1	1	Yes, and my race/ethnicity was/is a factor
610	0.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
16660	18.8	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURIU Uned: You did not get a job assignment that you wanted because of scores that you got on tests.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4086	4.6	-9	.	No response
67378	75.9	-1	.B	No survey return
183	0.2	1	1	Yes, and my race/ethnicity was/is a factor
557	0.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
16612	18.7	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCURJU Uned: Your current assignment is not good for your career if you continue in the military.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3951	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
354	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2797	3.2	2	2	Yes, but my race/ethnicity was/is NOT a factor
14336	16.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURKU Uned: You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3988	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
265	0.3	1	1	Yes, and my race/ethnicity was/is a factor
2156	2.4	2	2	Yes, but my race/ethnicity was/is NOT a factor
15029	16.9	3	3	No, or does not apply
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHOCCURLU Uned: You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3986	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
347	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2362	2.7	2	2	Yes, but my race/ethnicity was/is NOT a factor
14743	16.6	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURMU Uned: You did not learn until it was too late of opportunities that would help your career.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4029	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
348	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2447	2.8	2	2	Yes, but my race/ethnicity was/is NOT a factor
14614	16.5	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURNU Uned: You were unable to get straight answers about your promotion possibilities.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4121	4.6	-9	.	No response
67378	75.9	-1	.B	No survey return
362	0.4	1	1	Yes, and my race/ethnicity was/is a factor
2033	2.3	2	2	Yes, but my race/ethnicity was/is NOT a factor
14922	16.8	3	3	No, or does not apply
88816	100.0	TOTALS		

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.

REHOCCUROU Uned: You were taken to nonjudicial punishment or court martial when you should not have been.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3979	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
187	0.2	1	1	Yes, and my race/ethnicity was/is a factor
436	0.5	2	2	Yes, but my race/ethnicity was/is NOT a factor
16836	19.0	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURPU Uned: You were punished at your job for something that others did without being punished.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3923	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
358	0.4	1	1	Yes, and my race/ethnicity was/is a factor
1129	1.3	2	2	Yes, but my race/ethnicity was/is NOT a factor
16028	18.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURQU Uned: You were excluded by your peers from social activities.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4012	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
358	0.4	1	1	Yes, and my race/ethnicity was/is a factor
1018	1.2	2	2	Yes, but my race/ethnicity was/is NOT a factor
16050	18.1	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURRU Uned: You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3938	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
295	0.3	1	1	Yes, and my race/ethnicity was/is a factor
487	0.6	2	2	Yes, but my race/ethnicity was/is NOT a factor
16718	18.8	3	3	No, or does not apply
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

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.

REHOCCURSU Uned: You received poorer treatment than you deserved from a military health care provider.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3969	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
229	0.3	1	1	Yes, and my race/ethnicity was/is a factor
881	1.0	2	2	Yes, but my race/ethnicity was/is NOT a factor
16359	18.4	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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.

REHOCCURTU Uned: You were harassed by armed forces police.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3932	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
222	0.3	1	1	Yes, and my race/ethnicity was/is a factor
450	0.5	2	2	Yes, but my race/ethnicity was/is NOT a factor
16834	19.0	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

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.

REHOCCURUU Uned: You had other bothersome experiences at your job.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RCDSCR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4004	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
464	0.5	1	1	Yes, and my race/ethnicity was/is a factor
1641	1.9	2	2	Yes, but my race/ethnicity was/is NOT a factor
15329	17.3	3	3	No, or does not apply
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCAU Uned: Racial/ethnic discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12911	14.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6917	7.8	1	1	None
1419	1.6	2	2	Some
191	0.2	3	3	All
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCBU Uned: Sex discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12943	14.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7405	8.3	1	1	None
906	1.0	2	2	Some
184	0.2	3	3	All
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCCU Uned: Religious discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12960	14.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7990	9.0	1	1	None
413	0.5	2	2	Some
75	0.1	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Do you consider ANY of the behaviors which you marked in the previous question to have been... Mark one answer for each item.

REHDISCDU Uned: Other type of discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12924	14.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7172	8.1	1	1	None
1092	1.2	2	2	Some
250	0.3	3	3	All
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DODDISCU Uned: 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.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
Y_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12897	14.5	-9	.	No response
67378	75.9	-1	.B	No survey return
2136	2.4	1	1	Yes, all of it
3215	3.6	2	2	Yes, some of it
3190	3.6	3	3	No
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1AU Uned: Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11505	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
8638	9.7	1	1	No
1295	1.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1BU Uned: Race/ethnicity-related threats, intimidation, vandalism, or physical assault

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11562	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9567	10.8	1	1	No
309	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1CU Uned: Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11542	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9001	10.1	1	1	No
895	1.0	2	2	Yes
88816	100.0	TOTALS		

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1DU Uned: Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11521	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9081	10.2	1	1	No
836	0.9	2	2	Yes
88816	100.0	TOTALS		

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1EU Uned: Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11567	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9586	10.8	1	1	No
285	0.3	2	2	Yes
88816	100.0	TOTALS		

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1FU Uned: Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11646	13.1	-9	.	No response
67378	75.9	-1	.B	No survey return
9373	10.6	1	1	No
419	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1GU Uned: Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11543	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9562	10.8	1	1	No
333	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

REH1HU Uned: 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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11532	13.0	-9	.	No response
67378	75.9	-1	.B	No survey return
9471	10.7	1	1	No
435	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LABELREHU Uned: Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11477	12.9	-9	.	No response
67378	75.9	-1	.B	No survey return
7984	9.0	1	1	None
1688	1.9	2	2	Some
289	0.3	3	3	All
88816	100.0	TOTALS		

REH1OFTU Uned: During the course of the situation you have in mind, how often did the behavior(s) occur?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SITFRQ	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12187	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
5171	5.8	1	1	Once
2962	3.3	2	2	Occasionally
581	0.7	3	3	Frequently
537	0.6	4	4	Still occurring
88816	100.0	TOTALS		

REH1WHEREU Uned: Where did this situation occur? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SITWHER	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12223	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
5190	5.8	1	1	At a military installation (for example, on base)
1747	2.0	2	2	Some behaviors occurred at a military installation and some did not
2278	2.6	3	3	Not at a military installation (for example, off base)
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCAU Uned: At your work (the place where you perform your military duties)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11809	13.3	-9	.	No response
67378	75.9	-1	.B	No survey return
4639	5.2	1	1	No
4990	5.6	2	2	Yes
88816	100.0	TOTALS		

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCBU Uned: During duty hours?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11821	13.3	-9	.	No response
67378	75.9	-1	.B	No survey return
4560	5.1	1	1	No
5057	5.7	2	2	Yes
88816	100.0	TOTALS		

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCCU Uned: In a work environment where members of your racial/ethnic background were uncommon?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11829	13.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7440	8.4	1	1	No
2169	2.4	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCDU Uned: At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11803	13.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7986	9.0	1	1	No
1649	1.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

REH1OCCEU Uned: While you were deployed?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11841	13.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7917	8.9	1	1	No
1680	1.9	2	2	Yes
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEAU Uned: Unknown race/ethnicity

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12245	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
7559	8.5	1	1	None
1634	1.8	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEBU Uned: Multiracial/ethnic individual(s)

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12312	13.9	-9	.	No response
67378	75.9	-1	.B	No survey return
7308	8.2	1	1	None
1818	2.1	2	2	At least one
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACECU Uned: White

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12163	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
5089	5.7	1	1	None
4186	4.7	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEDU Uned: Black or African American

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12290	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
6622	7.5	1	1	None
2526	2.8	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEEU Uned: American Indian or Alaska Native

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12417	14.0	-9	.	No response
67378	75.9	-1	.B	No survey return
8381	9.4	1	1	None
640	0.7	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEFU Uned: Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12324	13.9	-9	.	No response
67378	75.9	-1	.B	No survey return
7931	8.9	1	1	None
1183	1.3	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEGU Uned: Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12361	13.9	-9	.	No response
67378	75.9	-1	.B	No survey return
8332	9.4	1	1	None
745	0.8	2	2	At least one
88816	100.0	TOTALS		

How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

REH1RACEHU Uned: Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
NONEATL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12280	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
7255	8.2	1	1	None
1903	2.1	2	2	At least one
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSAU Uned: Someone in your chain of command?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12129	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
2738	3.1	1	1	Yes
5223	5.9	2	2	No
1348	1.5	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSBU Uned: Other military person(s), not in your chain of command, of higher rank/grade than you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12169	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
1991	2.2	1	1	Yes
5847	6.6	2	2	No
1431	1.6	3	3	Don't know
88816	100.0	TOTALS		

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSCU Uned: Your military coworker(s)?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12184	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
2984	3.4	1	1	Yes
5021	5.7	2	2	No
1249	1.4	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSDU Uned: Your military subordinate(s)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12218	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
1268	1.4	1	1	Yes
6657	7.5	2	2	No
1295	1.5	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSEU Uned: Other military person(s)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12238	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
1808	2.0	1	1	Yes
5982	6.7	2	2	No
1410	1.6	3	3	Don't know
88816	100.0	TOTALS		

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSFU Uned: DoD/DHS civilian employee(s)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12222	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
807	0.9	1	1	Yes
6953	7.8	2	2	No
1456	1.6	3	3	Don't know
88816	100.0	TOTALS		

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSGU Uned: DoD/DHS civilian contractor(s)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12236	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
467	0.5	1	1	Yes
7252	8.2	2	2	No
1483	1.7	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSHU Uned: A civilian from the local community?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12224	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
711	0.8	1	1	Yes
7021	7.9	2	2	No
1482	1.7	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was/were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

REH1POSIU Uned: Unknown person(s)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12242	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
902	1.0	1	1	Yes
6684	7.5	2	2	No
1610	1.8	3	3	Don't know
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

As a result of the situation, did you... Mark "Yes" or "No" for each item.

REH1ACTAU Uned: Request a transfer?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12122	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
8662	9.8	1	1	No
654	0.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

As a result of the situation, did you... Mark "Yes" or "No" for each item.

REH1ACTBU Uned: Think about getting out of your Service?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12061	13.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7108	8.0	1	1	No
2269	2.6	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPAU Uned: Someone in your chain of command

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12208	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
7619	8.6	1	1	No
1611	1.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPBU Uned: Someone in the chain of command of the person who did it

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12199	13.7	-9	.	No response
67378	75.9	-1	.B	No survey return
8100	9.1	1	1	No
1139	1.3	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPCU Uned: Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12219	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
8751	9.9	1	1	No
468	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

REH1REPDU Uned: Other person or office with responsibility for follow-up

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12243	13.8	-9	.	No response
67378	75.9	-1	.B	No survey return
8529	9.6	1	1	No
666	0.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYAU Uned: To prevent it from happening to you again

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19491	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
422	0.5	1	1	No
1525	1.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYBU Uned: To prevent it from happening to someone else

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19481	21.9	-9	.	No response
67378	75.9	-1	.B	No survey return
302	0.3	1	1	No
1655	1.9	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYCU Uned: To punish the person

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19512	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1499	1.7	1	1	No
427	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

REH1WHYDU Uned: Other reason(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19516	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1394	1.6	1	1	No
528	0.6	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATAU Uned: Availability of information about how to follow-up on a report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19503	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
201	0.2	1	1	Very dissatisfied
221	0.3	2	2	Dissatisfied
786	0.9	3	3	Neither satisfied nor dissatisfied
450	0.5	4	4	Satisfied
277	0.3	5	5	Very satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATBU Uned: Treatment by personnel handling your report

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19512	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
204	0.2	1	1	Very dissatisfied
235	0.3	2	2	Dissatisfied
761	0.9	3	3	Neither satisfied nor dissatisfied
459	0.5	4	4	Satisfied
267	0.3	5	5	Very satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATCU Uned: Amount of time it took/is taking to resolve your report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19513	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
241	0.3	1	1	Very dissatisfied
231	0.3	2	2	Dissatisfied
848	1.0	3	3	Neither satisfied nor dissatisfied
358	0.4	4	4	Satisfied
247	0.3	5	5	Very satisfied
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATDU Uned: How well you were/are kept informed about the progress of your report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19502	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
232	0.3	1	1	Very dissatisfied
237	0.3	2	2	Dissatisfied
882	1.0	3	3	Neither satisfied nor dissatisfied
355	0.4	4	4	Satisfied
230	0.3	5	5	Very satisfied
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATEU Uned: Degree to which your privacy was/is being protected

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19514	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
209	0.2	1	1	Very dissatisfied
190	0.2	2	2	Dissatisfied
835	0.9	3	3	Neither satisfied nor dissatisfied
404	0.5	4	4	Satisfied
286	0.3	5	5	Very satisfied
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

REH1SATFU Uned: The reporting process overall

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19506	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
249	0.3	1	1	Very dissatisfied
210	0.2	2	2	Dissatisfied
851	1.0	3	3	Neither satisfied nor dissatisfied
378	0.4	4	4	Satisfied
244	0.3	5	5	Very satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OUTU Uned: Do you know the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_PROC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19503	22.0	-9	.	No response
67378	75.9	-1	.B	No survey return
707	0.8	1	1	Yes
866	1.0	2	2	No
362	0.4	3	3	Does not apply, it is still in process
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1TRUEU Uned: Was your report found to be true?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_TRUE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20746	23.4	-9	.	No response
67378	75.9	-1	.B	No survey return
420	0.5	1	1	Yes
68	0.1	2	2	No
204	0.2	3	3	They were unable to determine whether your report was true
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OUTSATU Uned: How satisfied were you with the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
VERYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20734	23.3	-9	.	No response
67378	75.9	-1	.B	No survey return
115	0.1	1	1	Very dissatisfied
81	0.1	2	2	Dissatisfied
187	0.2	3	3	Neither satisfied nor dissatisfied
176	0.2	4	4	Satisfied
145	0.2	5	5	Very satisfied
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

In response to your report, was official action taken against...
Mark "Yes," "No," or "Don't know" for each item.

REH1RPACTAU Uned: You?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20743	23.4	-9	.	No response
67378	75.9	-1	.B	No survey return
82	0.1	1	1	Yes
566	0.6	2	2	No
47	0.1	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

In response to your report, was official action taken against...
Mark "Yes," "No," or "Don't know" for each item.

REH1RPACTBU Uned: One or more of the person(s) who bothered you?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20740	23.4	-9	.	No response
67378	75.9	-1	.B	No survey return
133	0.2	1	1	Yes
428	0.5	2	2	No
137	0.2	3	3	Don't know
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1CORRU Uned: Was the situation corrected?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12466	14.0	-9	.	No response
67378	75.9	-1	.B	No survey return
4439	5.0	1	1	No
4533	5.1	2	2	Yes
88816	100.0	TOTALS		

As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

REH1EXPAU Uned: Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12327	13.9	-9	.	No response
67378	75.9	-1	.B	No survey return
772	0.9	1	1	Yes
6753	7.6	2	2	No
1586	1.8	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

REH1EXPBU Uned: Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12323	13.9	-9	.	No response
67378	75.9	-1	.B	No survey return
860	1.0	1	1	Yes
6690	7.5	2	2	No
1565	1.8	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNAU Uned: You thought it was not important enough to report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14720	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
3736	4.2	1	1	No
2982	3.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNBU Uned: You did not know how to report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14727	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6126	6.9	1	1	No
585	0.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNCU Uned: You felt uncomfortable making a report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14768	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5357	6.0	1	1	No
1313	1.5	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNDU Uned: You took care of the problem yourself.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14744	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
3948	4.5	1	1	No
2746	3.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNEU Uned: You did not think anything would be done.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14839	16.7	-9	.	No response
67378	75.9	-1	.B	No survey return
4795	5.4	1	1	No
1804	2.0	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNFU Uned: You thought you would not be believed.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14746	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5854	6.6	1	1	No
838	0.9	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNGU Uned: You thought reporting would take too much time and effort.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14761	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5413	6.1	1	1	No
1264	1.4	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNHU Uned: You thought you would be labeled a troublemaker.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14761	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5407	6.1	1	1	No
1270	1.4	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNIU Uned: You thought it would make your work situation unpleasant.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14758	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5006	5.6	1	1	No
1674	1.9	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNJU Uned: You thought your performance evaluation or chance for promotion would suffer.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14760	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5554	6.3	1	1	No
1124	1.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNKU Uned: You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14905	16.8	-9	.	No response
67378	75.9	-1	.B	No survey return
5527	6.2	1	1	No
1006	1.1	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNLU Uned: You were afraid of retaliation/reprisals from your chain of command.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14755	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
5734	6.5	1	1	No
949	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNMU Uned: You were encouraged to withdraw your report.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14776	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6495	7.3	1	1	No
167	0.2	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNNU Uned: You did not know the identity of the person(s) who did it.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14762	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6233	7.0	1	1	No
443	0.5	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNOU Uned: Situation only involved civilian(s) off an installation.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14768	16.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6297	7.1	1	1	No
373	0.4	2	2	Yes
88816	100.0	TOTALS		

What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

REH1WHYNPU Uned: Other reason(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14802	16.7	-9	.	No response
67378	75.9	-1	.B	No survey return
5979	6.7	1	1	No
657	0.7	2	2	Yes
88816	100.0	TOTALS		

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.

EFFORTAU Uned: Senior leadership of my Service

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5060	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
11127	12.5	1	1	Yes
1815	2.0	2	2	No
3436	3.9	3	3	Don't know
88816	100.0	TOTALS		

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.

EFFORTBU Uned: Senior leadership of my installation/ship

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5013	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
11084	12.5	1	1	Yes
1852	2.1	2	2	No
3489	3.9	3	3	Don't know
88816	100.0	TOTALS		

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.

EFFORTCU Uned: My immediate supervisor

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN_DK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5084	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
11261	12.7	1	1	Yes
2001	2.3	2	2	No
3092	3.5	3	3	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PROMOTEU Uned: In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...? Mark one.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
CRRIMP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4905	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
12826	14.4	1	1	The same
728	0.8	2	2	Better
2979	3.4	3	3	Worse
88816	100.0	TOTALS		

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTAU Uned: Racial/ethnic harassment/discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4929	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
2744	3.1	1	1	Too much attention
11545	13.0	2	2	The right amount of attention
2220	2.5	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTBU Uned: Sexual harassment/discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4932	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
3268	3.7	1	1	Too much attention
10824	12.2	2	2	The right amount of attention
2414	2.7	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTCU Uned: Religious harassment/discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4952	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1728	2.0	1	1	Too much attention
11909	13.4	2	2	The right amount of attention
2849	3.2	3	3	Too little attention
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Has the military paid too much or too little attention to... Mark one answer for each item.

MILATTDU Uned: Other harassment/discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5003	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1552	1.8	1	1	Too much attention
12382	13.9	2	2	The right amount of attention
2501	2.8	3	3	Too little attention
88816	100.0	TOTALS		

How would you rate race relations... Mark one answer for each item.

RACERELAU Uned: In your work group?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5025	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
302	0.3	1	1	Poor
1011	1.1	2	2	Fair
3260	3.7	3	3	Good
4356	4.9	4	4	Very good
7484	8.4	5	5	Excellent
88816	100.0	TOTALS		

How would you rate race relations... Mark one answer for each item.

RACERELBU Uned: At your installation/ship?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5019	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
334	0.4	1	1	Poor
1177	1.3	2	2	Fair
3779	4.3	3	3	Good
4539	5.1	4	4	Very good
6590	7.4	5	5	Excellent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How would you rate race relations... Mark one answer for each item.

RACERELCU Uned: In your Service?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5034	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
442	0.5	1	1	Poor
1454	1.6	2	2	Fair
4270	4.8	3	3	Good
4539	5.1	4	4	Very good
5699	6.4	5	5	Excellent
88816	100.0	TOTALS		

How would you rate race relations... Mark one answer for each item.

RACERELDU Uned: In the local community around your installation?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXC_POR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5024	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
748	0.8	1	1	Poor
2012	2.3	2	2	Fair
4737	5.3	3	3	Good
4086	4.6	4	4	Very good
4831	5.4	5	5	Excellent
88816	100.0	TOTALS		

In your work group, to what extent... Mark one answer for each item.

RATEWGAU Uned: Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5221	5.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1643	1.9	1	1	Not at all
1565	1.8	2	2	Small extent
3931	4.4	3	3	Moderate extent
4483	5.1	4	4	Large extent
4595	5.2	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGBU Uned: Would reports about racial/ethnic harassment and discrimination be taken seriously?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5268	5.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1134	1.3	1	1	Not at all
1077	1.2	2	2	Small extent
3230	3.6	3	3	Moderate extent
4392	5.0	4	4	Large extent
6337	7.1	5	5	Very large extent
88816	100.0	TOTALS		

In your work group, to what extent... Mark one answer for each item.

RATEWGCU Uned: Would people be able to get away with racial/ethnic harassment and discrimination?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5325	6.0	-9	.	No response
67378	75.9	-1	.B	No survey return
7275	8.2	1	1	Not at all
3211	3.6	2	2	Small extent
2916	3.3	3	3	Moderate extent
1376	1.6	4	4	Large extent
1335	1.5	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGDU Uned: Are policies forbidding racial/ethnic harassment and discrimination publicized?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5226	5.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1643	1.9	1	1	Not at all
1326	1.5	2	2	Small extent
3735	4.2	3	3	Moderate extent
4144	4.7	4	4	Large extent
5364	6.0	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your work group, to what extent... Mark one answer for each item.

RATEWGEU Uned: Are reporting procedures related to racial/ethnic harassment and discrimination publicized?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5299	6.0	-9	.	No response
67378	75.9	-1	.B	No survey return
1655	1.9	1	1	Not at all
1617	1.8	2	2	Small extent
4054	4.6	3	3	Moderate extent
3963	4.5	4	4	Large extent
4850	5.5	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDAU Uned: Would you know how to report experiences of racial/ethnic harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5207	5.9	-9	.	No response
67378	75.9	-1	.B	No survey return
1246	1.4	1	1	No
14985	16.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDBU Uned: Would you know how to report experiences of racial/ethnic discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5162	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
1281	1.4	1	1	No
14995	16.9	2	2	Yes
88816	100.0	TOTALS		

Information Gathered on the Survey-Confidential

At your installation/ship... Mark "Yes" or "No" for each item.

UNDRSTNDCU Uned: Is the availability of reporting hotlines publicized enough?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5258	5.9	-9	.	No response
67378	75.9	-1	.B	No survey return
3050	3.4	1	1	No
13130	14.8	2	2	Yes
88816	100.0	TOTALS		

REHTRAINU Uned: In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5116	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
2003	2.3	1	1	No
14319	16.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINAU Uned: Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7629	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
75	0.1	1	1	Strongly disagree
91	0.1	2	2	Disagree
1662	1.9	3	3	Neither agree nor disagree
5463	6.2	4	4	Agree
6518	7.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINBU Uned: Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7607	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
69	0.1	1	1	Strongly disagree
66	0.1	2	2	Disagree
1560	1.8	3	3	Neither agree nor disagree
5409	6.1	4	4	Agree
6727	7.6	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINCU Uned: Identifies behaviors that are offensive to others and should not be tolerated.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7802	8.8	-9	.	No response
67378	75.9	-1	.B	No survey return
70	0.1	1	1	Strongly disagree
80	0.1	2	2	Disagree
1584	1.8	3	3	Neither agree nor disagree
5370	6.1	4	4	Agree
6532	7.4	5	5	Strongly agree
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINDU Uned: Gives useful tools for dealing with racial/ethnic harassment and discrimination.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7596	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
97	0.1	1	1	Strongly disagree
158	0.2	2	2	Disagree
1981	2.2	3	3	Neither agree nor disagree
5659	6.4	4	4	Agree
5947	6.7	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINEU Uned: Explains the process for reporting racial/ethnic harassment and discrimination.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7631	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
58	0.1	1	1	Strongly disagree
83	0.1	2	2	Disagree
1690	1.9	3	3	Neither agree nor disagree
5760	6.5	4	4	Agree
6216	7.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINFU Uned: Makes me feel it is safe to report offensive, racial/ethnic situations.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7620	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
118	0.1	1	1	Strongly disagree
208	0.2	2	2	Disagree
2149	2.4	3	3	Neither agree nor disagree
5405	6.1	4	4	Agree
5938	6.7	5	5	Strongly agree
88816	100.0	TOTALS		

The training I have received... Mark one answer for each item.

TRAINGU Uned: Promotes cross-cultural awareness.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7681	8.7	-9	.	No response
67378	75.9	-1	.B	No survey return
123	0.1	1	1	Strongly disagree
270	0.3	2	2	Disagree
2047	2.3	3	3	Neither agree nor disagree
5466	6.2	4	4	Agree
5851	6.6	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINHU Uned: Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7611	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
56	0.1	1	1	Strongly disagree
85	0.1	2	2	Disagree
1716	1.9	3	3	Neither agree nor disagree
5770	6.5	4	4	Agree
6200	7.0	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The training I have received... Mark one answer for each item.

TRAINIU Uned: Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7642	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
69	0.1	1	1	Strongly disagree
116	0.1	2	2	Disagree
1803	2.0	3	3	Neither agree nor disagree
5655	6.4	4	4	Agree
6153	6.9	5	5	Strongly agree
88816	100.0	TOTALS		

The training I have received... Mark one answer for each item.

TRAINJU Uned: Promotes religious tolerance.

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
STRAGRE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7618	8.6	-9	.	No response
67378	75.9	-1	.B	No survey return
173	0.2	1	1	Strongly disagree
287	0.3	2	2	Disagree
2540	2.9	3	3	Neither agree nor disagree
5269	5.9	4	4	Agree
5551	6.3	5	5	Strongly agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RATETRAINU Uned: 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?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
VRYEFF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7538	8.5	-9	.	No response
67378	75.9	-1	.B	No survey return
736	0.8	1	1	Not at all effective
2094	2.4	2	2	Slightly effective
5814	6.6	3	3	Moderately effective
5256	5.9	4	4	Very effective
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

To what extent do you feel... Mark one answer for each item.

COMFORTAU Uned: Comfortable interacting with people from different racial/ethnic groups?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5860	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
605	0.7	1	1	Not at all
348	0.4	2	2	Small extent
2057	2.3	3	3	Moderate extent
3798	4.3	4	4	Large extent
8770	9.9	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTBU Uned: Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5898	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
11388	12.8	1	1	Not at all
1039	1.2	2	2	Small extent
1946	2.2	3	3	Moderate extent
590	0.7	4	4	Large extent
577	0.7	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTCU Uned: The need to watch what you say when interacting with people from different racial/ethnic groups?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5919	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
6582	7.4	1	1	Not at all
2921	3.3	2	2	Small extent
3458	3.9	3	3	Moderate extent
1340	1.5	4	4	Large extent
1218	1.4	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

To what extent do you feel... Mark one answer for each item.

COMFORTDU Uned: The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5850	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
7567	8.5	1	1	Not at all
2712	3.1	2	2	Small extent
3111	3.5	3	3	Moderate extent
1156	1.3	4	4	Large extent
1042	1.2	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTEU Uned: Comfortable interacting with people who have different religious beliefs than you?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5913	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
1388	1.6	1	1	Not at all
770	0.9	2	2	Small extent
2820	3.2	3	3	Moderate extent
3653	4.1	4	4	Large extent
6894	7.8	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTFU Uned: Pressure from Service members to avoid socializing with members who have different religious beliefs?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5885	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
11403	12.8	1	1	Not at all
1163	1.3	2	2	Small extent
2057	2.3	3	3	Moderate extent
463	0.5	4	4	Large extent
467	0.5	5	5	Very large extent
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent do you feel... Mark one answer for each item.

COMFORTGU Uned: Comfortable being open about your religious beliefs with other Service members?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5902	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
1754	2.0	1	1	Not at all
1569	1.8	2	2	Small extent
3910	4.4	3	3	Moderate extent
3053	3.4	4	4	Large extent
5250	5.9	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSAU Uned: Support the separation of people based on race/ethnicity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5876	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
14033	15.8	1	1	No
1529	1.7	2	2	Yes
88816	100.0	TOTALS		

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSBU Uned: Warn of the dangers of interactions between people of different races/ethnicities?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5885	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
13453	15.2	1	1	No
2100	2.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

IDEALSCU Uned: Point out the dangers of racial/ethnic diversity?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5980	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
12795	14.4	1	1	No
2663	3.0	2	2	Yes
88816	100.0	TOTALS		

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTAU Uned: Are racist/extremist organizations or individuals a problem?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5917	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
13490	15.2	1	1	Not at all
1085	1.2	2	2	Small extent
593	0.7	3	3	Moderate extent
152	0.2	4	4	Large extent
201	0.2	5	5	Very large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTBU Uned: Are hate crimes a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5886	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
13854	15.6	1	1	Not at all
817	0.9	2	2	Small extent
541	0.6	3	3	Moderate extent
124	0.1	4	4	Large extent
216	0.2	5	5	Very large extent
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Information Gathered on the Survey-Confidential

At your installation/ship, to what extent... Mark one answer for each item.

DUTYSTCU Uned: Are gangs a problem?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5948	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
13634	15.4	1	1	Not at all
874	1.0	2	2	Small extent
581	0.7	3	3	Moderate extent
146	0.2	4	4	Large extent
255	0.3	5	5	Very large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALAU Uned: Are racist/extremist organizations or individuals a problem?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6030	6.8	-9	.	No response
67378	75.9	-1	.B	No survey return
11366	12.8	1	1	Not at all
2593	2.9	2	2	Small extent
1005	1.1	3	3	Moderate extent
231	0.3	4	4	Large extent
213	0.2	5	5	Very large extent
88816	100.0	TOTALS		

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALBU Uned: Are hate crimes a problem?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5998	6.8	-9	.	No response
67378	75.9	-1	.B	No survey return
11790	13.3	1	1	Not at all
2345	2.6	2	2	Small extent
907	1.0	3	3	Moderate extent
205	0.2	4	4	Large extent
193	0.2	5	5	Very large extent
88816	100.0	TOTALS		

In the local community around your installation, to what extent...
Mark one answer for each item.

LOCALCU Uned: Are gangs a problem?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LRGEXT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6064	6.8	-9	.	No response
67378	75.9	-1	.B	No survey return
10667	12.0	1	1	Not at all
2405	2.7	2	2	Small extent
1469	1.7	3	3	Moderate extent
484	0.5	4	4	Large extent
349	0.4	5	5	Very large extent
88816	100.0	TOTALS		

NATREHU Uned: In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTENDK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5885	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
1344	1.5	1	1	Much less often
3682	4.2	2	2	Less often
5885	6.6	3	3	About the same
1555	1.8	4	4	More often
769	0.9	5	5	Much more often
2318	2.6	6	6	Don't know
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NATIONU Uned: In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BTRTODY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5918	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
2224	2.5	1	1	Worse today
7496	8.4	2	2	About the same as five years ago
5800	6.5	3	3	Better today
88816	100.0	TOTALS		

NATIONYOUU Uned: In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MCHBTTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5929	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
398	0.5	1	1	Much worse
1435	1.6	2	2	Worse
8061	9.1	3	3	Neither better or worse
3903	4.4	4	4	Better
1712	1.9	5	5	Much better
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREHU Uned: In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFTEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10777	12.1	-9	.	No response
67378	75.9	-1	.B	No survey return
1823	2.1	1	1	Much less often
3860	4.4	2	2	Less often
4473	5.0	3	3	About the same
388	0.4	4	4	More often
117	0.1	5	5	Much more often
88816	100.0	TOTALS		

MILOVERU Uned: In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BTRTODY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10772	12.1	-9	.	No response
67378	75.9	-1	.B	No survey return
393	0.4	1	1	Worse today
5000	5.6	2	2	About the same as five years ago
5273	5.9	3	3	Better today
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILYOUU Uned: In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MCHBTTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10758	12.1	-9	.	No response
67378	75.9	-1	.B	No survey return
131	0.2	1	1	Much worse
434	0.5	2	2	Worse
6109	6.9	3	3	Neither better or worse
2641	3.0	4	4	Better
1365	1.5	5	5	Much better
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CMTFLAG Additional Comment Flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
COMTFLG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
18300	20.6	1	1	No text entered
3138	3.5	2	2	Text entered
88816	100.0	TOTALS		

Variables for Analysis-Confidential

COMFORTAR Briefing Variable: Extent you feel comfortable interacting with people from different racial/ethnic groups-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5703	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
605	0.7	1	1	Not at all
2405	2.7	2	2	Small/moderate extent
12568	14.2	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTBR Briefing Variable: Extent you feel pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5741	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11388	12.8	1	1	Not at all
2985	3.4	2	2	Small/moderate extent
1167	1.3	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTCR Briefing Variable: Extent you feel the need to watch what you say when interacting with people from different racial/ethnic groups-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5762	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6582	7.4	1	1	Not at all
6379	7.2	2	2	Small/moderate extent
2558	2.9	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTDR Briefing Variable: Extent you feel the need to watch your behavior when interacting with people from different racial/ethnic groups-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5693	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7567	8.5	1	1	Not at all
5823	6.6	2	2	Small/moderate extent
2198	2.5	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTER Briefing Variable: Extent you feel comfortable interacting with people who have different religious beliefs-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5756	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1388	1.6	1	1	Not at all
3590	4.0	2	2	Small/moderate extent
10547	11.9	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTFR Briefing Variable: Extent you feel pressure from Service members to avoid socializing with members who have different religious beliefs-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5728	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11403	12.8	1	1	Not at all
3220	3.6	2	2	Small/moderate extent
930	1.1	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

COMFORTGR Briefing Variable: Extent you feel comfortable being open about your religious beliefs with other Service members-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5745	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1754	2.0	1	1	Not at all
5479	6.2	2	2	Small/moderate extent
8303	9.4	3	3	Large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DODDISCR Tabs: Collapse Yeses for Bar Chart-Do you think that the DoD and your Service has a responsibility to prevent the behaviors which you marked as happening to you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
12627	14.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3190	3.6	1	1	No
5351	6.0	2	2	Yes
88816	100.0	TOTALS		

DODREHR Tabs: Combine yeses for bar chart-Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
15424	17.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2287	2.6	1	1	No
3503	3.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DUTYSTAR Briefing Variable: At your installation/ship, to what extent are racist/extremist organizations or individuals a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5760	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13490	15.2	1	1	Not at all
1678	1.9	2	2	Small/moderate extent
353	0.4	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DUTYSTBR Briefing Variable: At your installation/ship, to what extent are hate crimes a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5729	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13854	15.6	1	1	Not at all
1358	1.5	2	2	Small/moderate extent
340	0.4	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DUTYSTCR Briefing Variable: At your installation/ship, to what extent are gangs a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5791	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13634	15.4	1	1	Not at all
1455	1.6	2	2	Small/moderate extent
401	0.5	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

HAR_DISC Tabs: Combinations of experiencing harassment and discrimination

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE004_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1344	1.5	1	1	Harassment only
326	0.4	2	2	Discrimination only
565	0.6	3	3	Both harassment and discrimination
19046	21.4	4	4	Neither harassment nor discrimination
88816	100.0	TOTALS		

HEALTHBR Tabs: Reverse code scale for Q24b for use in calculating General Health Scale

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
HEALTHR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2605	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
343	0.4	1	1	Definitely true
1579	1.8	2	2	Mostly true
5909	6.7	3	3	Mostly false
10845	12.2	4	4	Definitely false
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

HEALTHCR Tabs: Reverse code scale for Q24c for use in calculating General Health Scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HEALTHR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2590	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
496	0.6	1	1	Definitely true
2184	2.5	2	2	Mostly true
5249	5.9	3	3	Mostly false
10762	12.1	4	4	Definitely false
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

HISP_IM Imputed Hispanic code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HISP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
41	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17443	19.6	1	1	No, not Spanish/Hispanic/Latino
3797	4.3	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was created primarily from self report data. When missing record data was used for imputation: ETHNIC, which was constructed from RCCPDS.

HISP_IMF HISP_IM Imputation flag

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
20255	22.8	1	1	Not imputed
1026	1.2	2	2	Imputed
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IDEALSR Tabs: Yes to any Q62a-c for tab bar chart

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5675	6.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12595	14.2	1	1	No
3011	3.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

INC_DR Discrimination Experiences Q31a-t: Experienced at least one discrimination behavior or did not experience. Used in creation of XHARDISCR crossing

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19941	22.5	1	1	Did not experience
1340	1.5	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

INC_HR Harassment Experiences Q28a-q: Experienced at least one harassment behavior or did not experience any. Used in creation of XHARDISCR crossing

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15458	17.4	1	1	Did not experience
5823	6.6	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LABELREHR Tabs: Collapse Some/All as Yes and None as No for bar chart-Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
351	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4002	4.5	1	1	No
1794	2.0	2	2	Yes
88816	100.0	TOTALS		

LOCALAR Briefing Variable: In the local community around your installation, to what extent are racist/extremist organizations or individuals a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5873	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11366	12.8	1	1	Not at all
3598	4.1	2	2	Small/moderate extent
444	0.5	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCALBR Briefing Variable: In the local community around your installation, to what extent are hate crimes a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5841	6.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
11790	13.3	1	1	Not at all
3252	3.7	2	2	Small/moderate extent
398	0.5	3	3	Large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCALCR Briefing Variable: In the local community around your installation, to what extent are gangs a problem-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5907	6.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
10667	12.0	1	1	Not at all
3874	4.4	2	2	Small/moderate extent
833	0.9	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Advising you on ways to handle challenging assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1072	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
287	0.3	1	1	Not at all useful
1332	1.5	2	2	Somewhat useful
3483	3.9	3	3	Moderately useful
4952	5.6	4	4	Largely useful
4114	4.6	5	5	Very useful
88816	100.0	TOTALS		

MENTEFFBR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Providing you with challenging assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1737	2.0	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
423	0.5	1	1	Not at all useful
1312	1.5	2	2	Somewhat useful
3493	3.9	3	3	Moderately useful
4593	5.2	4	4	Largely useful
3682	4.2	5	5	Very useful
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFCR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Helping you get developmental assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1836	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
482	0.5	1	1	Not at all useful
1360	1.5	2	2	Somewhat useful
3374	3.8	3	3	Moderately useful
4672	5.3	4	4	Largely useful
3516	4.0	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFDR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Helping you develop skills/competencies for future assignments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1158	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
324	0.4	1	1	Not at all useful
1298	1.5	2	2	Somewhat useful
3106	3.5	3	3	Moderately useful
5078	5.7	4	4	Largely useful
4276	4.8	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFER Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Providing career guidance

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
894	1.0	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
323	0.4	1	1	Not at all useful
1353	1.5	2	2	Somewhat useful
2974	3.4	3	3	Moderately useful
4864	5.5	4	4	Largely useful
4832	5.4	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFFR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Inviting you to observe activities at his/her level

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2531	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
452	0.5	1	1	Not at all useful
1292	1.5	2	2	Somewhat useful
2977	3.4	3	3	Moderately useful
4222	4.8	4	4	Largely useful
3766	4.2	5	5	Very useful
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFGR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Providing sponsorship/contacts to help advance your career

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2490	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
592	0.7	1	1	Not at all useful
1531	1.7	2	2	Somewhat useful
3396	3.8	3	3	Moderately useful
4024	4.5	4	4	Largely useful
3207	3.6	5	5	Very useful
88816	100.0	TOTALS		

MENTEFFHR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Shielding you from those who would interfere with your career advancement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2793	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
740	0.8	1	1	Not at all useful
1572	1.8	2	2	Somewhat useful
3344	3.8	3	3	Moderately useful
3761	4.2	4	4	Largely useful
3030	3.4	5	5	Very useful
88816	100.0	TOTALS		

MENTEFFIR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Acting as a role model for you

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
920	1.0	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
383	0.4	1	1	Not at all useful
1289	1.5	2	2	Somewhat useful
2786	3.1	3	3	Moderately useful
4709	5.3	4	4	Largely useful
5153	5.8	5	5	Very useful
88816	100.0	TOTALS		

MENTEFFJR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Advising you on organizational politics

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1869	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
593	0.7	1	1	Not at all useful
1528	1.7	2	2	Somewhat useful
3315	3.7	3	3	Moderately useful
4334	4.9	4	4	Largely useful
3601	4.1	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFKR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Providing support and encouragement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
815	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
308	0.4	1	1	Not at all useful
1242	1.4	2	2	Somewhat useful
2810	3.2	3	3	Moderately useful
4890	5.5	4	4	Largely useful
5175	5.8	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFLR Tabs: Mentor Roles-Set Did not provide to missing for bar chart: Providing personal and social guidance

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USEFULR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1296	1.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
435	0.5	1	1	Not at all useful
1361	1.5	2	2	Somewhat useful
3056	3.4	3	3	Moderately useful
4585	5.2	4	4	Largely useful
4507	5.1	5	5	Very useful
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFAR2 Tabs: MENTEFFA: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
738	0.8	1	1	No
14168	16.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFBR2 Tabs: MENTEFFB: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1403	1.6	1	1	No
13503	15.2	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFCR2 Tabs: MENTEFFC: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1502	1.7	1	1	No
13404	15.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFDR2 Tabs: MENTEFFD: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
824	0.9	1	1	No
14082	15.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFER2 Tabs: MENTEFFE: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
560	0.6	1	1	No
14346	16.2	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFFR2 Tabs: MENTEFFF: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2197	2.5	1	1	No
12709	14.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFGR2 Tabs: MENTEFFG: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2156	2.4	1	1	No
12750	14.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFHR2 Tabs: MENTEFFH: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2459	2.8	1	1	No
12447	14.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFIR2 Tabs: MENTEFFI: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
586	0.7	1	1	No
14320	16.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFJR2 Tabs: MENTEFFJ: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
1535	1.7	1	1	No
13371	15.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEFFKR2 Tabs: MENTEFFK: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
481	0.5	1	1	No
14425	16.2	2	2	Yes
88816	100.0	TOTALS		

MENTEFFLR2 Tabs: MENTEFFL: Mentor Roles-Set did not provide to no and all other responses to yes to show that behavior was received

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
334	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
962	1.1	1	1	No
13944	15.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTORC Tabs: Career Mentoring Scale Q14a-h and j

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 5.

MENTORP Tabs: Psychosocial Mentoring Scale Q14i,k, and l

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
776	0.9	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
222	0.3	1	1	1
85	0.1	1.33325	1.333251	1.333251
38	0.0	1.50000	1.5	1.5
135	0.2	1.66650	1.666503	1.666503
855	1.0	2	2	2
252	0.3	2.33301	2.333007	2.333007
66	0.1	2.50000	2.5	2.5
394	0.4	2.66650	2.666503	2.666503
1960	2.2	3	3	3
629	0.7	3.33301	3.333007	3.333007
69	0.1	3.50000	3.5	3.5
819	0.9	3.66650	3.666503	3.666503
3344	3.8	4	4	4
884	1.0	4.33301	4.333007	4.333007
46	0.1	4.50000	4.5	4.5
827	0.9	4.66602	4.666015	4.666015
3839	4.3	5	5	5
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPAR Briefing Variable: Extent to which formal mentorship experiences helped military career-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HELP3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
13387	15.1	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
411	0.5	1	1	Did not help at all
3072	3.5	2	2	Helped to a small/moderate extent
4326	4.9	3	3	Helped to a large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MENTEXPBR Briefing Variable: Extent to which informal mentorship experiences helped military career-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
HELP3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.1	-9	.	No response
67378	75.9	-1	.B	No survey return
9769	11.0	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
174	0.2	1	1	Did not help at all
3781	4.3	2	2	Helped to a small/moderate extent
7477	8.4	3	3	Helped to a large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILCIV Tabs: Combine all military, civilian, and both civilian and military responses from Q73a-g. EXCLUDE H and I

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE005_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2571	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2903	3.3	1	1	Military only
539	0.6	2	2	Both military and civilian/contractor
134	0.2	3	3	Civilian/contractor only
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILREHR Briefing Variable: How often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2894	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
7726	8.7	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
5683	6.4	1	1	Less often
4473	5.0	2	2	About the same
505	0.6	3	3	More often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MILYOUR Briefing Variable: Have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BET3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2875	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
7726	8.7	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
565	0.6	1	1	Worse
6109	6.9	2	2	Neither better nor worse
4006	4.5	3	3	Better
88816	100.0	TOTALS		

MORALEAR Briefing Variable: How would you rate your current level of morale-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LOW3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2588	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3717	4.2	1	1	Low
6016	6.8	2	2	Moderate
8960	10.1	3	3	High
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MORALEBR Briefing Variable: How would you rate the current level of morale in your unit-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
LOW3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2493	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4362	4.9	1	1	Low
7417	8.4	2	2	Moderate
7009	7.9	3	3	High
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NATIONYOUR Briefing Variable: Have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BET3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5772	6.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1833	2.1	1	1	Worse
8061	9.1	2	2	Neither better nor worse
5615	6.3	3	3	Better
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NATREHR Tabs: Set don't know to missing for bar chart-In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE006_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8046	9.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1344	1.5	1	1	Much less often
3682	4.2	2	2	Less often
5885	6.6	3	3	About the same
1555	1.8	4	4	More often
769	0.9	5	5	Much more often
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NATREHR2 Briefing Variable: How often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
OFT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8046	9.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5026	5.7	1	1	Less often
5885	6.6	2	2	About the same
2324	2.6	3	3	More often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

OPSAR Tabs: Deployment operations-Set missing to no for common denominator: Enduring Freedom

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17210	19.4	1	1	No
2906	3.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

OPSBR Tabs: Deployment operations-Set missing to no for common denominator: Iraqi Freedom

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19039	21.4	1	1	No
1077	1.2	2	2	Yes
88816	100.0	TOTALS		

OPSCR Tabs: Deployment operations-Set missing to no for common denominator: Other

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
18157	20.4	1	1	No
1959	2.2	2	2	Yes
88816	100.0	TOTALS		

OPSR Tab Bar Chart: Deployed/Not Deployed in the Past 12 Months.
Created from self-report data (OPSA, OPSB, OPSC)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14908	16.8	1	1	No
5208	5.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PREPAREAR Briefing Variable: How well prepared are you to peform your wartime job-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PREP3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2471	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1106	1.3	1	1	Poorly prepared
3479	3.9	2	2	Neither well nor poorly prepared
14225	16.0	3	3	Well prepared
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PREPAREBR Briefing Variable: How well prepared is your unit to perform its wartime mission-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PREP3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2425	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1758	2.0	1	1	Poorly prepared
4539	5.1	2	2	Neither well nor poorly prepared
12559	14.1	3	3	Well prepared
88816	100.0	TOTALS		

PSFRQAR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Been upset because of something that happened unexpectedly?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2758	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2669	3.0	0	0	Never
5188	5.8	1	1	Almost never
7608	8.6	2	2	Sometimes
2138	2.4	3	3	Fairly often
920	1.0	4	4	Very often
88816	100.0	TOTALS		

PSFRQBR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt that you were unable to control the important things in your life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2775	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4583	5.2	0	0	Never
5787	6.5	1	1	Almost never
5337	6.0	2	2	Sometimes
1835	2.1	3	3	Fairly often
964	1.1	4	4	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PSFRQCR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt nervous and stressed?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2823	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2391	2.7	0	0	Never
4471	5.0	1	1	Almost never
7643	8.6	2	2	Sometimes
2670	3.0	3	3	Fairly often
1283	1.4	4	4	Very often
88816	100.0	TOTALS		

PSFRQDR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt confident about your ability to handle your personal problems?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2784	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6377	7.2	0	0	Never
6250	7.0	1	1	Almost never
3835	4.3	2	2	Sometimes
1145	1.3	3	3	Fairly often
890	1.0	4	4	Very often
88816	100.0	TOTALS		

PSFRQER Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt that things were going your way?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2928	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1998	2.3	0	0	Never
5923	6.7	1	1	Almost never
7185	8.1	2	2	Sometimes
2232	2.5	3	3	Fairly often
1015	1.1	4	4	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PSFRQFR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Found that you could not cope with all of the things you had to do?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2927	3.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6522	7.3	0	0	Never
6140	6.9	1	1	Almost never
4131	4.7	2	2	Sometimes
1094	1.2	3	3	Fairly often
467	0.5	4	4	Very often
88816	100.0	TOTALS		

PSFRQGR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Been able to control irritations in your life?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2784	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4054	4.6	0	0	Never
7198	8.1	1	1	Almost never
5345	6.0	2	2	Sometimes
1297	1.5	3	3	Fairly often
603	0.7	4	4	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PSFRQHR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt that you were on top of things?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2848	3.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3636	4.1	0	0	Never
7728	8.7	1	1	Almost never
5430	6.1	2	2	Sometimes
1157	1.3	3	3	Fairly often
482	0.5	4	4	Very often
88816	100.0	TOTALS		

PSFRQIR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Been angered because of things that were outside of your control?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2786	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2275	2.6	0	0	Never
4910	5.5	1	1	Almost never
7350	8.3	2	2	Sometimes
2694	3.0	3	3	Fairly often
1266	1.4	4	4	Very often
88816	100.0	TOTALS		

PSFRQJR Tabs: Recode all Q26a-j to values 0-4 for creation of Stress scale and also reverse code subitems d-e and g-h: Felt difficulties were piling up so high that you could not overcome them?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
PSFRQR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2765	3.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5884	6.6	0	0	Never
6369	7.2	1	1	Almost never
4537	5.1	2	2	Sometimes
1145	1.3	3	3	Fairly often
581	0.7	4	4	Very often
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

PSTRESSR Briefing Variable: Current level of stress in your personal life-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2519	2.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5453	6.1	1	1	Less than usual
7805	8.8	2	2	About the same as usual
5504	6.2	3	3	More than usual
88816	100.0	TOTALS		

RACE_IM Con: Imputed Race code

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
XRACE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
363	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1484	1.7	1	1	American Indian/Alaska Native (AIAN)
3779	4.3	2	2	Asian (A)
3721	4.2	3	3	Black or African American (B)
2139	2.4	4	4	Native Hawaiian or Other Pacific Islander (NHPI)
7247	8.2	5	5	White (W)
20	0.0	100	100	AIAN, A
13	0.0	101	101	AIAN, A, B
1	0.0	102	102	AIAN, A, B, NHPI
45	0.1	103	103	AIAN, A, B, NHPI, W
13	0.0	104	104	AIAN, A, B, W
2	0.0	105	105	AIAN, A, NHPI
13	0.0	106	106	AIAN, A, NHPI, W
24	0.0	107	107	AIAN, A, W
112	0.1	108	108	AIAN, B
7	0.0	110	110	AIAN, B, NHPI, W
107	0.1	111	111	AIAN, B, W
21	0.0	112	112	AIAN, NHPI
11	0.0	113	113	AIAN, NHPI, W
744	0.8	114	114	AIAN, W
70	0.1	115	115	A, B
10	0.0	116	116	A, B, NHPI
5	0.0	117	117	A, B, NHPI, W
14	0.0	118	118	A, B, W
295	0.3	119	119	A, NHPI
81	0.1	120	120	A, NHPI, W
509	0.6	121	121	A, W
19	0.0	122	122	B, NHPI
5	0.0	123	123	B, NHPI, W
283	0.3	124	124	B, W
124	0.1	125	125	NHPI, W
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was created primarily from self report data. When missing record data was used for imputation: RACE, which was taken from RCCPDS.

RACE_IMF Flag: Imputed Race code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
363	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19440	21.9	1	1	Not imputed
1478	1.7	2	2	Imputed
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACE_NI Flag: Five digit non-imputed race

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE075_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1899	2.1	11112	11112	11112
3599	4.1	11121	11121	11121
283	0.3	11122	11122	11122
1299	1.5	11211	11211	11211
19	0.0	11212	11212	11212
20	0.0	11221	11221	11221
2	0.0	11222	11222	11222
3472	3.9	12111	12111	12111
16	0.0	12112	12112	12112
67	0.1	12121	12121	12121
7	0.0	12122	12122	12122
105	0.1	12211	12211	12211
11	0.0	12221	12221	12221
1	0.0	12222	12222	12222
6732	7.6	21111	21111	21111
120	0.1	21112	21112	21112
500	0.6	21121	21121	21121
80	0.1	21122	21122	21122
708	0.8	21211	21211	21211
7	0.0	21212	21212	21212
24	0.0	21221	21221	21221
13	0.0	21222	21222	21222
269	0.3	22111	22111	22111
4	0.0	22112	22112	22112
14	0.0	22121	22121	22121
4	0.0	22122	22122	22122
102	0.1	22211	22211	22211
6	0.0	22212	22212	22212
13	0.0	22221	22221	22221
44	0.1	22222	22222	22222
88816	100.0	TOTALS		

RACEMENTM Tabs: RACEMENTM: Mentor Race - More than one race marked

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
454	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6041	6.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
12980	14.6	1	1	Not marked
1806	2.0	2	2	Marked
88816	100.0	TOTALS		

RACERELAR Briefing Variable: Rate race relations in your work group-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
GOOD3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4868	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1313	1.5	1	1	Fair/Poor
3260	3.7	2	2	Good
11840	13.3	3	3	Excellent/Very good
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACERELBR Briefing Variable: Rate race relations at your installation/ship-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
GOOD3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4862	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1511	1.7	1	1	Fair/Poor
3779	4.3	2	2	Good
11129	12.5	3	3	Excellent/Very good
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RACERELCR Briefing Variable: Rate race relations in your Service-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
GOOD3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4877	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1896	2.1	1	1	Fair/Poor
4270	4.8	2	2	Good
10238	11.5	3	3	Excellent/Very good
88816	100.0	TOTALS		

RACERELDR Briefing Variable: Rate race relations in the local community around your installation-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
GOOD3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4867	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2760	3.1	1	1	Fair/Poor
4737	5.3	2	2	Good
8917	10.0	3	3	Excellent/Very good
88816	100.0	TOTALS		

RATEWGAR Briefing Variable: Work group extent members feel free to report racial/ethnic harassment and discrimination without fear of reprisals-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5064	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1643	1.9	1	1	Not at all
5496	6.2	2	2	Small/moderate extent
9078	10.2	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RATEWGBR Briefing Variable: Work group extent reports about racial/ethnic harassment and discrimination be taken seriously-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5111	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1134	1.3	1	1	Not at all
4307	4.9	2	2	Small/moderate extent
10729	12.1	3	3	Large extent
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RATEWGCR Briefing Variable: Work group extent people be able to get away with racial/ethnic harassment and discrimination-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5168	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7275	8.2	1	1	Not at all
6127	6.9	2	2	Small/moderate extent
2711	3.1	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RATEWGDR Briefing Variable: Work group extent policies forbidding racial/ethinic harassment and discrimination publicized-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5069	5.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1643	1.9	1	1	Not at all
5061	5.7	2	2	Small/moderate extent
9508	10.7	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RATEWGER Briefing Variable: Work group extent reporting procedures related to racial/ethnic harassment and discrimination publicized-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5142	5.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1655	1.9	1	1	Not at all
5671	6.4	2	2	Small/moderate extent
8813	9.9	3	3	Large extent
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1ACTAR Tabs: Common denominator-As a result of the situation, did you... Request a transfer?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
579	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5105	5.8	1	1	No
463	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1ACTBR Tabs: Common denominator-As a result of the situation, did you... Think about getting out of your Service?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
579	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4065	4.6	1	1	No
1503	1.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1AR Tabs: Common denominator-What behavior(s) did you experience during the situation? Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4560	5.1	1	1	No
1251	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1BR Tabs: Common denominator-What behavior(s) did you experience during the situation? Race/ethnicity-related threats, intimidation, vandalism, or physical assault

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5523	6.2	1	1	No
288	0.3	2	2	Yes
88816	100.0	TOTALS		

REH1CR Tabs: Common denominator-What behavior(s) did you experience during the situation? Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4986	5.6	1	1	No
825	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1DR Tabs: Common denominator-What behavior(s) did you experience during the situation? Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5044	5.7	1	1	No
767	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1ER Tabs: Common denominator-What behavior(s) did you experience during the situation? Nonjudicial punishment, or additional punishment because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5544	6.2	1	1	No
267	0.3	2	2	Yes
88816	100.0	TOTALS		

REH1FR Tabs: Common denominator-What behavior(s) did you experience during the situation? Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5415	6.1	1	1	No
396	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1GR Tabs: Common denominator-What behavior(s) did you experience during the situation? Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5498	6.2	1	1	No
313	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1HR Tabs: Common denominator-What behavior(s) did you experience during the situation? 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

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5410	6.1	1	1	No
401	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OCCAR Tabs: Common denominator-Did any of the behaviors in the situation occur... At your work?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2350	2.7	1	1	No
3345	3.8	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OCCBR Tabs: Common denominator-Did any of the behaviors in the situation occur... During duty hours?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2303	2.6	1	1	No
3392	3.8	2	2	Yes
88816	100.0	TOTALS		

REH1OCCCR Tabs: Common denominator-Did any of the behaviors in the situation occur... In a work environment where members of your racial/ethnic background were uncommon?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3896	4.4	1	1	No
1799	2.0	2	2	Yes
88816	100.0	TOTALS		

REH1OCCDR Tabs: Common denominator-Did any of the behaviors in the situation occur... At a military non-work location?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4394	5.0	1	1	No
1301	1.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OCCER Tabs: Common denominator-Did any of the behaviors in the situation occur... While you were deployed?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
452	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4414	5.0	1	1	No
1281	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1OUTR Tabs: Set DNA to missing for bar chart-Do you know the outcome of your report?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
224	0.3	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
582	0.7	1	1	No
427	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1OUTSATR Briefing Variable: Satisfied with the outcome of your report-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
5720	6.4	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
120	0.1	1	1	Dissatisfied
109	0.1	2	2	Neither satisfied nor dissatisfied
195	0.2	3	3	Satisfied
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1RACEAR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Unknown race/ethnicity

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4378	4.9	1	1	No
1223	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1RACEBR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Multiracial/ethnic individual(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4172	4.7	1	1	No
1429	1.6	2	2	Yes
88816	100.0	TOTALS		

REH1RACECR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: White

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
2534	2.9	1	1	No
3067	3.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1RACEDR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Black or African American

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
3674	4.1	1	1	No
1927	2.2	2	2	Yes
88816	100.0	TOTALS		

REH1RACEER Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: American Indian or Alaska Native

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5088	5.7	1	1	No
513	0.6	2	2	Yes
88816	100.0	TOTALS		

REH1RACEFR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Asian

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4662	5.3	1	1	No
939	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1RACEGR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Native Hawaiian or other Pacific Islander

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5002	5.6	1	1	No
599	0.7	2	2	Yes
88816	100.0	TOTALS		

REH1RACEHR Tabs: Common denominator-Percent indicating that at least one offender of a racial/ethnic group was involved in the situation: Spanish/Hispanic/Latino

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
546	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4108	4.6	1	1	No
1493	1.7	2	2	Yes
88816	100.0	TOTALS		

REH1REPAR Tabs: Common denominator-Did you report this situation to any of the following military individuals or organizations? Someone in your chain of command

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4527	5.1	1	1	No
976	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1REPBR Tabs: Common denominator-Did you report this situation to any of the following military individuals or organizations? Someone in the chain of command of the person who did it

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4747	5.3	1	1	No
756	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1REPCR Tabs: Common denominator-Did you report this situation to any of the following military individuals or organizations? Special military office responsible for handling these kinds of reports

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5151	5.8	1	1	No
352	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1REPDR Tabs: Common denominator-Did you report this situation to any of the following military individuals or organizations? Other person or office with responsibility for follow up

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
5043	5.7	1	1	No
460	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1REPR Tabs: Yes to any Q41a-d for bar chart

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
4270	4.8	1	1	No
1233	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1REPAR2 Tabs: Of those reported to at least one military authority (Q42a-d)-Did you report this situation to any of the following military individuals or organizations? Someone in your chain of command

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4270	4.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
257	0.3	1	1	No
976	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1REPBR2 Tabs: Of those reported to at least one military authority (Q42a-d)-Did you report this situation to any of the following military individuals or organizations? Someone in the chain of command of the person who did it

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4270	4.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
477	0.5	1	1	No
756	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1REPCR2 Tabs: Of those reported to at least one military authority (Q42a-d)-Did you report this situation to any of the following military individuals or organizations? Special military office responsible for handling these kinds of reports

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4270	4.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
881	1.0	1	1	No
352	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1REPDR2 Tabs: Of those reported to at least one military authority (Q42a-d)-Did you report this situation to any of the following military individuals or organizations? Other person or office with responsibility for follow up

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
644	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4270	4.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
773	0.9	1	1	No
460	0.5	2	2	Yes
88816	100.0	TOTALS		

REH1SATAR Briefing Variable: Satisfied with reporting process: Availability of information about how to follow up on a report-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
291	0.3	1	1	Dissatisfied
470	0.5	2	2	Neither satisfied nor dissatisfied
440	0.5	3	3	Satisfied
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATBR Briefing Variable: Satisfied with reporting process: Treatment by personnel handling your report-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
308	0.4	1	1	Dissatisfied
455	0.5	2	2	Neither satisfied nor dissatisfied
433	0.5	3	3	Satisfied
88816	100.0	TOTALS		

REH1SATCR Briefing Variable: Satisfied with reporting process: Amount of time it took/is taking to resolve your report-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
330	0.4	1	1	Dissatisfied
493	0.6	2	2	Neither satisfied nor dissatisfied
373	0.4	3	3	Satisfied
88816	100.0	TOTALS		

REH1SATDR Briefing Variable: Satisfied with reporting process: How well you were/are kept informed about the progress of your report-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
324	0.4	1	1	Dissatisfied
523	0.6	2	2	Neither satisfied nor dissatisfied
355	0.4	3	3	Satisfied
88816	100.0	TOTALS		

REH1SATER Briefing Variable: Satisfied with reporting process: Degree to which your privacy was/is being protected-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
297	0.3	1	1	Dissatisfied
480	0.5	2	2	Neither satisfied nor dissatisfied
417	0.5	3	3	Satisfied
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1SATFR Briefing Variable: Satisfied with reporting process: The reporting process overall-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
321	0.4	1	1	Dissatisfied
501	0.6	2	2	Neither satisfied nor dissatisfied
377	0.4	3	3	Satisfied
88816	100.0	TOTALS		

REH1WHERER Tabs: Collapse installation categories as Yes-Where did this situation occur?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
594	0.7	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
1070	1.2	1	1	No
4483	5.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYAR Tabs: Common denominator-What were your reasons for reporting the situation? To prevent it from happening to you again

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
246	0.3	1	1	No
981	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1WHYBR Tabs: Common denominator-What were your reasons for reporting the situation? To prevent it from happening to someone else

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
164	0.2	1	1	No
1063	1.2	2	2	Yes
88816	100.0	TOTALS		

REH1WHYCR Tabs: Common denominator-What were your reasons for reporting the situation? To punish the person

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
906	1.0	1	1	No
321	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYDR Tabs: Common denominator-What were your reasons for reporting the situation? Other reason(s)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
4914	5.5	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
884	1.0	1	1	No
343	0.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNAR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought it was not important enough to report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2043	2.3	1	1	No
1980	2.2	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNBR Tabs: Common denominator-What were your reasons for not reporting the situation? You did not know how to report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3607	4.1	1	1	No
416	0.5	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNCR Tabs: Common denominator-What were your reasons for not reporting the situation? You felt uncomfortable making a report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3048	3.4	1	1	No
975	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNDR Tabs: Common denominator-What were your reasons for not reporting the situation? You took care of the problem yourself

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2245	2.5	1	1	No
1778	2.0	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNER Tabs: Common denominator-What were your reasons for not reporting the situation? You thought nothing would be done

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2784	3.1	1	1	No
1239	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNFR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought you would not be believed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3368	3.8	1	1	No
655	0.7	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNGR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought reporting would take too much time or effort

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3084	3.5	1	1	No
939	1.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNHR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought you would be labeled a troublemaker

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3059	3.4	1	1	No
964	1.1	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNIR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought it would make your work situation unpleasant

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
2789	3.1	1	1	No
1234	1.4	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNJR Tabs: Common denominator-What were your reasons for not reporting the situation? You thought your performance evaluation or chance for promotion would suffer

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3197	3.6	1	1	No
826	0.9	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNKR Tabs: Common denominator-What were your reasons for not reporting the situation? You were afraid of retaliation/reprisals from the person who did it or from their friends

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3255	3.7	1	1	No
768	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNLR Tabs: Common denominator-What were your reasons for not reporting the situation? You were afraid of retaliation/reprisals from your chain of command

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3310	3.7	1	1	No
713	0.8	2	2	Yes
88816	100.0	TOTALS		

REH1WHYNMR Tabs: Common denominator-What were your reasons for not reporting the situation? You were encouraged to withdraw your report

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3886	4.4	1	1	No
137	0.2	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNNR Tabs: Common denominator-What were your reasons for not reporting the situation? You did not know the identity of the person who did it

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3714	4.2	1	1	No
309	0.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNOR Tabs: Common denominator-What were your reasons for not reporting the situation? Situation only involved civilian(s) off an installation

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3791	4.3	1	1	No
232	0.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REH1WHYNPR Tabs: Common denominator-What were your reasons for not reporting the situation? Other reason

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
1930	2.2	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
3582	4.0	1	1	No
441	0.5	2	2	Yes
88816	100.0	TOTALS		

REHFREQAR Recode: Race Experiences- Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3370	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15117	17.0	0	0	Did not experience
2794	3.2	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQBR Recode: Race Experiences- Told stories or jokes which were racist or depicted your race/ethnicity negatively. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3757	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13308	15.0	0	0	Did not experience
4216	4.8	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQCR Recode: Race Experiences- Were condescending to you because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15102	17.0	0	0	Did not experience
2812	3.2	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQDR Recode: Race Experiences- Put up or distributed materials where were racist or showed your race/ethnicity negatively. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3332	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16815	18.9	0	0	Did not experience
1134	1.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQER Recode: Race Experiences- Displayed tattoos or wore distinctive clothes which were racist. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17206	19.4	0	0	Did not experience
708	0.8	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQFR Recode: Race Experiences- Did not include you in social activities because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3457	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16680	18.8	0	0	Did not experience
1144	1.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQGR Recode: Race Experiences- Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3521	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16370	18.4	0	0	Did not experience
1390	1.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQHR Recode: Race Experiences- Made offensive remarks about your appearance because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3354	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16367	18.4	0	0	Did not experience
1560	1.8	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQIR Recode: Race Experiences- Made offensive remarks about your accent or language skills. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3388	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15886	17.9	0	0	Did not experience
2007	2.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQJR Recode: Race Experiences- Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3385	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16566	18.7	0	0	Did not experience
1330	1.5	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQKR Recode: Race Experiences- Made other offensive remarks about your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3436	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16252	18.3	0	0	Did not experience
1593	1.8	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQLR Recode: Race Experiences- Vandalized your property because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3902	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16868	19.0	0	0	Did not experience
511	0.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQMR Recode: Race Experiences- Hazed you because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3399	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17225	19.4	0	0	Did not experience
657	0.7	1	1	Experienced
88816	100.0	TOTALS		

REHFREQNR Recode: Race Experiences- Bullied you because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3345	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16973	19.1	0	0	Did not experience
963	1.1	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQOR Recode: Race Experiences- Made you fell threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3380	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17160	19.3	0	0	Did not experience
741	0.8	1	1	Experienced
88816	100.0	TOTALS		

REHFREQPR Recode: Race Experiences- Physically threatened or intimidated you because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3368	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17365	19.6	0	0	Did not experience
548	0.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQQR Recode: Race Experiences- Assaulted you physically because of your race/ethnicity. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3430	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17439	19.6	0	0	Did not experience
412	0.5	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQRR Recode: Race Experiences- Other race/ethnicity-related experiences. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3386	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16907	19.0	0	0	Did not experience
988	1.1	1	1	Experienced
88816	100.0	TOTALS		

REHFREQAR2 Tab Bar Chart: Race Experiences- Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3370	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15117	17.0	1	1	Did not experience
2794	3.2	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQBR2 Tab Bar Chart: Race Experiences- Told stories or jokes which were racist or depicted your race/ethnicity negatively. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3757	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13308	15.0	1	1	Did not experience
4216	4.8	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQCR2 Tab Bar Chart: Race Experiences- Were condescending to you because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15102	17.0	1	1	Did not experience
2812	3.2	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQDR2 Tab Bar Chart: Race Experiences- Put up or distributed materials where were racist or showed your race/ethnicity negatively. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3332	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16815	18.9	1	1	Did not experience
1134	1.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQER2 Tab Bar Chart: Race Experiences- Displayed tattoos or wore distinctive clothes which were racist. Make 0/1 indicator variables to aid in counting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3367	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17206	19.4	1	1	Did not experience
708	0.8	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQFR2 Tab Bar Chart: Race Experiences- Did not include you in social activities because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3457	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16680	18.8	1	1	Did not experience
1144	1.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQGR2 Tab Bar Chart: Race Experiences- Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3521	4.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16370	18.4	1	1	Did not experience
1390	1.6	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQHR2 Tab Bar Chart: Race Experiences- Made offensive remarks about your appearance because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3354	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16367	18.4	1	1	Did not experience
1560	1.8	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQIR2 Tab Bar Chart: Race Experiences- Made offensive remarks about your accent or language skills. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3388	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15886	17.9	1	1	Did not experience
2007	2.3	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQJR2 Tab Bar Chart: Race Experiences- Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3385	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16566	18.7	1	1	Did not experience
1330	1.5	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQKR2 Tab Bar Chart: Race Experiences- Made other offensive remarks about your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3436	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16252	18.3	1	1	Did not experience
1593	1.8	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQLR2 Tab Bar Chart: Race Experiences- Vandalized your property because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3902	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16868	19.0	1	1	Did not experience
511	0.6	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQMR2 Tab Bar Chart: Race Experiences- Hazed you because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3399	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17225	19.4	1	1	Did not experience
657	0.7	2	2	Experienced
88816	100.0	TOTALS		

REHFREQNR2 Tab Bar Chart: Race Experiences- Bullied you because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3345	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16973	19.1	1	1	Did not experience
963	1.1	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQOR2 Tab Bar Chart: Race Experiences- Made you fell threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3380	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17160	19.3	1	1	Did not experience
741	0.8	2	2	Experienced
88816	100.0	TOTALS		

REHFREQPR2 Tab Bar Chart: Race Experiences- Physically threatened or intimidated you because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3368	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17365	19.6	1	1	Did not experience
548	0.6	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQQR2 Tab Bar Chart: Race Experiences- Assaulted you physically because of your race/ethnicity. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3430	3.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17439	19.6	1	1	Did not experience
412	0.5	2	2	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHFREQRR2 Tab Bar Chart: Race Experiences- Other race/ethnicity-related experiences. Make YN variable

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3386	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16907	19.0	1	1	Did not experience
988	1.1	2	2	Experienced
88816	100.0	TOTALS		

REHOCCURAR Tabs: RaceFactr: Collapse yeses for bar chart-You were rated lower than you deserved on your last evaluation

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14614	16.5	1	1	No
2935	3.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURBR Tabs: RaceFactr: Collapse yeses for bar chart-Your last evaluation contained unjustifed negative comments

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3844	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16220	18.3	1	1	No
1217	1.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURCR Tabs: RaceFactr: Collapse yeses for bar chart-You were held to a higher performance standard than others in your job

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3928	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13286	15.0	1	1	No
4067	4.6	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURDR Tabs: RaceFactr: Collapse yeses for bar chart-You did not get an award or decoration given to others in similar circumstances

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3725	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14765	16.6	1	1	No
2791	3.1	2	2	Yes
88816	100.0	TOTALS		

REHOCCURER Tabs: RaceFactr: Collapse yeses for bar chart-Your current assignment has not made use of your job skills

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3795	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14476	16.3	1	1	No
3010	3.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURFR Tabs: RaceFactr: Collapse yeses for bar chart-You were not able to attend a major school needed for your specialty

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3780	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15707	17.7	1	1	No
1794	2.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURGR Tabs: RaceFactr: Collapse yeses for bar chart-You did not get to go to short courses that would provide you with needed skills for your job

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3801	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15680	17.7	1	1	No
1800	2.0	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURHR Tabs: RaceFactr: Collapse yeses for bar chart-You received lower grades than you deserved in your training

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16660	18.8	1	1	No
827	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURIR Tabs: RaceFactr: Collapse yeses for bar chart-You did not get a job assignment that you wanted because of scores that you got on tests

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3929	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16612	18.7	1	1	No
740	0.8	2	2	Yes
88816	100.0	TOTALS		

REHOCCURJR Tabs: RaceFactr: Collapse yeses for bar chart-Your current assignment is not good for your career if you continue in the military

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14336	16.1	1	1	No
3151	3.6	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURKR Tabs: RaceFactr: Collapse yeses for bar chart-You did not receive day to day, short term tasks that would help you prepare for advancement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3831	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15029	16.9	1	1	No
2421	2.7	2	2	Yes
88816	100.0	TOTALS		

REHOCCURLR Tabs: RaceFactr: Collapse yeses for bar chart-You did not have a professional relationship with someone who advised you on career development or advancement

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3829	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14743	16.6	1	1	No
2709	3.1	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURMR Tabs: RaceFactr: Collapse yeses for bar chart-You did not learn until it was too late of opportunities that would help your career

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3872	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14614	16.5	1	1	No
2795	3.2	2	2	Yes
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURNR Tabs: RaceFactr: Collapse yeses for bar chart-You were unable to get straight answers about your promotion possibilities

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3964	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14922	16.8	1	1	No
2395	2.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCUROR Tabs: RaceFactr: Collapse yeses for bar chart-You were taken to nonjudicial punishment or court martial when you should not have been

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3822	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16836	19.0	1	1	No
623	0.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURPR Tabs: RaceFactr: Collapse yeses for bar chart-You were punished at your job for something that others did without being punished

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3766	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16028	18.1	1	1	No
1487	1.7	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURQR Tabs: RaceFactr: Collapse yeses for bar chart-You were excluded by your peers from social activities

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3855	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16050	18.1	1	1	No
1376	1.6	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURRR Tabs: RaceFactr: Collapse yeses for bar chart-You got poorer military services than others did

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3781	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16718	18.8	1	1	No
782	0.9	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURSR Tabs: RaceFactr: Collapse yeses for bar chart-You received poorer treatment than you deserved from a military health care provider

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3812	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16359	18.4	1	1	No
1110	1.3	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURTR Tabs: RaceFactr: Collapse yeses for bar chart-You were harassed by armed forces police

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3775	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16834	19.0	1	1	No
672	0.8	2	2	Yes
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURUR Tabs: RaceFactr: Collapse yeses for bar chart-You had other bothersome experiences at your job

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
YN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3847	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15329	17.3	1	1	No
2105	2.4	2	2	Yes
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURAR2 Recode: Race factor- You were rated lower than you deserved on your last evaluation. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17015	19.2	0	0	Did not experience
534	0.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURBR2 Recode: Race factor- Your last evaluation contained unjustified negative comments. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3844	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17125	19.3	0	0	Did not experience
312	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURCR2 Recode: Race factor- You were held to a higher performance standard than others in your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3928	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16908	19.0	0	0	Did not experience
445	0.5	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURDR2 Recode: Race factor- You did not get an award or decoration given to others in similar circumstances. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3725	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17075	19.2	0	0	Did not experience
481	0.5	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURER2 Recode: Race factor- Your current assignment has not made use of your job skills. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3795	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17178	19.3	0	0	Did not experience
308	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURFR2 Recode: Race factor- You were not able to attend a major school needed for your speciality. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3780	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17226	19.4	0	0	Did not experience
275	0.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURGR2 Recode: Race factor- You did not get to go to short courses that would provide you with needed skills for your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3801	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17224	19.4	0	0	Did not experience
256	0.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURHR2 Recode: Race factor- You received lower grades than you deserved in your training. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17270	19.4	0	0	Did not experience
217	0.2	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURIR2 Recode: Race factor- You did not get a job assignment that you wanted because of scores that you got on tests. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3929	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17169	19.3	0	0	Did not experience
183	0.2	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURJR2 Recode: Race factor- Your current assignment is not good for your career if you continue in the military. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17133	19.3	0	0	Did not experience
354	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURKR2 Recode: Race factor- You did not receive day-to-day short-term tasks that would help you prepare for advancement. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3831	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17185	19.4	0	0	Did not experience
265	0.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURLR2 Recode: Race factor- You did not have a professional relationship with someone who advised you on career development or advancement. Collapse into Experienced/Not experienced

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3829	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17105	19.3	0	0	Did not experience
347	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURMR2 Recode: Race factor- You did not learn until it was too late of opportunities that would help your career. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3872	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17061	19.2	0	0	Did not experience
348	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURNR2 Recode: Race factor- You were unable to get straight answers about your promotion possibilities. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3964	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16955	19.1	0	0	Did not experience
362	0.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCUROR2 Recode: Race factor- You were taken to nonjudicial punishment of court martial when you should not have been. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3822	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17272	19.5	0	0	Did not experience
187	0.2	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURPR2 Recode: Race factor- You were punished at your job for something that others did without being punished. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3766	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17157	19.3	0	0	Did not experience
358	0.4	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURQR2 Recode: Race factor- You were excluded by your peers from social activities. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3855	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17068	19.2	0	0	Did not experience
358	0.4	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURRR2 Recode: Race factor- You got poorer military services than others did. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3781	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17205	19.4	0	0	Did not experience
295	0.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURSR2 Recode: Race factor- You received poorer treatment than you deserved from a military health care provider. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3812	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17240	19.4	0	0	Did not experience
229	0.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURTR2 Recode: Race factor- You were harassed by armed forces police. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3775	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17284	19.5	0	0	Did not experience
222	0.3	1	1	Experienced
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURUR2 Recode: Race factor- You had other bothersome experiences at your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3847	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16970	19.1	0	0	Did not experience
464	0.5	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURAR3 Incident Recode: Race factor- You were rated lower than you deserved on your last evaluation. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14614	16.5	0	0	Did not experience
2935	3.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURBR3 Incident Recode: Race factor- Your last evaluation contained unjustified negative comments. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3844	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16220	18.3	0	0	Did not experience
1217	1.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURCR3 Incident Recode: Race factor- You were held to a higher performance standard than others in your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3928	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13286	15.0	0	0	Did not experience
4067	4.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURDR3 Incident Recode: Race factor- You did not get an award or decoration given to others in similar circumstances. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3725	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14765	16.6	0	0	Did not experience
2791	3.1	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURER3 Incident Recode: Race factor- Your current assignment has not made use of your job skills. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3795	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14476	16.3	0	0	Did not experience
3010	3.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURFR3 Incident Recode: Race factor- You were not able to attend a major school needed for your speciality. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3780	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15707	17.7	0	0	Did not experience
1794	2.0	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURGR3 Incident Recode: Race factor- You did not get to go to short courses that would provide you with needed skills for your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3801	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15680	17.7	0	0	Did not experience
1800	2.0	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURHR3 Incident Recode: Race factor- You received lower grades than you deserved in your training. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16660	18.8	0	0	Did not experience
827	0.9	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURIR3 Incident Recode: Race factor- You did not get a job assignment that you wanted because of scores that you got on tests. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3929	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16612	18.7	0	0	Did not experience
740	0.8	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURJR3 Incident Recode: Race factor- Your current assignment is not good for your career if you continue in the military. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3794	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14336	16.1	0	0	Did not experience
3151	3.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURKR3 Incident Recode: Race factor- You did not receive day-to-day short-term tasks that would help you prepare for advancement. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3831	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15029	16.9	0	0	Did not experience
2421	2.7	1	1	Experienced
88816	100.0	TOTALS		

REHOCCURLR3 Incident Recode: Race factor- You did not have a professional relationship with someone who advised you on career development or advancement. Collapse into Experienced/Not experienced

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3829	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14743	16.6	0	0	Did not experience
2709	3.1	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURMR3 Incident Recode: Race factor- You did not learn until it was too late of opportunities that would help your career. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3872	4.4	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14614	16.5	0	0	Did not experience
2795	3.2	1	1	Experienced
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURNR3 Incident Recode: Race factor- You were unable to get straight answers about your promotion possibilities. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3964	4.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14922	16.8	0	0	Did not experience
2395	2.7	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCUROR3 Incident Recode: Race factor- You were taken to nonjudicial punishment of court martial when you should not have been. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3822	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16836	19.0	0	0	Did not experience
623	0.7	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURPR3 Incident Recode: Race factor- You were punished at your job for something that others did without being punished. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3766	4.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16028	18.1	0	0	Did not experience
1487	1.7	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURQR3 Incident Recode: Race factor- You were excluded by your peers from social activities. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3855	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16050	18.1	0	0	Did not experience
1376	1.6	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURRR3 Incident Recode: Race factor- You got poorer military services than others did. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3781	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16718	18.8	0	0	Did not experience
782	0.9	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURSR3 Incident Recode: Race factor- You received poorer treatment than you deserved from a military health care provider. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3812	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16359	18.4	0	0	Did not experience
1110	1.3	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURTR3 Incident Recode: Race factor- You were harassed by armed forces police. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3775	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16834	19.0	0	0	Did not experience
672	0.8	1	1	Experienced
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

REHOCCURUR3 Incident Recode: Race factor- You had other bothersome experiences at your job. Collapse into Experienced/Not experienced

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP0F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3847	4.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15329	17.3	0	0	Did not experience
2105	2.4	1	1	Experienced
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

RETAL BV: Types of retaliation constructed from Q50a-b

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RETALF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
206	0.2	1	1	Professional retaliation
367	0.4	2	2	Both professional and social retaliation
295	0.3	3	3	Social retaliation
4572	5.2	4	4	Neither professional nor social retaliation
88816	100.0	TOTALS		

RETALR Tabs: Types of retaliation constructed from Q50a-b

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RETAL2_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
206	0.2	1	1	Professional retaliation
295	0.3	2	2	Social retaliation
367	0.4	3	3	Both professional and social retaliation
4572	5.2	4	4	Neither professional nor social retaliation
88816	100.0	TOTALS		

RETALREP BV: Types of retaliation for those who reported (REH1REPR)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
RETALF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4946	5.6	-9	.	No response
67378	75.9	-1	.B	No survey return
15134	17.0	-2	.D	Does not apply; did not experience
157	0.2	-8	.S	Survey Self-Report Ineligible
115	0.1	1	1	Professional retaliation
233	0.3	2	2	Both professional and social retaliation
127	0.1	3	3	Social retaliation
726	0.8	4	4	Neither professional nor social retaliation
88816	100.0	TOTALS		

RETINT1R Briefing Variable: Likelihood to stay on active duty-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1083	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3309	3.7	1	1	Unlikely
1988	2.2	2	2	Neither likely nor unlikely
14901	16.8	3	3	Likely
88816	100.0	TOTALS		

SAMPLE Crossing: Total Population to Support SAM2 Processing

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE009_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88816	100.0	1	1	All
88816	100.0	TOTALS		

SATOVERR Briefing Variable: Satisfied with the military way of life-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SAT3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1105	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
2450	2.8	1	1	Dissatisfied
3013	3.4	2	2	Neither satisfied nor dissatisfied
14713	16.6	3	3	Satisfied
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRRACE1

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RACE2_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1299	1.5	1	1	American Indian/Alaska Native (AIAN)
3599	4.1	2	2	Asian (A)
3472	3.9	3	3	Black or African American (B)
1899	2.1	4	4	Native Hawaiian or Other Pacific Islander (NHPI)
6732	7.6	5	5	White (W)
20	0.0	100	100	AIAN, A
11	0.0	101	101	AIAN, A, B
1	0.0	102	102	AIAN, A, B, NHPI
44	0.1	103	103	AIAN, A, B, NHPI, W
13	0.0	104	104	AIAN, A, B, W
2	0.0	105	105	AIAN, A, NHPI
13	0.0	106	106	AIAN, A, NHPI, W
24	0.0	107	107	AIAN, A, W
105	0.1	108	108	AIAN, B
6	0.0	110	110	AIAN, B, NHPI, W
102	0.1	111	111	AIAN, B, W
19	0.0	112	112	AIAN, NHPI
7	0.0	113	113	AIAN, NHPI, W
708	0.8	114	114	AIAN, W
67	0.1	115	115	A, B
7	0.0	116	116	A, B, NHPI
4	0.0	117	117	A, B, NHPI, W
14	0.0	118	118	A, B, W
283	0.3	119	119	A, NHPI
80	0.1	120	120	A, NHPI, W
500	0.6	121	121	A, W
16	0.0	122	122	B, NHPI
4	0.0	123	123	B, NHPI, W
269	0.3	124	124	B, W
120	0.1	125	125	NHPI, W
88816	100.0	TOTALS		

SRRACEM Tabs: SRRACEA-SRRACEE Marked more than one race

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MARKED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1841	2.1	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
17001	19.1	1	1	Not marked
2439	2.8	2	2	Marked
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRRETH1 Are you Spanish/Hispanic/Latino? What is your race?

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
SRRETH1_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1188	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
181	0.2	1	1	H American Indian or Alaska Native
104	0.1	2	2	H Asian
244	0.3	3	3	H Black or African American
115	0.1	4	4	H Native Hawaiian or Other Pacific Islander
2008	2.3	5	5	H White
304	0.3	7	7	Hispanic/Latino reporting more than one race
685	0.8	8	8	H Unknown race
1114	1.3	9	9	NH American Indian or Alaska Native
3490	3.9	10	10	NH Asian
3222	3.6	11	11	NH Black or African American
1778	2.0	12	12	NH Native Hawaiian or Other Pacific Islander
4718	5.3	13	13	NH White
642	0.7	15	15	NH American Indian or Alaska Native & White
477	0.5	16	16	NH Asian & White
202	0.2	17	17	NH Black or African American & White
91	0.1	18	18	NH American Indian or Alaska Native & Black or African American
718	0.8	19	19	NH Balance of individuals reporting more than one race
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THESE RACIAL/ETHNIC CATEGORIES ARE CONSISTENT WITH THE 1997 STANDARDS FOR MAINTAINING, COLLECTING, AND PRESENTING FEDERAL DATA ON RACE AND ETHNICITY.

SRYEARSR Tabs: Recode years of military service into categories

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE002_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1052	1.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7715	8.7	1	1	5 years or less
2856	3.2	2	2	6-8 years
2186	2.5	3	3	9-11 years
3624	4.1	4	4	12-16 years
1708	1.9	5	5	17-19 years
2140	2.4	6	6	20 years or more
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINAR Briefing Variable: The training I have received provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
510	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
75	0.1	1	1	Disagree
1753	2.0	2	2	Neither agree nor disagree
11981	13.5	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINBR Briefing Variable: The training I have received teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
488	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
69	0.1	1	1	Disagree
1626	1.8	2	2	Neither agree nor disagree
12136	13.7	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINCR Briefing Variable: The training I have received identifies behaviors that are offensive to others and should not be tolerated-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
683	0.8	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
70	0.1	1	1	Disagree
1664	1.9	2	2	Neither agree nor disagree
11902	13.4	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINDR Briefing Variable: The training I have received gives useful tools for dealing with racial/ethnic harassment and discrimination-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
477	0.5	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
97	0.1	1	1	Disagree
2139	2.4	2	2	Neither agree nor disagree
11606	13.1	3	3	Agree
88816	100.0	TOTALS		

TRAINER Briefing Variable: The training I have received explains the process for reporting racial/ethnic harassment and discrimination-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
512	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
58	0.1	1	1	Disagree
1773	2.0	2	2	Neither agree nor disagree
11976	13.5	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINFR Briefing Variable: The training I have received makes me feel it is safe to report offensive, racial/ethnic situations-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
501	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
118	0.1	1	1	Disagree
2357	2.7	2	2	Neither agree nor disagree
11343	12.8	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINGR Briefing Variable: The training I have received promotes cross-cultural awareness-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
562	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
123	0.1	1	1	Disagree
2317	2.6	2	2	Neither agree nor disagree
11317	12.7	3	3	Agree
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINHR Briefing Variable: The training I have received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
492	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
56	0.1	1	1	Disagree
1801	2.0	2	2	Neither agree nor disagree
11970	13.5	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINIR Briefing Variable: The training I have received provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
523	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
69	0.1	1	1	Disagree
1919	2.2	2	2	Neither agree nor disagree
11808	13.3	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

TRAINJR Briefing Variable: The training I have received promotes religious tolerance-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
AGR3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
499	0.6	-9	.	No response
67378	75.9	-1	.B	No survey return
6962	7.8	-6	.N	Not applicable per skip
157	0.2	-8	.S	Survey Self-Report Ineligible
173	0.2	1	1	Disagree
2827	3.2	2	2	Neither agree nor disagree
10820	12.2	3	3	Agree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WSTRESSR Briefing Variable: Current level of stress in your work life-Collapse scale

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
USUAL3F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2558	2.9	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4019	4.5	1	1	Less than usual
7930	8.9	2	2	About the same as usual
6774	7.6	3	3	More than usual
88816	100.0	TOTALS		

XDBVPAY Briefing Crossing: DoD only 4 level paygrade

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2677	3.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6696	7.5	1	1	E1-E4
8518	9.6	2	2	E5-E9
2096	2.4	3	3	O1-O3
1294	1.5	4	4	O4-O6
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDPAY5L.

XDDEPLOY Crossing: DoD Only Deployed/Not Deployed in the Past 12 Months. Set CG to missing. Created from XDEPLOY

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DDPLY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3386	3.8	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
12944	14.6	1	1	Not Deployed Past 12 Months
4951	5.6	2	2	Deployed Past 12 Months
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XDEPLOY.

XDEPLOY Crossing: Total Population Deployed/Not Deployed in the Past 12 Months. Created from self-report data (OPSA, OPSB, OPSC)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DDPLY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.3	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
14908	16.8	1	1	Not Deployed Past 12 Months
5208	5.9	2	2	Deployed Past 12 Months
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from self-report data (OPSA-OPSC).

XDHARDISC XDHARDISC Harassment/Discrimination: DoD only-Constructed from Q28a-q, Q29, Q31a-t, and Q32. Matches INC_MS incident rate.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16888	19.0	1	1	Did not experience
2050	2.3	2	2	Experienced
88816	100.0	TOTALS		

This variable is constructed from XDOD and XHARDISC.

XDHARDISCR Harassment/Discrimination with or without labeling, DoD only: Constructed from Q28a-q, Q29, Q31a-t, and Q32.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXPLBL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
13385	15.1	1	1	Did not experience
2050	2.3	2	2	Experienced and labeled
3503	3.9	3	3	Experienced and did not label
88816	100.0	TOTALS		

This variable is constructed from XDOD, self-report data and constructed analysis variables (XHARDISC, INC_HR, WASITREH, INC_DR, REHDISCA).

XDOD Crossing: Total DoD and Total Coast Guard. Created from XSVC

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE019_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
18938	21.3	1	1	Total DoD
2343	2.6	2	2	Total CG
88816	100.0	TOTALS		

This variable is constructed from XSVC.

XDPAY2L Crossing: DoD Only 2 Level Paygrade with CG set to missing. Created from XPAY2L and XDOD

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DPAY2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15214	17.1	1	1	Enlisted
3724	4.2	2	2	Officers
88816	100.0	TOTALS		

This variable is constructed from XDOD and XPAY2L.

XDPAY5L Crossing: DoD Only 5 Level Paygrade with CG set to missing. Created from XPAY5L and XDOD

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE016_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
6696	7.5	1	1	E1-E4
8518	9.6	2	2	E5-E9
334	0.4	3	3	W1-W5
2096	2.4	4	4	O1-O3
1294	1.5	5	5	O4-O6
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XPAY5L.

XDRETH2L Crossing: DoD Only 2 Level Race. Set CG to missing.
Created from XRETH2L and XDOD

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
XRETH2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3995	4.5	1	1	Total White
14933	16.8	2	2	Total Minority
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XRETH2L.

XDRETH4L Briefing Crossing: DoD only 4 level Race

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BVRETH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6348	7.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3029	3.4	1	1	Black
3306	3.7	2	2	Hispanic
3555	4.0	3	3	Asian
5043	5.7	4	4	Other Race
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDRETH7L.

XDRETH6L Briefing Crossing: DoD only 6 level Race

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BV6RETH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6348	7.2	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3029	3.4	1	1	Black
3306	3.7	2	2	Hispanic
1162	1.3	3	3	AIAN
3555	4.0	4	4	Asian
1916	2.2	5	5	NHPI
1965	2.2	6	6	Two or More Races
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDRETH7L.

XDRETH7L Crossing: DoD Only 7 Level Race. Set CG to missing.
Created from XRETH7L and XDOD

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.7	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3306	3.7	1	1	Hispanic
3995	4.5	2	2	White
3029	3.4	3	3	Black
1162	1.3	4	4	AIAN
3555	4.0	5	5	Asian
1916	2.2	6	6	NHPI
1965	2.2	7	7	Two or More Races
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XRETH7L.

XDSEX Crossing: DoD Only Gender with CG set to missing. Created from XSEX and XDOD

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE018_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15074	17.0	1	1	Male
3864	4.4	2	2	Female
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XSEX.

XDSVC Crossing: DoD Service with CG set to missing

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE014_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2343	2.6	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
5218	5.9	1	1	Army
5468	6.2	2	2	Navy
3773	4.3	3	3	Marine Corps
4479	5.0	4	4	Air Force
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XDOD and XSVC.

XHARDISC XHARDISC Harassment/Discrimination: Constructed from Q28a-q, Q29, Q31a-t, and Q32. Matches INC_MS incident rate.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP1F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
19046	21.4	1	1	Did not experience
2235	2.5	2	2	Experienced
88816	100.0	TOTALS		

This variable is constructed from INC_H and INC_D. INC_H and INC_D are constructed from self-report data.

XHARDISCR Harassment/Discrimination with or without labeling: Constructed from Q28a-q, Q29, Q31a-t, and Q32.

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EXPLBL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
15134	17.0	1	1	Did not experience
2235	2.5	2	2	Experienced and labeled
3912	4.4	3	3	Experienced and did not label
88816	100.0	TOTALS		

This variable is constructed from self-report data and constructed analysis variables (XHARDISC, INC_HR, WASITREH, INC_DR, REHDISCA).

XPAY2L Crossing: Total Population 2 Level Paygrade. Created from XPAY5L

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DPAY2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
16927	19.1	1	1	Enlisted
4354	4.9	2	2	Officers
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XPAY5L.

XPAY5L Crossing: Total Population 5 Level Paygrade. Created from record data (CPAYGRP5)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE016_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
7409	8.3	1	1	E1-E4
9518	10.7	2	2	E5-E9
487	0.6	3	3	W1-W5
2370	2.7	4	4	O1-O3
1497	1.7	5	5	O4-O6
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from record data (CPAYGRP5).

XRETH4L Briefing Crossing: Total Pop 4 level Race

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BVRETH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4891	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3452	3.9	1	1	Black
3797	4.3	2	2	Hispanic
3665	4.1	3	3	Asian
5476	6.2	4	4	Other Race
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XRETH7L.

XRETH7L Cross: Race/ethnicity 7 level

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
XRETH7L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
3797	4.3	1	1	Hispanic
4874	5.5	2	2	White
3452	3.9	3	3	Black
1261	1.4	4	4	AIAN
3665	4.1	5	5	Asian
2000	2.3	6	6	NHPI
2215	2.5	7	7	Two or more races
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from HISP_IM and RACE_IM.

XSEXF Imputation Flag: Total Population Gender. When self-report data (SRSEX) is missing, impute from record data (CSEX)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
20250	22.8	1	1	Not imputed
1031	1.2	2	2	Imputed
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Imputation flag for XSEX.

XSVCHRDC Crossing: Service by Experienced/Did not experience Harassment/Discrimination

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
830	0.9	1	1	Army experienced
4388	4.9	2	2	Army did not experience
574	0.7	3	3	Navy experienced
4894	5.5	4	4	Navy did not experience
337	0.4	5	5	Marine Corps experienced
3436	3.9	6	6	Marine Corps did not experience
309	0.4	7	7	Air Force experienced
4170	4.7	8	8	Air Force did not experience
185	0.2	9	9	Coast Guard experienced
2158	2.4	10	10	Coast Guard did not experience
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XSVC and XHARDISC.

XSVCPAY2L Crossing: Service by 2 Level Pay. Created from XSVC and XPAY2L

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE012_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
4129	4.7	1	1	Army Enlisted
1089	1.2	2	2	Army Officer
4545	5.1	3	3	Navy Enlisted
923	1.0	4	4	Navy Officer
2934	3.3	5	5	Marine Corps Enlisted
839	0.9	6	6	Marine Corps Officer
3606	4.1	7	7	Air Force Enlisted
873	1.0	8	8	Air Force Officer
1713	1.9	9	9	Coast Guard Enlisted
630	0.7	10	10	Coast Guard Officer
88816	100.0	TOTALS		

This variable is constructed from XSVC and XPAY2L.

XSVCPAY3L Crossing: Service by 3 Level Pay. Created from XSVC and XPAY5L

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE011_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1545	1.7	1	1	Army E1-E4
2584	2.9	2	2	Army E5-E9
1089	1.2	3	3	Army Officers
2030	2.3	4	4	Navy E1-E4
2515	2.8	5	5	Navy E5-E9
923	1.0	6	6	Navy Officers
1561	1.8	7	7	Marine Corps E1-E4
1373	1.6	8	8	Marine Corps E5-E9
839	0.9	9	9	Marine Corps Officers
1560	1.8	10	10	Air Force E1-E4
2046	2.3	11	11	Air Force E5-E9
873	1.0	12	12	Air Force Officers
713	0.8	13	13	Coast Guard E1-E4
1000	1.1	14	14	Coast Guard E5-E9
630	0.7	15	15	Coast Guard Officers
88816	100.0	TOTALS		

This variable is constructed from XSVC and XPAY5L.

XSVCRETH2L Crossing: Service by 2 Level Race. Created from XSVC and XRETH2L

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE013_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.0	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
610	0.7	1	1	Army White
4607	5.2	2	2	Army Total Minority
1690	1.9	3	3	Navy White
3776	4.3	4	4	Navy Total Minority
912	1.0	5	5	Marine Corps White
2856	3.2	6	6	Marine Corps Total Minority
783	0.9	7	7	Air Force White
3694	4.2	8	8	Air Force Total Minority
879	1.0	9	9	Coast Guard White
1457	1.6	10	10	Coast Guard Total Minority
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XSVC and XRETH2L.

XSVCRETH4L Crossing: Service by 4 Level Race. Created from XSVC, XRETH2L, and XRETH7L. Exludes NH Whites

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4891	5.5	-9	.	No response
67378	75.9	-1	.B	No survey return
157	0.2	-8	.S	Survey Self-Report Ineligible
1053	1.2	1	1	Army Black
1045	1.2	2	2	Army Hispanic
865	1.0	3	3	Army Asian
1644	1.9	4	4	Army Other Race/Ethnicity
678	0.8	5	5	Navy Black
796	0.9	6	6	Navy Hispanic
1055	1.2	7	7	Navy Asian
1247	1.4	8	8	Navy Other Race/Ethnicity
644	0.7	9	9	Marine Corps Black
681	0.8	10	10	Marine Corps Hispanic
749	0.8	11	11	Marine Corps Asian
782	0.9	12	12	Marine Corps Other Race/Ethnicity
654	0.7	13	13	Air Force Black
784	0.9	14	14	Air Force Hispanic
886	1.0	15	15	Air Force Asian
1370	1.5	16	16	Air Force Other Race/Ethnicity
423	0.5	17	17	Coast Guard Black
491	0.6	18	18	Coast Guard Hispanic
110	0.1	19	19	Coast Guard Asian
433	0.5	20	20	Coast Guard Other Race/Ethnicity
88816	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from XSVC and XRETH7L.

Information on Operations-Confidential

BATCH DRC batch number applied

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BATCH	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21438	24.1	501	501	Batch 501
88816	100.0	TOTALS		

BLKREAS Reason survey returned blank

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
BLKREAS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
20472	23.1	0	0	Not blank
954	1.1	3	3	Blank - no reason
1	0.0	4	4	Refused - too long/no time
6	0.0	6	6	Refused - other
3	0.0	12	12	Ineligible - retired
2	0.0	14	14	Unreachable at this address - deployed
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DARVDATE Date survey arrived

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DATE9	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 13-04-15 to 13-07-22.

DENTDATE Date survey processed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DATE9	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 13-04-15 to 13-07-22.

DUPRET Mulitple returns flag - excludes blanks

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DUPRET	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21438	24.1	0	0	Respondent returned one completed survey
88816	100.0	TOTALS		

DUPRET2 Multiple returns flag - includes blanks

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
DUPRET2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21438	24.1	0	0	Respondent returned one survey
88816	100.0	TOTALS		

EMAILSTAT Email address status flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5690	6.4	0	0	No email address
2689	3.0	1	1	All attempted email addresses invalid
80437	90.6	2	2	At least one attempted email address not invalid
88816	100.0	TOTALS		

INCWEB Incomplete Web flag

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
INCWEB	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
5539	6.2	1	1	Incomplete Web survey
15899	17.9	2	2	Complete Web survey
88816	100.0	TOTALS		

INRECNO Master SCS ID number

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
8	NUM	8	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 88816.

LITHO Litho code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
9	NUM	8	9

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 9000005 to 9087699.

SERIAL DRC serial number applied

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE073_	NUM	4	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 28385.

WBTICKNO Web survey access code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE058_	CHAR	8	$CHAR008

CODES TOO NUMEROUS TO LIST HERE.

WEBSTAT Web survey status code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WEBSTAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
3241	3.7	2	2	Exit without saving/returning
2298	2.6	3	3	Web survey saved, not submitted
15899	17.9	4	4	Web survey submitted
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MAILTYP Mail Type

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
MAILTYP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	-9	.	Notification Email
67378	75.9	-1	.B	No survey return
21437	24.1	1	1	Notification
88816	100.0	TOTALS		

SURVMAIL Mailing number

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
SRVMAIL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67378	75.9	-1	.B	No survey return
21438	24.1	1	1	Notification Letter 04/15/13
88816	100.0	TOTALS		

TOTALTIME Total time spent taking the survey

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE077_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 387.66.

WITHDRAW Withdraw my answers from this survey

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WDRAW	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88813	100.0	0	0	Not withdraw survey data
3	0.0	1	1	Withdraw survey data
88816	100.0	TOTALS		

Information on Sampling and Record Data-Confidential

AFMS_YR_QY Active Federal Military Service Years Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE082_	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11797	13.3	0	0	0
11427	12.9	1	1	1
11464	12.9	2	2	2
9244	10.4	3	3	3
6338	7.1	4	4	4
4883	5.5	5	5	5
4130	4.7	6	6	6
3645	4.1	7	7	7
3121	3.5	8	8	8
2520	2.8	9	9	9
2276	2.6	10	10	10
2063	2.3	11	11	11
2090	2.4	12	12	12
1881	2.1	13	13	13
1650	1.9	14	14	14
1581	1.8	15	15	15
1387	1.6	16	16	16
1263	1.4	17	17	17
1179	1.3	18	18	18
1250	1.4	19	19	19
772	0.9	20	20	20
640	0.7	21	21	21
520	0.6	22	22	22
473	0.5	23	23	23
320	0.4	24	24	24
260	0.3	25	25	25
191	0.2	26	26	26
134	0.2	27	27	27
111	0.1	28	28	28
98	0.1	29	29	29
18	0.0	30	30	30
18	0.0	31	31	31
8	0.0	32	32	32
6	0.0	33	33	33
4	0.0	34	34	34
1	0.0	35	35	35
4	0.0	36	36	36
1	0.0	39	39	39
48	0.1	99	99	NA or Unknown
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the September 2012 Active Duty Master Edit File.

AGE Age Active Duty Master Edit File

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE031_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 17 to 65.
This variable is taken from the September 2012 Active Duty Master Edit File.

CDOD Constructed DOD Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE037_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4782	5.4	1	1	Non DOD
84034	94.6	2	2	DOD
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CEDUC Education Level Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE064_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1568	1.8	0	0	Unknown
66158	74.5	1	1	No College
9102	10.3	2	2	Some College
8584	9.7	3	3	4-year Degree
3404	3.8	4	4	Grad/Prof Degree
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CHILDCNT Number of Children Counter Family Database

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE059_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
54290	61.1	0	0	0
14046	15.8	1	1	1
11957	13.5	2	2	2
5609	6.3	3	3	3
2023	2.3	4	4	4
600	0.7	5	5	5
213	0.2	6	6	6
50	0.1	7	7	7
18	0.0	8	8	8
8	0.0	9	9	9
2	0.0	10	10	10
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Family Database.

CHILDST Members Children Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE063_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39	0.0	0	0	Unknown child count and/or marital status
34515	38.9	1	1	With Child(ren)
54262	61.1	2	2	Without Child(ren)
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Family Database variables.

CMARITAL CMARITAL Status Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE065_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39	0.0	0	0	Unknown
43953	49.5	1	1	Not Married
44824	50.5	2	2	Married
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CPAYGRP5 Pay grade Group 5 Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE080_	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50029	56.3	1	1	E1-E4
28606	32.2	2	2	E5-E9
1016	1.1	3	3	W1-W5
6131	6.9	4	4	O1-O3
3034	3.4	5	5	O4-O6
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CPAYGRP6 Constructed Pay Group constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE081_	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
78635	88.5	1	1	Enlisted
10181	11.5	2	2	Officer
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CRACECAT Race/Ethnic Category 2 Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE029_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12718	14.3	1	1	Non-minority
76098	85.7	2	2	Minority
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CREGION1 Regions - Collapsed version of CREGINS Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE030_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
79051	89.0	1	1	US & US territories, Other, Unknown
3718	4.2	2	2	Europe
6047	6.8	3	3	Asia & Pacific Islands
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CSERVICE Service (member) Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE067_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29581	33.3	1	1	Army
25448	28.7	2	2	Navy
16793	18.9	3	3	Marine Corps
12212	13.8	4	4	Air Force
4782	5.4	5	5	Coast Guard
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CSEX Person Sex Code Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE068_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
73159	82.4	1	1	Male/Unknown
15657	17.6	2	2	Female
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

CTS1210 CTS Flag - October 2012 Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE045_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
42100	47.4	N	N	No
46716	52.6	Y	Y	Yes
88816	100.0	TOTALS		

This variable is constructed from September 2012 Contingency Tracking System (CTS) file variables.

CUR Currently Deployed Constructed

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE048_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
42100	47.4			Never Deployed
39734	44.7	N	N	No
6982	7.9	Y	Y	Yes
88816	100.0	TOTALS		

This variable is constructed from September 2012 Contingency Tracking System (CTS) file variables.

CYOS Constructed Years Of Service (based on AFMS_YR_QTY (TAFMS))
Constructed

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
48	0.1	0	0	Unknown
34688	39.1	1	1	0 to 2
20465	23.0	2	2	3 to 5
13416	15.1	3	3	6 to 9
20199	22.7	4	4	10 +
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

DEER1210 DEERS Eligibility Flag (AS of October 2012) Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE049_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1043	1.2			Unknown
87773	98.8	A	A	Active eligible
88816	100.0	TOTALS		

This variable is constructed from November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE) variables.

DEPLOY12 Deployed in last 12 months Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE061_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
74674	84.1	0	0	Deployed
14142	15.9	1	1	Not Deployed
88816	100.0	TOTALS		

This variable is constructed from September 2012 Contingency Tracking System (CTS) file variables.

DRS_SEX Sex Code from DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE051_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
306	0.3			Unknown
15609	17.6	F	F	Female
72901	82.1	M	M	Male
88816	100.0	TOTALS		

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

DRSEMAIL DEERS Email Flag Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE045_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5645	6.4	N	N	No
83171	93.6	Y	Y	Yes
88816	100.0	TOTALS		

This variable is constructed from November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE) variables.

DSVC_SP2 Constructed Dual Service Spouse 2 Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE069_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
83475	94.0	1	1	Not Dual Service Spouse/Unknown/NA
5341	6.0	2	2	Dual Service Spouse
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

DUTYOCC Duty DoD Occupation Code Active Duty Master Edit File

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE076_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 100000 to 290500.
This variable is taken from the September 2012 Active Duty Master Edit File.

EDUC Education Level Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE066_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
315	0.4	11	11	Less than a high school (HS) diploma
32	0.0	14	14	Secondary school credential near completion
1586	1.8	21	21	Test based equivalency diploma
174	0.2	22	22	Occupational program certificate
40	0.1	23	23	Correspondence school diploma
26	0.0	24	24	High school certificate of attendance
182	0.2	25	25	Home study diploma
824	0.9	26	26	Adult diploma
218	0.3	27	27	ARNG Challenge Program GED Certificate
28	0.0	28	28	Other Non-Traditional High School Credential
62733	70.6	31	31	High school diploma
4368	4.9	41	41	Completed one semester of college
4732	5.3	44	44	Associate degree
2	0.0	45	45	Professional nursing diploma
8584	9.7	51	51	Baccalaureate degree
2693	3.0	61	61	Master's degree
11	0.0	62	62	Post master's degree
537	0.6	63	63	First professional degree
162	0.2	64	64	Doctorate
1	0.0	65	65	Post doctorate degree
1568	1.8	99	99	Unknown
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Master Edit File.

ELIG1210 Eligibility (As of October 2012) Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE036_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1043	1.2	0	0	Not eligible
87773	98.8	1	1	Eligible
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

ETH Ethnic Affinity Code Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE032_	CHAR	2	$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
838	0.9	AA	AA	Asian Indian
794	0.9	AB	AB	Chinese
5134	5.8	AC	AC	Filipino
810	0.9	AD	AD	Guamanian
352	0.4	AF	AF	Japanese
1387	1.6	AG	AG	Korean
691	0.8	AI	AI	Vietnamese
2290	2.6	AJ	AJ	Other Asian descent
5153	5.8	AK	AK	Mexican
1884	2.1	AL	AL	Puerto Rican
200	0.2	AM	AM	Cuban
2528	2.9	AN	AN	Latin American with Hispanic descent
5060	5.7	AO	AO	Other Hispanic descent
68	0.1	AP	AP	Aleut
293	0.3	AQ	AQ	Eskimo
5946	6.7	AR	AR	US or Canadian Indian Tribes
29	0.0	AS	AS	Melanesian
1797	2.0	AT	AT	Micronesian
2621	3.0	AU	AU	Polynesian
2479	2.8	AV	AV	Other Pacific Island descent
18304	20.6	BG	BG	Other
27213	30.6	BH	BH	None
2945	3.3	ZZ	ZZ	Unknown
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Master Edit File.

FAMSTAT Family Status Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE062_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39	0.0	0	0	Unknown Children Count and or Marital Status
4593	5.2	1	1	Single With Child(ren)
39360	44.3	2	2	Single Without Child(ren)
29922	33.7	3	3	Married With Child(ren)
14902	16.8	4	4	Married Without Child(ren)
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Family Database variables.

FAMSTAT4 Family Status 4 Cosntructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE070_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4593	5.2	1	1	Single with Child(ren)
5341	6.0	2	2	Dual Service Spouse
78882	88.8	3	3	Other Family/Unknown
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Family Database variables.

FLG_DU Duty Unit Address flag duty constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE044_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
725	0.8	N	N	No UIC Address
88091	99.2	Y	Y	UIC Address
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

FLG_H Address flag home Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE043_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2875	3.2	N	N	No Home Address
85941	96.8	Y	Y	Home Address
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

FLG_U Assigned Unit Address flag constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE044_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
701	0.8	N	N	No UIC Address
88115	99.2	Y	Y	UIC Address
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

JSVC_SP Joint Service Spouse Data Source Code Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE039_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5069	5.7	A	A	Active
41	0.1	N	N	Guard
35	0.0	R	R	Retired
258	0.3	V	V	Reserve
83413	93.9	Z	Z	Unknown or NA
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Master Edit File.

MIL_LGV_PAY Military Longevity Pay Service Years Quantity (AKA TFMPS)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE071_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11693	13.2	0	0	0
11278	12.7	1	1	1
11359	12.8	2	2	2
9153	10.3	3	3	3
6257	7.0	4	4	4
4719	5.3	5	5	5
4043	4.6	6	6	6
3496	3.9	7	7	7
2985	3.4	8	8	8
2443	2.8	9	9	9
2289	2.6	10	10	10
2095	2.4	11	11	11
2184	2.5	12	12	12
1980	2.2	13	13	13
1675	1.9	14	14	14
1621	1.8	15	15	15
1406	1.6	16	16	16
1255	1.4	17	17	17
1185	1.3	18	18	18
1177	1.3	19	19	19
864	1.0	20	20	20
763	0.9	21	21	21
624	0.7	22	22	22
585	0.7	23	23	23
436	0.5	24	24	24
341	0.4	25	25	25
261	0.3	26	26	26
168	0.2	27	27	27
148	0.2	28	28	28
136	0.2	29	29	29
71	0.1	30	30	30
42	0.1	31	31	31
26	0.0	32	32	32
23	0.0	33	33	33
8	0.0	34	34	34
8	0.0	35	35	35
5	0.0	36	36	36
2	0.0	37	37	37
1	0.0	39	39	39
1	0.0	40	40	40
10	0.0	99	99	NA or Unknown
88816	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the September 2012 Active Duty Master Edit File.

MRTL_STA Marital Status Active Duty Master Edit File

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE040_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.0	A	A	Annulled
3261	3.7	D	D	Divorced
56	0.1	L	L	Legally Separated
44768	50.4	M	M	Married
40620	45.7	N	N	Never Married
55	0.1	W	W	Widowed
39	0.0	Z	Z	Unknown
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Master Edit File.

NSAMP Number in Sample

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE072_	NUM	4	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 16 to 4940.
This variable is constructed.

NSTRAT Number in Population

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE074_	NUM	5	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 228 to 147189.
This variable is constructed.

NUMEMAIL Number of Emails Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE059_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5645	6.4	0	0	0
83136	93.6	1	1	1
35	0.0	2	2	2
88816	100.0	TOTALS		

This variable is constructed.

PAYGRADE Pay Plan Grade Identifier Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE055_	CHAR	3	$CHAR003

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	E00	E00	Enlisted Unknown
3843	4.3	E01	E01	E01
5429	6.1	E02	E02	E02
16721	18.8	E03	E03	E03
24035	27.1	E04	E04	E04
13597	15.3	E05	E05	E05
8883	10.0	E06	E06	E06
4500	5.1	E07	E07	E07
1211	1.4	E08	E08	E08
415	0.5	E09	E09	E09
1173	1.3	O01	O01	O01
1499	1.7	O02	O02	O02
3459	3.9	O03	O03	O03
1781	2.0	O04	O04	O04
941	1.1	O05	O05	O05
312	0.4	O06	O06	O06
97	0.1	W01	W01	W01
438	0.5	W02	W02	W02
281	0.3	W03	W03	W03
162	0.2	W04	W04	W04
38	0.0	W05	W05	W05
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the September 2012 Active Duty Master Edit File.

PNDTHCD Person Death Code DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE052_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
306	0.3			unknown
88507	99.7	N	N	No
3	0.0	Y	Y	Yes
88816	100.0	TOTALS		

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLCATCD Personnel Category Code DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE046_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
306	0.3			NA/unknown
88360	99.5	A	A	Active Duty
150	0.2	R	R	Retired (Recalled)
88816	100.0	TOTALS		

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLECEDT Personnel Entitlement Condition End Calendar Date DEERS

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE057_	CHAR	8	$CHAR008

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88592	99.8			
1	0.0	20130507	20130507	20130507
1	0.0	20141005	20141005	20141005
7	0.0	20141030	20141030	20141030
6	0.0	20141031	20141031	20141031
4	0.0	20141101	20141101	20141101
2	0.0	20141102	20141102	20141102
2	0.0	20141103	20141103	20141103
1	0.0	20141104	20141104	20141104
6	0.0	20141105	20141105	20141105
8	0.0	20141106	20141106	20141106
6	0.0	20141107	20141107	20141107
7	0.0	20141108	20141108	20141108
11	0.0	20141109	20141109	20141109
1	0.0	20141110	20141110	20141110
4	0.0	20141111	20141111	20141111
6	0.0	20141112	20141112	20141112
9	0.0	20141113	20141113	20141113
8	0.0	20141114	20141114	20141114
11	0.0	20141115	20141115	20141115
10	0.0	20141116	20141116	20141116
3	0.0	20141117	20141117	20141117
3	0.0	20141118	20141118	20141118
16	0.0	20141119	20141119	20141119
16	0.0	20141120	20141120	20141120
12	0.0	20141121	20141121	20141121
4	0.0	20141122	20141122	20141122
6	0.0	20141123	20141123	20141123
4	0.0	20141124	20141124	20141124
6	0.0	20141125	20141125	20141125
7	0.0	20141126	20141126	20141126
6	0.0	20141127	20141127	20141127
10	0.0	20141128	20141128	20141128
10	0.0	20141129	20141129	20141129
10	0.0	20141130	20141130	20141130
88816	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLECERS Personnel Entitlement Condition End Reason Code DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE047_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88586	99.7			NA/unknown
223	0.3	Q	Q	Date is certain
1	0.0	R	R	Estimated termination date
6	0.0	U	U	No date can be predicted
88816	100.0	TOTALS		

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLECTYP Personnel Entitlement Condition Type Code DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE053_	CHAR	2	$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88586	99.7			NA/unknown
3	0.0	03	03	On appellate leave
4	0.0	04	04	Prisoner in military or civil confinement
217	0.2	40	40	180 days Transition Assistance for involuntary separation from Active Duty
6	0.0	41	41	180 Transition Assistance for stop/loss separation from active duty or from a voluntary extension in support of a contingency.
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLENDDT Personnel End Calendar Date DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE057_	CHAR	8	$CHAR008

CODES TOO NUMEROUS TO LIST HERE.

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

PNLERSN Personnel End Reason Code DEERS

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE050_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
306	0.3			Unknown
3	0.0	D	D	Death
67	0.1	Q	Q	Date is certain
77672	87.5	R	R	Estimated termination date
502	0.6	S	S	Separated from organization or personnel category
10266	11.6	U	U	No date predicted
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point In Time Extract (PITE).

POPFLAG Population Flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE038_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88816	100.0	A	A	Active Duty
88816	100.0	TOTALS		

This variable is constructed from September 2012 Active Duty Master Edit File variables.

POPSAMP Population/Sample Flag Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE079_	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88816	100.0	1	1	Sample
88816	100.0	TOTALS		

This variable is constructed.

RACE Race Code Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE054_	CHAR	3	$CHAR003

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14946	16.8	001	001	American Indian/Alaskan Native (AI/AK)
11551	13.0	002	002	Asian (A)
16977	19.1	003	003	Black or African American (B/AA)
12898	14.5	004	004	Native Hawaiian or Other Pacific Islander (H/PI)
22165	25.0	005	005	White (W)
42	0.1	100	100	AI/AN, A
25	0.0	101	101	AI/AN, A, B/AA
6	0.0	102	102	AI/AN, A, B/AA, H/PI
36	0.0	103	103	AI/AN, A, B/AA, H/PI, W
21	0.0	104	104	AI/AN, A, B/AA, W
27	0.0	105	105	AI/AN, A, H/PI
45	0.1	106	106	AI/AN, A, H/PI, W
56	0.1	107	107	AI/AN, A, W
511	0.6	108	108	AI/AN, B/AA
29	0.0	109	109	AI/AN, B/AA, H/PI
13	0.0	110	110	AI/AN, B/AA, H/PI, W
205	0.2	111	111	AI/AN, B/AA, W
31	0.0	112	112	AI/AN, H/PI
105	0.1	113	113	AI/AN, H/PI, W
2949	3.3	114	114	AI/AN, W
211	0.2	115	115	A, B/AA
56	0.1	116	116	A, B/AA, H/PI
22	0.0	117	117	A, B/AA, H/PI, W
35	0.0	118	118	A, B/AA, W
513	0.6	119	119	A, H/PI
132	0.2	120	120	A, H/PI, W
679	0.8	121	121	A, W
131	0.2	122	122	B/AA, H/PI
30	0.0	123	123	B/AA, H/PI, W
744	0.8	124	124	B/AA, W
297	0.3	125	125	H/PI, W
3328	3.8	999	999	Unknown
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the September 2012 Active Duty Master Edit File.

RACE_ETH Constructed Race Ethnic

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE033_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14595	16.4	A	A	American Indian / Alaskan Native
11421	12.9	B	B	Asian
16151	18.2	C	C	Black
12309	13.9	D	D	White
14825	16.7	E	E	Hispanic
12807	14.4	F	F	Hawaiian /Pacific Islander
6299	7.1	M	M	Multi Race
409	0.5	Z	Z	Unknown
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from September 2012 Active Duty Master Edit File variables.

RANDOM Random Number Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE076_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1051 to 999984267.
This variable is constructed.

RANKABB Abbreviated Rank Constructed

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE056_	CHAR	7	$CHAR007

CODES TOO NUMEROUS TO LIST HERE.

This variable is constructed from September 2012 Active Duty Master Edit File variables.

SAMP_WGT Sample Weight SAMP_WGT = NSTRAT/NSAMP

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE076_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 145.238901.
This variable is constructed.

SEX Sex Active Duty Master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE042_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15657	17.6	F	F	Female
73159	82.4	M	M	Male
88816	100.0	TOTALS		

This variable is taken from the September 2012 Active Duty Master Edit File.

STRAT Stratum

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE059_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 122.
This variable is constructed.

SVC Service Branch Classification Code Active Duty master Edit File

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$WE041_	CHAR	1	$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29581	33.3	A	A	Army
4782	5.4	C	C	Coast Guard
12212	13.8	F	F	Air Force
16793	18.9	M	M	Marine Corps
25448	28.7	N	N	Navy
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from the September 2012 Active Duty Master Edit File.

Information on Weighting-Confidential

TOTAL Variance Estimation Strata Totals Based On Sampling Frame Counts

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
12	NUM	8	12

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 212.71409868 to 147189.

COMPFLAG Questionnaire complete flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
COMPFLG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67375	75.9	-1	.B	No survey return
3419	3.9	0	0	Incomplete
18022	20.3	1	1	Complete
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CRITFLAG Critical questions complete flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
CRITFLG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67375	75.9	-1	.B	No survey return
3405	3.8	0	0	Critical items not complete
18036	20.3	1	1	Critical items complete
88816	100.0	TOTALS		

ELIGAF ELIGAF: Eligibility flag for briefing for Air Force only

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85023	95.7	0	0	Ineligible or No Response
3793	4.3	1	1	Eligible
88816	100.0	TOTALS		

ELIGARMY ELIGARMY: Eligibility flag for briefing for Army only

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84459	95.1	0	0	Ineligible or No Response
4357	4.9	1	1	Eligible
88816	100.0	TOTALS		

ELIGCG ELIGCG: Eligibility flag for briefing for Coast Guard only

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
86773	97.7	0	0	Ineligible or No Response
2043	2.3	1	1	Eligible
88816	100.0	TOTALS		

ELIGMC ELIGMC: Eligibility flag for briefing for Marine Corps only

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85677	96.5	0	0	Ineligible or No Response
3139	3.5	1	1	Eligible
88816	100.0	TOTALS		

ELIGNAVY ELIGNAVY: Eligibility flag for briefing for Navy only

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84130	94.7	0	0	Ineligible or No Response
4686	5.3	1	1	Eligible
88816	100.0	TOTALS		

FLAG_FIN Final Disposition

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
FLAGFIN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20355	22.9	1	1	1 - Returned survey
1	0.0	2	2	2 - Return (deceased)
2	0.0	6	6	6 - Return (separated/retired)
3	0.0	7	7	7 - Return (deployed)
114	0.1	8	8	8 - Return (all other reasons)
3	0.0	13	13	13 - Returned Blank (separated/retired)
7	0.0	14	14	14 - Returned Blank (active refusal)
2	0.0	15	15	15 - Returned Blank (deployed)
954	1.1	17	17	17 - Returned Blank (no reason)
31	0.0	18	18	18 - No Return (deceased)
57	0.1	22	22	22 - No Return (separated/retired)
287	0.3	23	23	23 - No Return (active refusal)
30	0.0	24	24	24 - No Return (deployed)
52815	59.5	26	26	26 - No Return (no reason)
11698	13.2	27	27	27 - PND (no address remaining)
1374	1.6	28	28	28 - PND (address remaining at the close of field)
40	0.1	29	29	29 - Original Non-Locatable
1043	1.2	30	30	30 - Original ineligible as identified by DMDC
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

QCOMPN Questions completed count

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE060_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 111.

QCOMPNF Questionnaire Complete Number Flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE026_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
68341	77.0	0	0	QCompN <= 0
20475	23.1	1	1	QCompN > 0
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

QCOMPP Questions completed proportion

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE077_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 1.

REC_INEL Record Ineligible Flag

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87773	98.8	0	0	Eligible DEERS 1003
1043	1.2	1	1	Ineligible DEERS 1003
88816	100.0	TOTALS		

REFUSE Reason survey refused

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE021_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88332	99.5	0	0	0 - Not refused
373	0.4	3	3	3 - No Reason
2	0.0	4	4	4 - Survey took too long
1	0.0	5	5	5 - Intrusive
97	0.1	6	6	6 - Other
2	0.0	15	15	15 - Not at this address/refused by current resident
9	0.0	50	50	50 - Permanent Do Not Survey
88816	100.0	TOTALS		

SAMP_DC Sample Disposition Code - Postal and Phone

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE078_	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1043	1.2	1	1	1-Record ineligible based on Eligible from sample
94	0.1	2	2	2-Ineligible--Self/Proxy-report
156	0.2	3	3	3-Ineligible--Survey Self Report
18018	20.3	4	4	4-Complete Eligible Response
2295	2.6	5	5	5-Incomplete Eligible Response
369	0.4	8	8	8-Refused/deployed/other
914	1.0	9	9	9-Blank
13112	14.8	10	10	10-Not Locatable/PND
52815	59.5	11	11	11-Non-respondents
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SCSINEL Reason reported for ineligibility

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE020_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88684	99.9	0	0	0 - Not ineligible
35	0.0	2	2	2 - Deceased
28	0.0	9	9	9 - Separated
34	0.0	12	12	12 - Retired
35	0.0	14	14	14 - Deployed
88816	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SPREFUSE Self/Proxy-report Refuse for Weighting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88331	99.5	0	0	Other
485	0.6	1	1	Self/Proxy-Report Refuse
88816	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SPRINEL Self/Proxy-report Ineligible for Weighting

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88719	99.9	0	0	Other
97	0.1	1	1	Self-/Proxy-Report Ineligible
88816	100.0	TOTALS		

Information on Weighting-Confidential

SSRINEL Survey Self-Report Ineligible

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
WE034_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88659	99.8	0	0	Eligible on Survey Self-Report
157	0.2	1	1	Ineligible on Survey Self-Report
88816	100.0	TOTALS		

V_STRAT Variance estimation strata (about 25 or more usable responses)

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
12	NUM	8	12

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 113.

Appendix H
Flat File Layout for the Public-Release Data File

Variable	Type	Start	Stop	Length	Label
RETINT1	Num	0001	0002	002	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
SATOVER	Num	0003	0004	002	Overall, how satisfied are you with the military way of life?
ORGWRKA	Num	0005	0006	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one
ORGWRKB	Num	0007	0008	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one
ORGWRKC	Num	0009	0010	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one
ORGWRKD	Num	0011	0012	002	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. The people in your work group are
ORGWRKE	Num	0013	0014	002	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. You are satisfied with the
WRKPROBA	Num	0015	0016	002	How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each
WRKPROBB	Num	0017	0018	002	How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each
WRKPROBC	Num	0019	0020	002	How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each
WRKPROBD	Num	0021	0022	002	How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each
MILWRKA	Num	0023	0024	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for
MILWRKB	Num	0025	0026	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for
MILWRKC	Num	0027	0028	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for
MILWRKD	Num	0029	0030	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for
MILWRKE	Num	0031	0032	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for
PREPAREA	Num	0033	0034	002	Overall, how well prepared... Mark one answer for each item. Are
PREPAREB	Num	0035	0036	002	Overall, how well prepared... Mark one answer for each item. Is
MORALEA	Num	0037	0038	002	How would you rate... Mark one answer for each item. Your
MORALEB	Num	0039	0040	002	How would you rate... Mark one answer for each item. The
MEMUNITA	Num	0041	0042	002	How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement. Service
MEMUNITB	Num	0043	0044	002	How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement. Service
MEMUNITC	Num	0045	0046	002	How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement. Service
MEMUNITD	Num	0047	0048	002	How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement. Service

HEALTHA	Num	0049	0050	002	How true or false is each of the following statements for you? Mark one answer for each statement. I am as healthy as anybody I
HEALTHB	Num	0051	0052	002	How true or false is each of the following statements for you? Mark one answer for each statement. I seem to get sick a little
HEALTHC	Num	0053	0054	002	How true or false is each of the following statements for you? Mark one answer for each statement. I expect my health to get
HEALTHD	Num	0055	0056	002	How true or false is each of the following statements for you? Mark one answer for each statement. My health is excellent.
WSTRESS	Num	0057	0058	002	Overall, how would you rate... Mark one answer for each item.
PSTRESS	Num	0059	0060	002	Overall, how would you rate... Mark one answer for each item. The current level of stress in your personal life?
EFFORTA	Num	0061	0062	002	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
EFFORTB	Num	0063	0064	002	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
EFFORTC	Num	0065	0066	002	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
PROMOTE	Num	0067	0068	002	In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting
MILATTA	Num	0069	0070	002	Has the military paid too much or too little attention to... Mark one answer for each item. Racial/ethnic
MILATTB	Num	0071	0072	002	Has the military paid too much or too little attention to... Mark one answer for each item. Sexual harassment/discrimination?
MILATTC	Num	0073	0074	002	Has the military paid too much or too little attention to... Mark one answer for each item. Religious harassment/discrimination?
MILATTD	Num	0075	0076	002	Has the military paid too much or too little attention to... Mark one answer for each item. Other harassment/discrimination?
RACERELA	Num	0077	0078	002	How would you rate race relations... Mark one answer for each
RACERELB	Num	0079	0080	002	How would you rate race relations... Mark one answer for each
RACERELC	Num	0081	0082	002	How would you rate race relations... Mark one answer for each
RACERELD	Num	0083	0084	002	How would you rate race relations... Mark one answer for each item. In the local community around your installation?
RATEWGA	Num	0085	0086	002	In your work group, to what extent... Mark one answer for each item. Would members feel free to report racial/ethnic harassment
RATEWGB	Num	0087	0088	002	In your work group, to what extent... Mark one answer for each item. Would reports about racial/ethnic harassment and
RATEWGC	Num	0089	0090	002	In your work group, to what extent... Mark one answer for each item. Would people be able to get away with racial/ethnic
RATEWGD	Num	0091	0092	002	In your work group, to what extent... Mark one answer for each item. Are policies forbidding racial/ethnic harassment and
RATEWGE	Num	0093	0094	002	In your work group, to what extent... Mark one answer for each item. Are reporting procedures related to racial/ethnic
COMFORTA	Num	0095	0096	002	To what extent do you feel... Mark one answer for each item. Comfortable interacting with people from different racial/ethnic

COMFORTB	Num	0097	0098	002	To what extent do you feel... Mark one answer for each item. Pressure from Service members who are of your race/ethnicity
COMFORTC	Num	0099	0100	002	To what extent do you feel... Mark one answer for each item. The need to watch what you say when interacting with people from
COMFORTD	Num	0101	0102	002	To what extent do you feel... Mark one answer for each item. The need to watch your behavior (for example, body language or facial
COMFORTE	Num	0103	0104	002	To what extent do you feel... Mark one answer for each item. Comfortable interacting with people who have different religious
COMFORTF	Num	0105	0106	002	To what extent do you feel... Mark one answer for each item. Pressure from Service members to avoid socializing with members
COMFORTG	Num	0107	0108	002	To what extent do you feel... Mark one answer for each item. Comfortable being open about your religious beliefs with other
NATREH	Num	0109	0110	002	In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last
NATION	Num	0111	0112	002	In your opinion, have race/ethnic relations in our nation gotten
NATIONYOU	Num	0113	0114	002	In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic
MILREH	Num	0115	0116	002	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the
MILOVER	Num	0117	0118	002	In your opinion, have race/ethnic relations in the military gotten
MILYOU	Num	0119	0120	002	In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic
SUPSAT	Num	0121	0122	002	Tabs: Supervisor Satisfaction Scale created from Q11a-f
CWORKSAT	Num	0123	0124	002	Tabs: Coworker Satisfaction Scale Q18a-e
WORKHOST	Num	0125	0126	002	Tabs: Workplace Hostility Scale Q19a-i
WORKSAT	Num	0127	0128	002	Tabs: Work Satisfaction Scale Q20a-e
COHESION	Num	0129	0130	002	Tabs: Unit Cohesion Scale Q23a-d
GENHEAL	Num	0131	0132	002	Tabs: General Health Scale Q24a-d, with items Q24b-c reverse
STRESS	Num	0133	0134	002	Tabs: Perceived Stress Scale Q26a-j
DEPRESSION	Num	0135	0136	002	Tabs: Depression Scale Q27a-h
DODOFF	Num	0137	0138	002	Tabs: Offensive Encounters Scale Q28a-k and Q29
DODTHRT	Num	0139	0140	002	Tabs: Threat/Harm Scale Q28l-q and Q29
INC_H	Num	0141	0142	002	Tabs: Harassment Rate Q28a-q and Q29
POORSRV	Num	0143	0144	002	Tabs: Providers/Authorities scale: Constructed from Q31r-t and
PUNISH	Num	0145	0146	002	Tabs: Undue Punishment scale: Constructed from Q31o-p and
TESTSCR	Num	0147	0148	002	Tabs: Training/Test Score Discrimination scale: Constructed from
EVAL	Num	0149	0150	002	Tabs: Evaluation Discrimination scale: Constructed from Q31a-d
ASSIGN	Num	0151	0152	002	Tabs: Assignment/Career Discrimination scale: Constructed from
INC_D	Num	0153	0154	002	Tabs: Discrimination scale: Constructed from Q31a-t and Q32a. Q31u-Other experiences is excluded from scale
INC_MS	Num	0155	0156	002	Tabs: Harassment/Discrimination scale: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Already created for crossing variable
INCIDENT	Num	0157	0158	002	Tabs: Any Incident rate: Constructed from Q28a-q and Q31a-t
UNDRSTNDAR	Num	0159	0160	002	Tabs: Common denominator-At your installation/ship... Would you know how to report experiences of racial/ethnic harassment?
UNDRSTNDBR	Num	0161	0162	002	Tabs: Common denominator-At your installation/ship... Would you know how to report experiences of racial/ethnic

UNDRSTNDCR	Num	0163	0164	002	Tabs: Common denominator-At your installation/ship... Is the availability of reporting hotlines publicized enough?
IDEALSAR	Num	0165	0166	002	Tabs: Common denominator-Do you agree with the ideals of organizations that... Support the separation of people based on
IDEALSBR	Num	0167	0168	002	Tabs: Common denominator-Do you agree with the ideals of organizations that... Warn of the dangers of interactions between
IDEALSCR	Num	0169	0170	002	Tabs: Common denominator-Do you agree with the ideals of organizations that... Point out the dangers of racial/ethnic
XRETH2L	Num	0171	0172	002	Two level minority vs non-minority
XSEX	Num	0173	0174	002	Crossing: Total Population Gender. When self-report data (SRSEX)
XSVC	Num	0175	0176	002	Crossing: Total Population Service inluding CG. Created from
WEOA1301	Num	0177	0184	008	WEOA1301 Identification Constructed
ELIGFLGW	Num	0185	0186	002	Eligibility Flag
FINALWGT	Num	0187	0198	012	Final Weight With Non-response and Poststratification

Appendix I
Notes on Analysis

APPENDIX I: Variable Coding for the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*

```
/** Coding for ELIGFLGW **/

If SAMP_DC = 4 then ELIGFLGW = 1;
else if SAMP_DC in (2 3) then ELIGFLGW = 2;
else if SAMP_DC in (5 6 7 8 9 10 11) then ELIGFLGW = 3;
else if SAMP_DC = 1 then ELIGFLGW = 4;

/*************************************************
* HISP_IM: Create ethnicity from self-report and imputations
* When missing, record data was used for imputation:
*    ETH, which was constructed from RCCPDS
*************************************************/

HISP_IMF = 1;
HISP_IM = SRHISPA;
IF HISP_IM = . AND ETH IN ('AK' 'AL' 'AM' 'AN' 'AO') THEN DO;
  HISP_IM = 2;
  HISP_IMF = 2;
END;
IF HISP_IM = . AND ETH IN ('AA' 'AB' 'AC' 'AD' 'AF' 'AG'
'AI' 'AJ' 'AP' 'AQ' 'AR' 'AS' 'AT' 'AU' 'AV' 'BG' 'BH' ) THEN
DO;
  HISP_IM = 1;
  HISP_IMF = 2;
END;
IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B THEN HISP_IMF = .B;
IF EligSkip1 = 1 THEN HISP_IM = .S;
IF EligSkip1 = 1 THEN HISP_IMF = .S;

/*************************************************
* RACE_NI: Create 5 digit non-imputed race variable
*          used in creation of SRRACE1
*************************************************/

RACE_NI = .;
RACE_NI = (10000*SRRACEA)  /*White*/
       + ( 1000*SRRACEB)  /*Black*/
        + (  100*SRRACEC)  /*American Indian or Alaskan Native*/
        + (   10*SRRACED)  /*Asian*/
        + (    1*SRRACEE); /*Hawaiian*/
if SRRACEA = .B then RACE_NI = .B;
if EligSkip1 = 1 then RACE_NI = .S;
```

```
/************************************************
* SRRACE1: Self-reported race non-imputed. Made from RACE_NI.
************************************************/

If RACE_NI = . then SRRACE1 = .;
Else if RACE_NI = 11211 then SRRACE1 = 1;   /*AIAN*/
Else if RACE_NI = 11121 then SRRACE1 = 2;   /*Asian*/
Else if RACE_NI = 12111 then SRRACE1 = 3;   /*Black*/
Else if RACE_NI = 11112 then SRRACE1 = 4;   /*NHPI*/
Else if RACE_NI = 21111 then SRRACE1 = 5;   /*White*/
Else if RACE_NI = 11221 then SRRACE1 = 100; /*AIAN A*/
Else if RACE_NI = 12221 then SRRACE1 = 101; /*AIAN A B*/
Else if RACE_NI = 12222 then SRRACE1 = 102; /*AIAN A B NHPI*/
Else if RACE_NI = 22222 then SRRACE1 = 103; /*AIAN A B NHPI W*/
Else if RACE_NI = 22221 then SRRACE1 = 104; /*AIAN A B W*/
Else if RACE_NI = 11222 then SRRACE1 = 105; /*AIAN A NHPI*/
Else if RACE_NI = 21222 then SRRACE1 = 106; /*AIAN A NHPI W*/
Else if RACE_NI = 21221 then SRRACE1 = 107; /*AIAN A W*/
Else if RACE_NI = 12211 then SRRACE1 = 108; /*AIAN B*/
Else if RACE_NI = 12212 then SRRACE1 = 109; /*AIAN B NHPI*/
Else if RACE_NI = 22212 then SRRACE1 = 110; /*AIAN B NHPI W*/
Else if RACE_NI = 22211 then SRRACE1 = 111; /*AIAN B W*/
Else if RACE_NI = 11212 then SRRACE1 = 112; /*AIAN NHPI*/
Else if RACE_NI = 21212 then SRRACE1 = 113; /*AIAN NHPI W*/
Else if RACE_NI = 21211 then SRRACE1 = 114; /*AIAN W*/
Else if RACE_NI = 12121 then SRRACE1 = 115; /*A B*/
Else if RACE_NI = 12122 then SRRACE1 = 116; /*A B NHPI*/
Else if RACE_NI = 22122 then SRRACE1 = 117; /*A B NHPI W*/
Else if RACE_NI = 22121 then SRRACE1 = 118; /*A B W*/
Else if RACE_NI = 11122 then SRRACE1 = 119; /*A NHPI*/
Else if RACE_NI = 21122 then SRRACE1 = 120; /*A NHPI W*/
Else if RACE_NI = 21121 then SRRACE1 = 121; /*A W*/
Else if RACE_NI = 12112 then SRRACE1 = 122; /*B NHPI*/
Else if RACE_NI = 22112 then SRRACE1 = 123; /*B NHPI W*/
Else if RACE_NI = 22111 then SRRACE1 = 124; /*B W*/
Else if RACE_NI = 21112 then SRRACE1 = 125; /*NHPI W*/
If RACE_NI = .B then SRRACE1 = .B;
If EligSkip1 = 1 then SRRACE1 = .S;
```

```
/*************************************************
* RACE_IM: Create race from self-report and imputations
* Label Imputed Race code
* Footnote: This variable was created primarily from self-report
data.
* When missing record data was used for imputation: RACE
*************************************************/

RACE_IM = SRRACE1;
If RACE_IM NE . then RACE_IMF = 1; /*Not imputed*/
If SRRACE1 = . and 1<=RACE<=125 then do;
  RACE_IM = RACE;
  RACE_IMF = 2; /*Imputed*/
END;

if INCWEB = .B then RACE_IM = .B;
if INCWEB = .B then RACE_IMF = .B;
if EligSkip1 = 1 then RACE_IM = .S;
if EligSkip1 = 1 then RACE_IMF = .S;

/*************************************************
* XRETH7L: Seven level race variable for regular tabulations
* Label Cross: Race/ethnicity 7 level
*************************************************/

If      HISP_IM = 2   then XRETH7L = 1; /*Hispanic*/
Else if RACE_IM = 5   then XRETH7L = 2; /*White*/
Else if RACE_IM = 3   then XRETH7L = 3; /*Black*/
Else if RACE_IM = 1   then XRETH7L = 4; /*AIAN*/
Else if RACE_IM = 2   then XRETH7L = 5; /*Asian*/
Else if RACE_IM = 4   then XRETH7L = 6; /*NHPI*/
Else if RACE_IM >=100 then XRETH7L = 7; /*Two or more races*/
If INCWEB = .B then XRETH7L = .B;
If EligSkip1 = 1 then XRETH7L = .S;

/*************************************************
* XRETH2L: Two level minority vs non-minority
* Label Cross: Race/ethnicity 2 level
*************************************************/

XRETH2L = XRETH7L;
If      XRETH7L = 2              then XRETH2L = 1; /*White*/
Else if XRETH7L in (1 3 4 5 6 7) then XRETH2L = 2; /*Total
Minority*/
```

```
/** Coding for SAMPLE **/
/** Crossing: Total Population to Support SAM2 Processing **/

SAMPLE = 1;

/** Coding for XSVC **/
/** Crossing: Total Population Service including CG.  Created
from record data (CSERVICE) **/

XSVC = CSERVICE;

if INCWEB = .B then XSVC = .B;
if EligSkip1 = 1 then XSVC = .S;

/** Coding for XDOD **/
/** Crossing: Total DoD and Total Coast Guard.  Created from
XSVC **/

XDOD=XSVC;
if XSVC in (1 2 3 4) then XDOD = 1; /**Total DoD**/
else if XSVC = 5 then XDOD = 2; /**Total CG**/

/** Coding for XDSVC **/
/** Crossing: DoD Service with CG set to missing **/

XDSVC=XSVC;
if XSVC = 5 then XDSVC = .; /**Set CG to missing**/

/** coding for XSEX and XSEXF **/
/** Crossing: Total Population Gender.  When self-report data
(SRSEX) is missing, impute from record data (CSEX) **/

If SRSEX > .Z then do;
  XSEX = SRSEX;
  XSEXF = 1;
End;

Else if SRSEX in (. .N) and CSEX NE 0 then do;
  XSEX = CSEX;
  XSEXF = 2;
End;

If INCWEB=.B then XSEX = .B;
If INCWEB=.B then XSEXF = .B;
If EligSkip1 = 1 then XSEX = .S;
If EligSkip1 = 1 then XSEXF = .S;
```

```
/** Coding for XDSEX **/
/** Crossing: DoD Only Gender with CG set to missing.  Created
from XSEX and XDOD **/

XDSEX=XSEX;
if XDOD = 2 then XDSEX = .;

/** Coding for XPAY5L **/
/** Crossing: Total Population 5 Level Paygrade.  Created from
record data (CPAYGRP5) **/

XPAY5L=CPAYGRP5;
if CPAYGRP5 = 0 then XPAY5L = .;

if INCWEB = .B then XPAY5L = .B;
if EligSkip1 = 1 then XPAY5L = .S;

/** Coding for XPAY2L **/
/** Crossing: Total Population 2 Level Paygrade.  Created from
XPAY5L **/

XPAY2L=XPAY5L;
if XPAY5L in (1 2) then XPAY2L = 1; /**Enlisted**/
else if XPAY5L in (3 4 5) then XPAY2L = 2; /**Officers**/

/** Coding for XDPAY5L **/
/** Crossing: DoD Only 5 Level Paygrade with CG set to missing.
Created from XPAY5L and XDOD **/

XDPAY5L=XPAY5L;
if XDOD = 2 then XDPAY5L = .; /**Set CG to missing**/

/** Coding for XDPAY2L **/
/** Crossing: DoD Only 2 Level Paygrade with CG set to missing.
Created from XPAY2L and XDOD **/

XDPAY2L=XPAY2L;
if XDOD = 2 then XDPAY2L = .; /**Set CG to missing**/
```

```
/** Coding for XSVCPAY2L **/
/** Crossing: Service by 2 Level Pay.  Created from XSVC and
XPAY2L **/

if XSVC = 1 and XPAY2L = 1 then XSVCPAY2L = 1;
/**Army Enlisted**/
else if XSVC = 1 and XPAY2L = 2 then XSVCPAY2L = 2;
/**Army Officers**/
else if XSVC = 2 and XPAY2L = 1 then XSVCPAY2L = 3;
/**Navy Enlisted**/
else if XSVC = 2 and XPAY2L = 2 then XSVCPAY2L = 4;
/**Navy Officers**/
else if XSVC = 3 and XPAY2L = 1 then XSVCPAY2L = 5;
/**MC Enlisted**/
else if XSVC = 3 and XPAY2L = 2 then XSVCPAY2L = 6;
/**MC Officers**/
else if XSVC = 4 and XPAY2L = 1 then XSVCPAY2L = 7;
/**AF Enlisted**/
else if XSVC = 4 and XPAY2L = 2 then XSVCPAY2L = 8;
/**AF Officers**/
else if XSVC = 5 and XPAY2L = 1 then XSVCPAY2L = 9;
/**CG Enlisted**/
else if XSVC = 5 and XPAY2L = 2 then XSVCPAY2L = 10;
/**CG Officers**/

if INCWEB = .B then XSVCPAY2L = .B;
if EligSkip1 = 1 then XSVCPAY2L = .S;
```

```
/** Coding for XSVCPAY3L **/
/** Crossing: Service by 3 Level Pay.  Created from XSVC and
XPAY5L **/

if XSVC = 1 and XPAY5L = 1 then XSVCPAY3L = 1;
/**Army E1-E4**/
else if XSVC = 1 and XPAY5L = 2 then XSVCPAY3L = 2;
/**Army E5-E9**/
else if XSVC = 1 and XPAY5L in (3 4 5) then XSVCPAY3L = 3;
/**Army Officers**/
else if XSVC = 2 and XPAY5L = 1 then XSVCPAY3L = 4;
/**Navy E1-E4**/
else if XSVC = 2 and XPAY5L = 2 then XSVCPAY3L = 5;
/**Navy E5-E9**/
else if XSVC = 2 and XPAY5L in (3 4 5) then XSVCPAY3L = 6;
/**Navy Officers**/
else if XSVC = 3 and XPAY5L = 1 then XSVCPAY3L = 7;
/**MC E1-E4**/
else if XSVC = 3 and XPAY5L = 2 then XSVCPAY3L = 8;
/**MC E5-E9**/
else if XSVC = 3 and XPAY5L in (3 4 5) then XSVCPAY3L = 9;
/**MC Officers**/
Else if XSVC = 4 and XPAY5L = 1 then XSVCPAY3L = 10;
/**AF E1-E4**/
else if XSVC = 4 and XPAY5L = 2 then XSVCPAY3L = 11;
/**AF E5-E9**/
else if XSVC = 4 and XPAY5L in (3 4 5) then XSVCPAY3L = 12;
/**AF Officers**/
else if XSVC = 5 and XPAY5L = 1 then XSVCPAY3L = 13;
/**CG E1-E4**/
else if XSVC = 5 and XPAY5L = 2 then XSVCPAY3L = 14;
/**CG E5-E9**/
else if XSVC = 5 and XPAY5L in (3 4 5) then XSVCPAY3L = 15;
/**CG Officers**/

if INCWEB = .B then XSVCPAY3L = .B;
if EligSkip1 = 1 then XSVCPAY3L = .S;
```

```
/** Coding for XDEPLOY **/
/** Crossing: Total Population Deployed/Not Deployed in the Past
12 Months. Created from self-report data (OPSA, OPSB, OPSC) **/

if OPSA = 2 or OPSB = 2 or OPSC = 2 then XDEPLOY = 2;
/**Deployed past 12 months**/
else if OPSA = . and OPSB = . and OPSC = . then XDEPLOY = .;
else if OPSA in (. 1) and OPSB in (. 1) and OPSC in (. 1) then
XDEPLOY = 1; /**Not deployed past 12 months**/

if INCWEB = .B then XDEPLOY = .B;
if EligSkip1 = 1 then XDEPLOY = .S;

/** Coding for XDDEPLOY **/
/** Crossing: DoD Only Deployed/Not Deployed in the Past 12
Months.  Set CG to missing.  Created from XDEPLOY **/

XDDEPLOY=XDEPLOY;
if XDOD = 2 then XDDEPLOY = .;

/** Coding for XDRETH7L **/
/** Crossing: DoD Only 7 Level Race.  Set CG to missing.
Created from XRETH7L and XDOD **/

XDRETH7L=XRETH7L;
if XDOD = 2 then XDRETH7L = .; /**Set CG to missing**/

/** Coding for XDRETH2L **/
/** Crossing: DoD Only 2 Level Race.  Set CG to missing.
Created from XRETH2L and XDOD **/

XDRETH2L=XRETH2L;
if XDOD = 2 then XDRETH2L = .; /**Set CG to missing**/
```

```
/** Coding for XSVCRETH2L **/
/** Crossing: Service by 2 Level Race.  Created from XSVC and
XRETH2L **/

if XSVC = 1 and XRETH2L = 1 then XSVCRETH2L = 1;
/**Army White**/
else if XSVC = 1 and XRETH2L = 2 then XSVCRETH2L = 2;
/**Army Total
Minority**/
else if XSVC = 2 and XRETH2L = 1 then XSVCRETH2L = 3;
/**Navy White**/
else if XSVC = 2 and XRETH2L = 2 then XSVCRETH2L = 4;
/**Navy Total Minority**/
else if XSVC = 3 and XRETH2L = 1 then XSVCRETH2L = 5;
/**MC White**/
else if XSVC = 3 and XRETH2L = 2 then XSVCRETH2L = 6;
/**MC Total Minority**/
else if XSVC = 4 and XRETH2L = 1 then XSVCRETH2L = 7;
/**AF White**/
else if XSVC = 4 and XRETH2L = 2 then XSVCRETH2L = 8;
/**AF Total Minority**/
else if XSVC = 5 and XRETH2L = 1 then XSVCRETH2L = 9;
/**CG White**/
else if XSVC = 5 and XRETH2L = 2 then XSVCRETH2L = 10;
/**CG Total Minority**/

if INCWEB = .B then XSVCRETH2L = .B;
if EligSkip1 = 1 then XSVCRETH2L = .S;
```

```
/** Coding for XSVCRETH4L **/
/** Crossing: Service by 4 Level Race.  Created from XSVC,
XRETH2L, and XRETH7L.  Exludes NH Whites **/

if XRETH2L = 2 then do;
  if XSVC = 1 and XRETH7L = 3 then XSVCRETH4L = 1;
  /**Army Black**/
  else if XSVC = 1 and XRETH7L = 1 then XSVCRETH4L = 2;
  /**Army Hispanic**/
  else if XSVC = 1 and XRETH7L = 5 then XSVCRETH4L = 3;
  /**Army Asian**/
  else if XSVC = 1 and XRETH7L in (4 6 7) then XSVCRETH4L = 4;
  /**Army Other Race/Ethnicity**/
  else if XSVC = 2 and XRETH7L = 3 then XSVCRETH4L = 5;
  /**Navy Black**/
  else if XSVC = 2 and XRETH7L = 1 then XSVCRETH4L = 6;
  /**Navy Hispanic**/
  else if XSVC = 2 and XRETH7L = 5 then XSVCRETH4L = 7;
  /**Navy Asian**/
  else if XSVC = 2 and XRETH7L in (4 6 7) then XSVCRETH4L = 8;
  /**Navy Other Race/Ethnicity**/
  else if XSVC = 3 and XRETH7L = 3 then XSVCRETH4L = 9;
  /**MC Black**/
  else if XSVC = 3 and XRETH7L = 1 then XSVCRETH4L = 10;
  /**MC Hispanic**/
  else if XSVC = 3 and XRETH7L = 5 then XSVCRETH4L = 11;
  /**MC Asian**/
  else if XSVC = 3 and XRETH7L in (4 6 7) then XSVCRETH4L = 12;
  /**MC Other Race/Ethnicity**/
  else if XSVC = 4 and XRETH7L = 3 then XSVCRETH4L = 13;
  /**AF Black**/
  else if XSVC = 4 and XRETH7L = 1 then XSVCRETH4L = 14;
  /**AF Hispanic**/
  else if XSVC = 4 and XRETH7L = 5 then XSVCRETH4L = 15;
  /**AF Asian**/
  else if XSVC = 4 and XRETH7L in (4 6 7) then XSVCRETH4L = 16;
  /**AF Other Race/Ethnicity**/
  else if XSVC = 5 and XRETH7L = 3 then XSVCRETH4L = 17;
  /**CG Black**/
  else if XSVC = 5 and XRETH7L = 1 then XSVCRETH4L = 18;
  /**CG Hispanic**/
  else if XSVC = 5 and XRETH7L = 5 then XSVCRETH4L = 19;
  /**CG Asian**/
  else if XSVC = 5 and XRETH7L in (4 6 7) then XSVCRETH4L = 20;
  /**CG Other Race/Ethnicity**/
end;
```

```
if INCWEB = .B then XSVCRETH4L = .B;
if EligSkip1 = 1 then XSVCRETH4L = .S;

/** Coding for REHFREQAR-REHFREQRR **/
/** REHFREQAR-RR: Make 0/1 indicator variables to aid in
counting **/

Array Q28  (*) REHFREQA  REHFREQB  REHFREQC  REHFREQD REHFREQE
REHFREQF  REHFREQG  REHFREQH  REHFREQI  REHFREQJ REHFREQK
REHFREQL  REHFREQM  REHFREQN  REHFREQO  REHFREQP REHFREQQ
REHFREQR ;

Array Q28R (*) REHFREQAR REHFREQBR REHFREQCR REHFREQDR REHFREQER
REHFREQFR REHFREQGR REHFREQHR REHFREQIR REHFREQJR REHFREQKR
REHFREQLR REHFREQMR REHFREQNR REHFREQOR REHFREQPR REHFREQQR
REHFREQRR ;

do i = 1 to dim(Q28);
     Q28R(I) = Q28(I);
  If Q28(I) = 1 then Q28R(I) = 0;
  Else if Q28(I) GT 1 then Q28R(I) = 1;
End;

/** Coding for REHOCCURAR2-REHOCCURUR2 **/
/** REHOCCURAR2-UR2: Collapse into Experienced/Not experienced
**/

Array Q31   (*) REHOCCURA REHOCCURB REHOCCURC REHOCCURD
REHOCCURE REHOCCURF REHOCCURG REHOCCURH REHOCCURI REHOCCURJ
REHOCCURK REHOCCURL REHOCCURM REHOCCURN REHOCCURO REHOCCURP
REHOCCURQ REHOCCURR REHOCCURS REHOCCURT REHOCCURU;

Array Q31R2 (*) REHOCCURAR2 REHOCCURBR2 REHOCCURCR2 REHOCCURDR2
REHOCCURER2 REHOCCURFR2 REHOCCURGR2 REHOCCURHR2 REHOCCURIR2
REHOCCURJR2 REHOCCURKR2 REHOCCURLR2 REHOCCURMR2 REHOCCURNR2
REHOCCUROR2 REHOCCURPR2 REHOCCURQR2 REHOCCURRR2 REHOCCURSR2
REHOCCURTR2 REHOCCURUR2;

do i = 1 to dim(Q31R2);
     Q31R2{I} = Q31{I};
  If Q31{I} = 1 then Q31R2{I} = 1;
  Else if Q31{I} in (2 3) then Q31R2{I} = 0;
End;
```

```
/** SRRACEM - More than one race marked **/

If sum (of SRRACEA SRRACEB SRRACEC SRRACED SRRACEE) > 6 then
SRRACEM = 2; /*Marked*/
else SRRACEM = 1 ; /*Not Marked*/

if SRRACEA in (.B,.N,.S,.) then SRRACEM=SRRACEA;

/** Coding for SRYEARSR: Tabs: Recode years of military service
into categories **/

SRYEARSR=SRYEARS;
if SRYEARS in (0 1 2 3 4 5) then SRYEARSR = 1;
else if SRYEARS in (6 7 8) then SRYEARSR = 2;
else if SRYEARS in (9 10 11) then SRYEARSR = 3;
else if SRYEARS in (12 13 14 15 16) then SRYEARSR = 4;
else if SRYEARS in (17 18 19) then SRYEARSR = 5;
else if SRYEARS >= 20 then SRYEARSR = 6;

/** Coding for OPSAR-OPSCR: Tabs: Deployment operations-Set
missing to no for common denominator **/

ARRAY DEPOPS OPSAR OPSBR OPSCR;

OPSAR=OPSA;
OPSBR=OPSB;
OPSCR=OPSC;

if n (of OPSAR OPSBR OPSCR)>0 then do;
     do over DEPOPS;
    if DEPOPS in (. .I) then DEPOPS = 1;
  end;
end;
```

```
/** Coding for SUPSAT: Tabs: Supervisor Satisfaction Scale
created from Q11a-f **/

SUPSAT1 = (MILSUPA in (1 2 3 4 5)) + (MILSUPB in (1 2 3 4 5)) +
(MILSUPC in (1 2 3 4 5)) + (MILSUPD in (1 2 3 4 5)) +
(MILSUPE in (1 2 3 4 5)) + (MILSUPF in (1 2 3 4 5));

if SUPSAT1 = 6 then SUPSAT = mean
(MILSUPA,MILSUPB,MILSUPC,MILSUPD,MILSUPE,MILSUPF);

if INCWEB = .B then SUPSAT1 = .B;
if INCWEB = .B then SUPSAT = .B;
if EligSkip1 = 1 then SUPSAT1 = .S;
if EligSkip1 = 1 then SUPSAT = .S;

/** Coding for MENTEFFAR-MENTEFFLR: Tabs: Mentor Roles-Set Did
not provide to missing for bar chart **/

ARRAY MNTEF MENTEFFA MENTEFFB MENTEFFC MENTEFFD MENTEFFE
MENTEFFF MENTEFFG MENTEFFH MENTEFFI MENTEFFJ MENTEFFK MENTEFFL;

ARRAY MNTEFR MENTEFFAR MENTEFFBR MENTEFFCR MENTEFFDR MENTEFFER
MENTEFFFR MENTEFFGR MENTEFFHR MENTEFFIR MENTEFFJR MENTEFFKR
MENTEFFLR;

do over MNTEF;
  MNTEFR=MNTEF;
  if MNTEF = 6 then MNTEFR = .;
end;
```

```
/** Coding for MENTEFFAR2-MENTEFFLR2: Tabs: Mentor Roles-Set did
not provide to no and all other responses to yes to show that
behavior was received **/

ARRAY MNTEFR2 MENTEFFAR2 MENTEFFBR2 MENTEFFCR2 MENTEFFDR2
MENTEFFER2 MENTEFFFR2 MENTEFFGR2 MENTEFFHR2 MENTEFFIR2
MENTEFFJR2 MENTEFFKR2 MENTEFFLR2;

do over MNTEF;
  MNTEFR2=MNTEF;
  if N(of MENTEFFA MENTEFFB MENTEFFC MENTEFFD MENTEFFE MENTEFFF
  MENTEFFG MENTEFFH MENTEFFI MENTEFFJ MENTEFFK MENTEFFL) > 0
  then do;
    if MNTEF in (. .I) then MNTEFR2 = 6;
  end;
  if MNTEFR2 = 6 then MNTEFR2 = 1;
  else if MNTEFR2 in (1 2 3 4 5) then MNTEFR2 = 2;
end;
```

```
/** MENTORC: Career Mentoring: Constructed from Q14a-Q14h, Q14j.
Q14C_P Con: Counts the items provided in the Career Mentoring
scale
Q14C_NP Con: Counts the items not provided in the Career
Mentoring scale
Q14C_Miss Con: Counts the items missing in the Career Mentoring
scale **/

Q14C_P = 0;
Q14C_NP= 0;
Q14C_Miss= 0;

Array Array_MENTORC MENTEFFA MENTEFFB MENTEFFC MENTEFFD MENTEFFE
MENTEFFF MENTEFFG MENTEFFH MENTEFFJ;
Do over Array_MENTORC;
     If Array_MENTORC in (1 2 3 4 5) then Q14C_P = Q14C_P + 1;
     Else If Array_MENTORC = 6 then Q14C_NP = Q14C_NP + 1;
     Else If Array_MENTORC in (. .A) then Q14C_Miss =
     Q14C_Miss + 1;
END;

If Q14C_NP < 9 then do;
  If (Q14C_P/(9-Q14C_NP)) = 1 then MENTORC = mean (MENTEFFAR,
  MENTEFFBR, MENTEFFCR, MENTEFFDR, MENTEFFER, MENTEFFFR,
  MENTEFFGR, MENTEFFHR, MENTEFFJR);
End;

If INCWEB = .B then do;
  Q14C_P  = .B;
  Q14C_NP = .B;
  Q14C_Miss = .B;
  MENTORC = .B;
End;
If EligSkip1 = 1 then do;
  Q14C_P  = .S;
  Q14C_NP = .S;
  Q14C_Miss = .S;
  MENTORC = .S;
End;
If MENTEFFA = .N then do;
  Q14C_P  = .N;
  Q14C_NP = .N;
  Q14C_Miss = .N;
  MENTORC = .N;
End;
```

```
/** MENTORP: Psychosocial Mentoring: Constructed from Q14i,
Q14k, and Q14l.
MENTORP Tab: Psychosocial Mentoring scale: Psychosocial
Mentoring can be defined as mentor behaviors that support a
mentee's development of a professional identity.
Q14P_P Con: Counts the items provided in the Psychosocial
Mentoring scale
Q14P_NP Con: Counts the items not provided in the Psychosocial
Mentoring scale
Q14P_Miss Con: Counts the items missing in the Psychosocial
Mentoring scale **/

Q14P_P = 0;
Q14P_NP= 0;
Q14P_Miss= 0;

Array Array_MENTORP MENTEFFI MENTEFFK MENTEFFL;
Do over Array_MENTORP;
     If Array_MENTORP in (1 2 3 4 5) then Q14P_P = Q14P_P + 1;
     Else If Array_MENTORP = 6 then Q14P_NP = Q14P_NP + 1;
     Else If Array_MENTORP in (. .A) then Q14P_Miss =
     Q14P_Miss + 1;
END;

If Q14P_NP < 3 then do;
  If (Q14P_P/(3-Q14P_NP)) = 1 then MENTORP = mean (MENTEFFIR,
  MENTEFFKR, MENTEFFLR);
End;

If INCWEB = .B then do;
  Q14P_P  = .B;
  Q14P_NP = .B;
  Q14P_Miss = .B;
  MENTORP = .B;
End;
If EligSkip1 = 1 then do;
  Q14P_P  = .S;
  Q14P_NP = .S;
  Q14P_Miss = .S;
  MENTORP = .S;
End;
If MENTEFFI = .N then do;
  Q14P_P  = .N;
  Q14P_NP = .N;
  Q14P_Miss = .N;
  MENTORP = .N;
End;
```

```
/** RACEMENTM - More than one race marked **/

If sum (of RACEMENTA RACEMENTB RACEMENTC RACEMENTD RACEMENTE
RACEMENTF RACEMENTG) > 8 then RACEMENTM = 2; /*Marked*/
else RACEMENTM = 1 ; /*Not Marked*/

if RACEMENTA in (.B,.N,.S,.) then RACEMENTM=RACEMENTA;

/** Coding for CWORKSAT: Tabs: Coworker Satisfaction Scale
Q18a-e **/

CWORKSAT1 = (ORGWRKA in (1 2 3 4 5)) + (ORGWRKB in (1 2 3 4 5))
+ (ORGWRKC in (1 2 3 4 5)) + (ORGWRKD in (1 2 3 4 5)) + (ORGWRKE
in (1 2 3 4 5));

if CWORKSAT1 = 5 then CWORKSAT = mean
(ORGWRKA,ORGWRKB,ORGWRKC,ORGWRKD,ORGWRKE);

if INCWEB = .B then CWORKSAT1 = .B;
if INCWEB = .B then CWORKSAT = .B;
if EligSkip1 = 1 then CWORKSAT1 = .S;
if EligSkip1 = 1 then CWORKSAT = .S;

/** Coding for WORKHOST: Tabs: Workplace Hostility Scale Q19a-i
**/

WORKHOST1 = (WRKPROBA in (1 2 3 4 5)) +
(WRKPROBB in (1 2 3 4 5)) + (WRKPROBC in (1 2 3 4 5)) +
(WRKPROBD in (1 2 3 4 5)) + (WRKPROBE in (1 2 3 4 5)) +
(WRKPROBF in (1 2 3 4 5)) + (WRKPROBG in (1 2 3 4 5)) +
(WRKPROBH in (1 2 3 4 5)) + (WRKPROBI in (1 2 3 4 5));

if WORKHOST1 = 9 then WORKHOST = mean
(WRKPROBA,WRKPROBB,WRKPROBC,WRKPROBD,WRKPROBE,WRKPROBF,WRKPROBG,
WRKPROBH,WRKPROBI);

if INCWEB = .B then WORKHOST1 = .B;
if INCWEB = .B then WORKHOST = .B;
if EligSkip1 = 1 then WORKHOST1 = .S;
if EligSkip1 = 1 then WORKHOST = .S;
```

```
/** Coding for WORKSAT: Tabs: Work Satisfaction Scale Q20a-e **/

WORKSAT1 = (MILWRKA in (1 2 3 4 5)) + (MILWRKB in (1 2 3 4 5)) +
(MILWRKC in (1 2 3 4 5)) + (MILWRKD in (1 2 3 4 5)) +
(MILWRKE in (1 2 3 4 5));

if WORKSAT1 = 5 then WORKSAT = mean
(MILWRKA,MILWRKB,MILWRKC,MILWRKD,MILWRKE);

if INCWEB = .B then WORKSAT1 = .B;
if INCWEB = .B then WORKSAT = .B;
if EligSkip1 = 1 then WORKSAT1 = .S;
if EligSkip1 = 1 then WORKSAT = .S;

/** Coding for COHESION: Tabs: Unit Cohesion Scale Q23a-d **/

COHESION1 = (MEMUNITA in (1 2 3 4 5)) +
(MEMUNITB in (1 2 3 4 5)) + (MEMUNITC in (1 2 3 4 5)) +
(MEMUNITD in (1 2 3 4 5));

if COHESION1 = 4 then COHESION = mean
(MEMUNITA,MEMUNITB,MEMUNITC,MEMUNITD);

if INCWEB = .B then COHESION1 = .B;
if INCWEB = .B then COHESION = .B;
if EligSkip1 = 1 then COHESION1 = .S;
if EligSkip1 = 1 then COHESION = .S;

/** Coding for HEALTHBR-HEALTHCR: Tabs: Reverse code scale for
Q24b-c for use in calculating General Health Scale **/

ARRAY HLTH HEALTHB HEALTHC;
ARRAY HLTHR HEALTHBR HEALTHCR;

do over HLTH;
     HLTHR=HLTH;
     if HLTH = 1 then HLTHR = 4;
     else if HLTH = 2 then HLTHR = 3;
     else if HLTH = 3 then HLTHR = 2;
     else if HLTH = 4 then HLTHR = 1;
end;
```

```
/** Coding for GENHEAL: Tabs: General Health Scale Q24a-d, with
items Q24b-c reverse coded **/

GENHEAL1 = (HEALTHA in (1 2 3 4)) + (HEALTHBR in (1 2 3 4)) +
(HEALTHCR in (1 2 3 4)) + (HEALTHD in (1 2 3 4));

if GENHEAL1 = 4 then GENHEAL = mean
(HEALTHA,HEALTHBR,HEALTHCR,HEALTHD);

if INCWEB = .B then GENHEAL1 = .B;
if INCWEB = .B then GENHEAL = .B;
if EligSkip1 = 1 then GENHEAL1 = .S;
if EligSkip1 = 1 then GENHEAL = .S;

/** Coding for PSFRQAR-PSFRQJR: Tabs: Recode all Q26a-j to
values 0-4 for creation of Stress scale and also reverse code
subitems d-e and g-h **/

ARRAY STRSS PSFRQA PSFRQB PSFRQC PSFRQF PSFRQI PSFRQJ;
ARRAY STRSSR PSFRQAR PSFRQBR PSFRQCR PSFRQFR PSFRQIR PSFRQJR;

do over STRSS;
     STRSSR=STRSS;
     if STRSS = 1 then STRSSR = 0;
     else if STRSS = 2 then STRSSR = 1;
     else if STRSS = 3 then STRSSR = 2;
     else if STRSS = 4 then STRSSR = 3;
     else if STRSS = 5 then STRSSR = 4;
end;

ARRAY STRSS2 PSFRQD PSFRQE PSFRQG PSFRQH;
ARRAY STRSS2R PSFRQDR PSFRQER PSFRQGR PSFRQHR;

do over STRSS2;
     STRSS2R=STRSS2;
     if STRSS2 = 5 then STRSS2R = 0;
     else if STRSS2 = 4 then STRSS2R = 1;
     else if STRSS2 = 3 then STRSS2R = 2;
     else if STRSS2 = 2 then STRSS2R = 3;
     else if STRSS2 = 1 then STRSS2R = 4;
end;
```

```
/** Coding for STRESS: Tabs: Perceived Stress Scale Q26a-j **/

STRESS1 = (PSFRQAR in (0 1 2 3 4)) + (PSFRQBR in (0 1 2 3 4)) +
(PSFRQCR in (0 1 2 3 4)) + (PSFRQDR in (0 1 2 3 4)) +
(PSFRQER in (0 1 2 3 4)) + (PSFRQFR in (0 1 2 3 4)) +
(PSFRQGR in (0 1 2 3 4)) + (PSFRQHR in (0 1 2 3 4)) +
(PSFRQIR in (0 1 2 3 4)) + (PSFRQJR in (0 1 2 3 4));

if STRESS1 = 10 then STRESS = sum (PSFRQAR,PSFRQBR,PSFRQCR,
PSFRQDR,PSFRQER,PSFRQFR,PSFRQGR,PSFRQHR,PSFRQIR,PSFRQJR);

if INCWEB = .B then STRESS1 = .B;
if INCWEB = .B then STRESS = .B;
if EligSkip1 = 1 then STRESS1 = .S;
if EligSkip1 = 1 then STRESS = .S;

/** Coding for DEPRESSION: Tabs: Depression Scale Q27a-h **/

DEPRESSION1 = (DEPRESSA in (1 2 3 4)) + (DEPRESSB in (1 2 3 4))
+ (DEPRESSC in (1 2 3 4)) + (DEPRESSD in (1 2 3 4)) +
(DEPRESSE in (1 2 3 4)) + (DEPRESSF in (1 2 3 4)) +
(DEPRESSG in (1 2 3 4)) + (DEPRESSH in (1 2 3 4));

if DEPRESSION1 = 8 then DEPRESSION = mean (DEPRESSA,DEPRESSB,
DEPRESSC,DEPRESSD,DEPRESSE,DEPRESSF,DEPRESSG,DEPRESSH);

if INCWEB = .B then DEPRESSION1 = .B;
if INCWEB = .B then DEPRESSION = .B;
if EligSkip1 = 1 then DEPRESSION1 = .S;
if EligSkip1 = 1 then DEPRESSION = .S;
```

```
/** Coding for DODOFF: Tabs: Offensive Encounters Scale Q28a-k
and Q29 **/

if (SUM(REHFREQAR = 1 or REHFREQBR = 1 or REHFREQCR = 1 or
REHFREQDR = 1 or REHFREQER = 1 or REHFREQFR = 1 or
REHFREQGR = 1 or REHFREQHR = 1 or REHFREQIR = 1 or
REHFREQJR = 1 or REHFREQKR = 1) GE 1) then DOD_OFF = 2;
else DOD_OFF = 1;

if INCWEB = .B then DOD_OFF = .B;
if EligSkip1 = 1 then DOD_OFF = .S;

DODOFF = DOD_OFF;
if DOD_OFF = 2 and WASITREH in (2 3) then DODOFF = 2;
else DODOFF = 1;

if INCWEB = .B then DODOFF = .B;
if EligSkip1 = 1 then DODOFF = .S;

/** Coding for DODTHRT: Tabs: Threat/Harm Scale Q28l-q and Q29
**/

if (SUM(REHFREQLR = 1 or REHFREQMR = 1 or REHFREQNR = 1 or
REHFREQOR = 1 or REHFREQPR = 1 or REHFREQQR = 1) GE 1) then
DOD_THRT = 2;
else DOD_THRT = 1;

if INCWEB = .B then DOD_THRT = .B;
if EligSkip1 = 1 then DOD_THRT = .S;

DODTHRT=DOD_THRT;
if DOD_THRT = 2 and WASITREH in (2 3) then DODTHRT = 2;
else DODTHRT = 1;

if INCWEB = .B then DODTHRT = .B;
if EligSkip1 = 1 then DODTHRT = .S;
```

```
/** Coding for INC_H: Tabs: Harassment Rate Q28a-q and Q29 **/

Array Array_INCH REHFREQAR REHFREQBR REHFREQCR REHFREQDR
REHFREQER REHFREQFR REHFREQGR REHFREQHR REHFREQIR REHFREQJR
REHFREQKR REHFREQLR REHFREQMR REHFREQNR REHFREQOR REHFREQPR
REHFREQQR;

INC_H=0;
Do over Array_INCH;
  If Array_INCH = 1 then INC_H = INC_H + 1;
end;

If INC_H GT 0 then INC_H=2;
If INC_H = 2 and (WASITREH in (2 3)) then INC_H=2;
Else INC_H = 1;

If INCWEB=.B then INC_H=.B;
If EligSkip1 = 1 then INC_H=.S;

/** Coding for DODREHR: Tabs: Combine yeses for bar chart **/

DODREHR=DODREH;
if DODREH in (1 2) then DODREHR = 2;
else if DODREH = 3 then DODREHR = 1;

/** Coding for REHOCCURAR-REHOCCURUR: Collapse yeses for bar
chart **/

Array Q31R (*) REHOCCURAR REHOCCURBR REHOCCURCR REHOCCURDR
REHOCCURER REHOCCURFR REHOCCURGR REHOCCURHR REHOCCURIR
REHOCCURJR REHOCCURKR REHOCCURLR REHOCCURMR REHOCCURNR
REHOCCUROR REHOCCURPR REHOCCURQR REHOCCURRR REHOCCURSR
REHOCCURTR REHOCCURUR;

do i = 1 to dim(Q31R);
     Q31R{I} = Q31{I};
  If Q31{I} in (1 2) then Q31R{I} = 2;
  Else if Q31{I} = 3 then Q31R{I} = 1;
End;
```

```
/** Coding for REHOCCURAR3-REHOCCURUR3 **/
/** REHOCCURAR3-UR3: Collapse into Experienced/Not experienced
for INCIDENT **/

Array Q31R3 (*) REHOCCURAR3 REHOCCURBR3 REHOCCURCR3 REHOCCURDR3
REHOCCURER3 REHOCCURFR3 REHOCCURGR3 REHOCCURHR3 REHOCCURIR3
REHOCCURJR3 REHOCCURKR3 REHOCCURLR3 REHOCCURMR3 REHOCCURNR3
REHOCCUROR3 REHOCCURPR3 REHOCCURQR3 REHOCCURRR3 REHOCCURSR3
REHOCCURTR3 REHOCCURUR3 ;

do i = 1 to dim(Q31R3);
     Q31R3{I} = Q31{I};
  If Q31{I} in (1 2) then Q31R3{I} = 1;
  Else if Q31{I} = 3 then Q31R3{I} = 0;
End;

/** Coding for ASSIGN: Tabs: Assignment/Career Discrimination
scale: Constructed from Q31e,j-n,q, and Q32a **/

ARRAY Array_ASSIGN (*) REHOCCURER2 REHOCCURJR2 REHOCCURKR2
REHOCCURLR2 REHOCCURMR2 REHOCCURNR2 REHOCCURQR2 ;

ASSIGN=0;
do i = 1 to dim(Array_ASSIGN);
  If Array_ASSIGN{I} = 1 then ASSIGN = ASSIGN + 1;
end;

If ASSIGN GT 0 then ASSIGN=2;
If ASSIGN = 2 and REHDISCA in (2 3) then ASSIGN=2;
Else ASSIGN = 1;

If INCWEB=.B then ASSIGN=.B;
If EligSkip1=1 then ASSIGN=.S;
```

```
/** Coding for EVAL: Tabs: Evaluation Discrimination scale:
Constructed from Q31a-d and Q32a **/

ARRAY Array_EVAL (*) REHOCCURAR2 REHOCCURBR2 REHOCCURCR2
REHOCCURDR2 ;

EVAL=0;
do i = 1 to dim(Array_EVAL);
  If Array_EVAL{I} = 1 then EVAL = EVAL + 1;
end;

If EVAL GT 0 then EVAL=2;
If EVAL = 2 and REHDISCA in (2 3) then EVAL=2;
Else EVAL = 1;

If INCWEB=.B then EVAL=.B;
If EligSkip1=1 then EVAL=.S;

/** Coding for TESTSCR: Tabs: Training/Test Score Discrimination
scale: Constructed from Q31f-i and Q32a **/

ARRAY Array_TESTSCR (*) REHOCCURFR2 REHOCCURGR2 REHOCCURHR2
REHOCCURIR2 ;

TESTSCR=0;
do i = 1 to dim(Array_TESTSCR);
  If Array_TESTSCR{I} = 1 then TESTSCR = TESTSCR + 1;
end;

If TESTSCR GT 0 then TESTSCR=2;
If TESTSCR = 2 and REHDISCA in (2 3) then TESTSCR=2;
Else TESTSCR = 1;

If INCWEB=.B then TESTSCR=.B;
If EligSkip1=1 then TESTSCR=.S;
```

```
/** Coding for PUNISH: Tabs: Undue Punishment scale: Constructed
from Q31o-p and Q32a **/

ARRAY Array_PUNISH (*) REHOCCUROR2 REHOCCURPR2;

PUNISH=0;
do i = 1 to dim(Array_PUNISH);
  If Array_PUNISH{I} = 1 then PUNISH = PUNISH + 1;
end;

If PUNISH GT 0 then PUNISH=2;
If PUNISH = 2 and REHDISCA in (2 3) then PUNISH=2;
Else PUNISH = 1;

If INCWEB=.B then PUNISH=.B;
If EligSkip1=1 then PUNISH=.S;

/** Coding for POORSRV: Providers/Authorities scale: Constructed
from Q31r-t and Q32a **/

ARRAY Array_POORSRV (*) REHOCCURRR2 REHOCCURSR2 REHOCCURTR2;

POORSRV=0;
do i = 1 to dim(Array_POORSRV);
  If Array_POORSRV{I} = 1 then POORSRV = POORSRV + 1;
end;

If POORSRV GT 0 then POORSRV=2;
If POORSRV = 2 and REHDISCA in (2 3) then POORSRV=2;
Else POORSRV = 1;

If INCWEB=.B then POORSRV=.B;
If EligSkip1=1 then POORSRV=.S;
```

```
/** Coding for INC_D: Tabs: Discrimination scale: Constructed
from Q31a-t and Q32a. Q31u-Other experiences is excluded from
scale **/

Array Array_INC_D (*) REHOCCURAR2 REHOCCURBR2 REHOCCURCR2
REHOCCURDR2 REHOCCURER2 REHOCCURFR2 REHOCCURGR2 REHOCCURHR2
REHOCCURIR2 REHOCCURJR2 REHOCCURKR2 REHOCCURLR2 REHOCCURMR2
REHOCCURNR2 REHOCCUROR2 REHOCCURPR2 REHOCCURQR2 REHOCCURRR2
REHOCCURSR2 REHOCCURTR2;

INC_D=0;
do i = 1 to dim(Array_INC_D);
  If Array_INC_D{I} = 1 then INC_D = INC_D + 1;
end;

If
INC_D GT 0 then INC_D=2;
If INC_D = 2 and REHDISCA in (2 3) then INC_D=2;
Else INC_D = 1;

If INCWEB=.B then INC_D=.B;
If EligSkip1=1 then INC_D=.S;

/** Coding for XHARDISC **/
/** XHARDISC Harassment/Discrimination: Constructed from Q28a-q,
Q29, Q31a-t, and Q32. Matches INC_MS incident rate. **/

if INC_H = 2 or INC_D = 2 then XHARDISC = 2;
else if INC_H = 1 and INC_D = 1 then XHARDISC = 1;

If INCWEB=.B then XHARDISC=.B;
If EligSkip1 = 1 then XHARDISC=.S;

/** Coding for INC_MS: Tabs: Harassment/Discrimination scale:
Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Already created
for crossing variable XHARDISC **/

INC_MS=XHARDISC;
```

```
/** Coding for HAR_DISC: Tabs: Combinations of experiencing
harassment and discrimination **/

If INC_H = 2 and INC_D = 2 then HAR_DISC = 3;
Else if INC_H = 2 and INC_D = 1 then HAR_DISC = 1;
Else if INC_H = 1 and INC_D = 2 then HAR_DISC = 2;
Else if INC_H = 1 and INC_D = 1 then HAR_DISC = 4;

If INCWEB=.B then HAR_DISC=.B;
If EligSkip1=1 then HAR_DISC=.S;

/** Coding for INCIDENT: Tabs: Any Incident rate: Constructed
from Q28a-q and Q31a-t, where Q31a-t must equal only "Yes, and
my race/ethnicity was a factor" **/

ARRAY Array_INCIDENT (*) REHFREQAR REHFREQBR REHFREQCR REHFREQDR
REHFREQER REHFREQFR REHFREQGR REHFREQHR REHFREQIR REHFREQJR
REHFREQKR REHFREQLR REHFREQMR  REHFREQNR  REHFREQOR REHFREQPR
REHFREQQR REHOCCURAR2 REHOCCURBR2 REHOCCURCR2 REHOCCURDR2
REHOCCURER2 REHOCCURFR2 REHOCCURGR2 REHOCCURHR2 REHOCCURIR2
REHOCCURJR2 REHOCCURKR2 REHOCCURLR2 REHOCCURMR2 REHOCCURNR2
REHOCCUROR2 REHOCCURPR2 REHOCCURQR2 REHOCCURRR2 REHOCCURSR2
REHOCCURTR2 ;

INCIDENT=0;
do i = 1 to dim(Array_INCIDENT);
  If Array_INCIDENT{I} = 1 then INCIDENT = INCIDENT + 1;
end;
If INCIDENT GT 0 then INCIDENT=2;
Else INCIDENT = 1;

If INCWEB=.B then INCIDENT=.B;
If EligSkip1=1 then INCIDENT=.S;

/** Coding for DODDISCR: Tabs: Collapse Yeses for Bar Chart-Do
you think that the DoD and your Service has a responsibility to
prevent the behaviors which you marked as happening to you? **/

DODDISCR=DODDISC;
if DODDISC in (1 2) then DODDISCR = 2;
else if DODDISC = 3 then DODDISCR = 1;
```

```
/** Coding for REH1AR-REH1HR: Tabs: Common denominator-What
behavior(s) did you experience during the situation? **/

ARRAY RH1AHR REH1AR REH1BR REH1CR REH1DR REH1ER REH1FR REH1GR
REH1HR;

REH1AR=REH1A;
REH1BR=REH1B;
REH1CR=REH1C;
REH1DR=REH1D;
REH1ER=REH1E;
REH1FR=REH1F;
REH1GR=REH1G;
REH1HR=REH1H;

if n (of REH1A REH1B REH1C REH1D REH1E REH1F REH1G REH1H)>0
then do;
  do over RH1AHR;
    if RH1AHR in (. .I) then RH1AHR = 1;
  end;
end;

/** Coding for LABELREHR: Tabs: Collapse Some/All as Yes and
None as No for bar chart-Do you consider ANY of the behaviors in
the situation that bothered you most to have been racial/ethnic
discrimination/harassment? **/

LABELREHR=LABELREH;
If LABELREH in (2 3) then LABELREHR = 2;
else if LABELREH = 1 then LABELREHR = 1;

/** Coding for REH1WHERER: Tabs: Collapse installation
categories as Yes-Where did this situation occur? **/

REH1WHERER=REH1WHERE;
if REH1WHERE in (1 2) then REH1WHERER = 2;
else if REH1WHERE = 3 then REH1WHERER = 1;
```

```
/** Coding for REH1OCCAR-REH1OCCER: Tabs: Common denominator-Did
any of the behaviors in the situation occur... **/

ARRAY RH1OCCR REH1OCCAR REH1OCCBR REH1OCCCR REH1OCCDR REH1OCCER;

REH1OCCAR=REH1OCCA;
REH1OCCBR=REH1OCCB;
REH1OCCCR=REH1OCCC;
REH1OCCDR=REH1OCCD;
REH1OCCER=REH1OCCE;

if n (of REH1OCCA REH1OCCB REH1OCCC REH1OCCD REH1OCCE)>0
then do;
  do over RH1OCCR;
    if RH1OCCR in (. .I) then RH1OCCR = 1;
  end;
end;

/** Coding for REH1RACEAR-REH1RACEHR: Tabs: Common denominator-
Percent indicating that at least one offender of a racial/ethnic
group was involved in the situation **/

ARRAY OFFRCER REH1RACEAR REH1RACEBR REH1RACECR REH1RACEDR
REH1RACEER REH1RACEFR REH1RACEGR REH1RACEHR;

REH1RACEAR=REH1RACEA;
REH1RACEBR=REH1RACEB;
REH1RACECR=REH1RACEC;
REH1RACEDR=REH1RACED;
REH1RACEER=REH1RACEE;
REH1RACEFR=REH1RACEF;
REH1RACEGR=REH1RACEG;
REH1RACEHR=REH1RACEH;

if n (of REH1RACEA REH1RACEB REH1RACEC REH1RACED REH1RACEE
REH1RACEF REH1RACEG REH1RACEH)>0 then do;
  do over OFFRCER;
    if OFFRCER in (. .I) then OFFRCER = 1;
  end;
end;
```

```
/** Coding for MILCIV: Combine all military, civilian, and both
civilian and military responses from Q73a-g. EXCLUDE H and I **/

If (REH1POSA = 1 OR REH1POSB = 1 OR REH1POSC = 1 OR REH1POSD = 1
OR REH1POSE = 1) AND (REH1POSF = 1 OR REH1POSG = 1) THEN
MILCIV = 2;
Else if (REH1POSA = 1 OR REH1POSB = 1 OR REH1POSC = 1 OR
REH1POSD = 1 OR REH1POSE = 1) AND REH1POSF in (. 2 3) AND
REH1POSG in (. 2 3) THEN MILCIV = 1;
Else if (REH1POSF = 1 OR REH1POSG = 1) AND REH1POSA in (. 2 3)
and REH1POSB in (. 2 3) and REH1POSC in (. 2 3) and REH1POSD in
(. 2 3) and REH1POSE in (. 2 3) THEN MILCIV = 3;

If INCWEB = .B then MILCIV = .B;
If EligSkip1 = 1 then MILCIV = .S;
If REH1POSA = .D then MILCIV = .D;

/** Coding for REH1ACTAR-REH1ACTBR: Tabs: Common denominator-As
a result of the situation, did you... **/

ARRAY RH1ATR REH1ACTAR REH1ACTBR;

REH1ACTAR=REH1ACTA;
REH1ACTBR=REH1ACTB;

if n (of REH1ACTA REH1ACTB)>0 then do;
  do over RH1ATR;
    if RH1ATR in (. .I) then RH1ATR = 1;
  end;
end;

/** Coding for REH1REPAR-REH1REPDR: Tabs: Common denominator-Did
you report this situation to any of the following military
individuals or organizations? **/

ARRAY RH1RPR REH1REPAR REH1REPBR REH1REPCR REH1REPDR;

REH1REPAR=REH1REPA;
REH1REPBR=REH1REPB;
REH1REPCR=REH1REPC;
REH1REPDR=REH1REPD;

if n (of REH1REPA REH1REPB REH1REPC REH1REPD)>0 then do;
  do over RH1RPR;
    if RH1RPR in (. .I) then RH1RPR = 1;
  end;
end;
```

```
/** Coding for REH1REPR: Tabs: Yes to any Q41a-d for bar chart
**/

if REH1REPAR = 2 or REH1REPBR = 2 or REH1REPCR = 2 or
REH1REPDR = 2 then REH1REPR = 2;
else if REH1REPAR = . and REH1REPBR = . and REH1REPCR = .
and REH1REPDR = . then REH1REPR = .;
else REH1REPR = 1;

if INCWEB = .B then REH1REPR = .B;
if EligSkip1 = 1 then REH1REPR = .S;
if REH1REPAR = .D then REH1REPR = .D;
if REH1REPAR = .N then REH1REPR = .N;

/** Coding for REH1WHYAR-REH1WHYDR: Tabs: Common denominator-
What were your reasons for reporting the situation? **/

ARRAY RHWYR REH1WHYAR REH1WHYBR REH1WHYCR REH1WHYDR;

REH1WHYAR=REH1WHYA;
REH1WHYBR=REH1WHYB;
REH1WHYCR=REH1WHYC;
REH1WHYDR=REH1WHYD;

if n (of REH1WHYA REH1WHYB REH1WHYC REH1WHYD)>0 then do;
  do over RHWYR;
    if RHWYR in (. .I) then RHWYR = 1;
  end;
end;

/** Coding for REH1OUTR: Tabs: Set DNA to missing for bar chart-
Do you know the outcome of your report? **/

REH1OUTR=REH1OUT;
if REH1OUT = 1 then REH1OUTR = 2;
else if REH1OUT = 2 then REH1OUTR = 1;
else if REH1OUT = 3 then REH1OUTR = .;
```

```
/** Coding for RETAL: Tabs: Types of retaliation constructed
from Q50a-b **/

if REH1EXPA = 1 and REH1EXPB = 1 then RETAL = 2; /**Both**/
else if REH1EXPA = 1 then RETAL = 1; /**Professional**/
else if REH1EXPB = 1 then RETAL = 3; /**Social**/
else if REH1EXPA in (. 2 3) and REH1EXPB in (2 3) then
RETAL = 4; /**Neither**/
Else if REH1EXPA in (2 3) and REH1EXPB in (. 2 3) THEN
RETAL = 4; /**Neither**/

if INCWEB = .B then RETAL = .B;
if EligSkip1 = 1 then RETAL = .S;
if REH1EXPA = .N then RETAL = .N;
if REH1EXPA = .D then RETAL = .D;

/** Coding for REH1WHYNAR-REH1WHYNPR: Tabs: Common denominator-
What were your reasons for not reporting the situation? **/

ARRAY WHYNR REH1WHYNAR REH1WHYNBR REH1WHYNCR REH1WHYNDR
REH1WHYNER REH1WHYNFR REH1WHYNGR REH1WHYNHR REH1WHYNIR
REH1WHYNJR REH1WHYNKR REH1WHYNLR REH1WHYNMR REH1WHYNNR
REH1WHYNOR REH1WHYNPR;

REH1WHYNAR=REH1WHYNA;
REH1WHYNBR=REH1WHYNB;
REH1WHYNCR=REH1WHYNC;
REH1WHYNDR=REH1WHYND;
REH1WHYNER=REH1WHYNE;
REH1WHYNFR=REH1WHYNF;
REH1WHYNGR=REH1WHYNG;
REH1WHYNHR=REH1WHYNH;
REH1WHYNIR=REH1WHYNI;
REH1WHYNJR=REH1WHYNJ;
REH1WHYNKR=REH1WHYNK;
REH1WHYNLR=REH1WHYNL;
REH1WHYNMR=REH1WHYNM;
REH1WHYNNR=REH1WHYNN;
REH1WHYNOR=REH1WHYNO;
REH1WHYNPR=REH1WHYNP;
if n (of REH1WHYNA REH1WHYNB REH1WHYNC REH1WHYND REH1WHYNE
REH1WHYNF REH1WHYNG REH1WHYNH REH1WHYNI REH1WHYNJ REH1WHYNK
REH1WHYNL REH1WHYNM REH1WHYNN REH1WHYNO REH1WHYNP)>0 then do;
     do over WHYNR;
          if WHYNR in (. .I) then WHYNR = 1;
     end;
end;
```

```
/** Coding for UNDRSTNDAR-UNDRSTNDCR: Tabs: Common denominator-
At your installation/ship... **/

ARRAY UNDRR UNDRSTNDAR UNDRSTNDBR UNDRSTNDCR;

UNDRSTNDAR=UNDRSTNDA;
UNDRSTNDBR=UNDRSTNDB;
UNDRSTNDCR=UNDRSTNDC;

if n (of UNDRSTNDA UNDRSTNDB UNDRSTNDC)>0 then do;
     do over UNDRR;
          if UNDRR in (. .I) then UNDRR = 1;
     end;
end;

/** Coding for IDEALSAR-IDEALSCR: Tabs: Common denominator-Do
you agree with the ideals of organizations that... **/

ARRAY IDEAR IDEALSAR IDEALSBR IDEALSCR;

IDEALSAR=IDEALSA;
IDEALSBR=IDEALSB;
IDEALSCR=IDEALSC;

if n (of IDEALSA IDEALSB IDEALSC)>0 then do;
     do over IDEAR;
          if IDEAR in (. .I) then IDEAR = 1;
     end;
end;

/** Coding for IDEALSR: Tabs: Yes to any Q62a-c for tab bar
chart **/

if IDEALSAR = 2 or IDEALSBR = 2 or IDEALSCR = 2 then
IDEALSR = 2;
else if IDEALSAR = . and IDEALSBR = . and IDEALSCR = . then
IDEALSR = .;
else IDEALSR = 1;

if INCWEB = .B then IDEALSR = .B;
if EligSkip1 = 1 then IDEALSR = .S;
```

```
/** Coding for NATREHR: Tabs: Set don't know to missing for bar
chart **/

NATREHR=NATREH;
if NATREH = 6 then NATREHR = .;

/** Coding for OPSR **/
/** Tabs: Deployed in the Past 12 Months. Created from self-
report data (OPSA, OPSB, OPSC) **/

OPSR=XDEPLOY;

/** Coding for RETINT1R **/
/** Briefing Variable: Likelihood to stay on active duty-
Collapse scale **/

RETINT1R=RETINT1;
if RETINT1 in (1 2) then RETINT1R = 1;
else if RETINT1 = 3 then RETINT1R = 2;
else if RETINT1 in (4 5) then RETINT1R = 3;

/** Coding for Briefing: Collapse Satisfaction Scale **/

ARRAY SATORIG SATOVER REH1SATA REH1SATB REH1SATC REH1SATD
REH1SATE REH1SATF REH1OUTSAT;
ARRAY SATBV SATOVERR REH1SATAR REH1SATBR REH1SATCR REH1SATDR
REH1SATER REH1SATFR REH1OUTSATR;

do over SATORIG;
  SATBV=SATORIG;
  if SATORIG in (1 2) then SATBV = 1;
  else if SATORIG = 3 then SATBV = 2;
  else if SATORIG in (4 5) then SATBV = 3;
end;
```

```
/** Coding for MENTEXPAR-MENTEXPBR **/
/** Briefing Variable: Extent to which formal mentorship
experiences helped military career-Collapse scale **/
/** Briefing Variable: Extent to which informal mentorship
experiences helped military career-Collapse scale **/

ARRAY HELPORIG MENTEXPA MENTEXPB;
ARRAY HELPBV MENTEXPAR MENTEXPBR;

do over HELPORIG;
  HELPBV=HELPORIG;
  if HELPORIG = 1 then HELPBV = 1;
  else if HELPORIG in (2 3) then HELPBV = 2;
  else if HELPORIG in (4 5) then HELPBV = 3;
end;

/** Coding for PREPAREAR-PREPAREBR **/
/** Briefing Variable: How well prepared are you to perform your
wartime job-Collapse scale **/
/** Briefing Variable: How well prepared is your unit to perform
its wartime mission-Collapse scale **/

ARRAY PREPORIG PREPAREA PREPAREB;
ARRAY PREPBV PREPAREAR PREPAREBR;

do over PREPORIG;
  PREPBV=PREPORIG;
  if PREPORIG in (1 2) then PREPBV = 1;
  else if PREPORIG = 3 then PREPBV = 2;
  else if PREPORIG in (4 5) then PREPBV = 3;
end;

/** Coding for WSTRESSR and PSTRESSR **/
/** Briefing Variable: Current level of stress in your work
life-Collapse scale **/
/** Briefing Variable: Current level of stress in your personal
life-Collapse scale **/

ARRAY STRSORIG WSTRESS PSTRESS;
ARRAY STRSBV WSTRESSR PSTRESSR;

do over STRSORIG;
  STRSBV=STRSORIG;
  if STRSORIG in (1 2) then STRSBV = 1;
  else if STRSORIG = 3 then STRSBV = 2;
  else if STRSORIG in (4 5) then STRSBV = 3;
end;
```

```
/** Coding for RACERELAR-RACERELDR **/
/** Briefing Variable: Rate race relations in your work group-
Collapse scale **/
/** Briefing Variable: Rate race relations at your
installation/ship-Collapse scale **/
/** Briefing Variable: Rate race relations in your Service-
Collapse scale **/
/** Briefing Variable: Rate race relations in the local
community around your installation-Collapse scale **/

ARRAY RELORIG RACERELA RACERELB RACERELC RACERELD;
ARRAY RELBV RACERELAR RACERELBR RACERELCR RACERELDR;

do over RELORIG;
  RELBV=RELORIG;
  if RELORIG in (1 2) then RELBV = 1;
  else if RELORIG = 3 then RELBV = 2;
  else if RELORIG in (4 5) then RELBV = 3;
end;

/** Coding for Briefing: Collapse Extent Scale **/

ARRAY EXTORIG RATEWGA RATEWGB RATEWGC RATEWGD RATEWGE COMFORTA
COMFORTB COMFORTC COMFORTD COMFORTE COMFORTF COMFORTG DUTYSTA
DUTYSTB DUTYSTC LOCALA LOCALB LOCALC;
ARRAY EXTBV RATEWGAR RATEWGBR RATEWGCR RATEWGDR RATEWGER
COMFORTAR COMFORTBR COMFORTCR COMFORTDR COMFORTER COMFORTFR
COMFORTGR DUTYSTAR DUTYSTBR DUTYSTCR LOCALAR LOCALBR LOCALCR;

do over EXTORIG;
  EXTBV=EXTORIG;
  if EXTORIG = 1 then EXTBV = 1;
  else if EXTORIG in (2 3) then EXTBV = 2;
  else if EXTORIG in (4 5) then EXTBV = 3;
end;
```

```
/** Coding for Briefing: Collapse Agreement Scale **/

ARRAY AGRORIG TRAINA TRAINB TRAINC TRAIND TRAINE TRAINF TRAING
TRAINH TRAINI TRAINJ;
ARRAY AGRBV TRAINAR TRAINBR TRAINCR TRAINDR TRAINER TRAINFR
TRAINGR TRAINHR TRAINIR TRAINJR;

do over AGRORIG;
     AGRBV=AGRORIG;
     if AGRORIG = 1 then AGRBV = 1;
     else if AGRORIG in (2 3) then AGRBV = 2;
     else if AGRORIG in (4 5) then AGRBV = 3;
end;

/** Coding for Briefing: Collapse Frequency Scale **/

ARRAY OFTORIG NATREHR MILREH;
ARRAY OFTBV NATREHR2 MILREHR;

do over OFTORIG;
  OFTBV=OFTORIG;
  if OFTORIG in (1 2) then OFTBV = 1;
  else if OFTORIG = 3 then OFTBV = 2;
  else if OFTORIG in (4 5) then OFTBV = 3;
end;

/** Coding for Briefing: Collapse Severity Scale **/

ARRAY BETORIG NATIONYOU MILYOU;
ARRAY BETBV NATIONYOUR MILYOUR;

do over BETORIG;
  BETBV=BETORIG;
  if BETORIG in (1 2) then BETBV = 1;
  else if BETORIG = 3 then BETBV = 2;
  else if BETORIG in (4 5) then BETBV = 3;
end;
```

```
/** Coding for Briefing: Collapse Low to High Scale **/
/** MORALEAR: Briefing Variable: How would you rate your current
level of morale-Collapse scale **/
/** MORALEBR: Briefing Variable: How would you rate the current
level of morale in your unit-Collapse scale **/

ARRAY LOWORIG MORALEA MORALEB;
ARRAY LOWBV MORALEAR MORALEBR;

do over LOWORIG;
  LOWBV=LOWORIG;
  if LOWORIG in (1 2) then LOWBV = 1;
  else if LOWORIG = 3 then LOWBV = 2;
  else if LOWORIG in (4 5) then LOWBV = 3;
end;

/** ELIGAF: Eligibility flag for briefing for Air Force only **/

if ELIGFLGW = 1 and XDSVC = 4 then ELIGAF = 1;
else ELIGAF = 0;

/** ELIGARMY: Eligibility flag for briefing for Army only **/

if ELIGFLGW = 1 and XDSVC = 1 then ELIGARMY = 1;
else ELIGARMY = 0;

/** ELIGMC: Eligibility flag for briefing for Marine Corps only
**/

if ELIGFLGW = 1 and XDSVC = 3 then ELIGMC = 1;
else ELIGMC = 0;

/** ELIGNAVY: Eligibility flag for briefing for Navy only **/

if ELIGFLGW = 1 and XDSVC = 2 then ELIGNAVY = 1;
else ELIGNAVY = 0;

/** Coding for XDBVPAY **/
/** Briefing Crossing: DoD only 4 level paygrade **/

XDBVPAY=XDPAY5L;
if XDPAY5L = 3 then XDBVPAY = .;
else if XDPAY5L = 4 then XDBVPAY = 3;
else if XDPAY5L = 5 then XDBVPAY = 4;
```

```
/** Coding for XDRETH4L **/
/** Briefing Crossing: DoD only 4 level Race **/

XDRETH4L=XDRETH7L;
if XDRETH7L = 3 then XDRETH4L = 1;
else if XDRETH7L = 1 then XDRETH4L = 2;
else if XDRETH7L = 5 then XDRETH4L = 3;
else if XDRETH7L in (4 6 7) then XDRETH4L = 4;
else if XDRETH7L = 2 then XDRETH4L = .;

/** Coding for XDRETH6L **/
/** Briefing Crossing: DoD only 6 level Race **/

XDRETH6L=XDRETH7L;
if XDRETH7L = 3 then XDRETH6L = 1;
else if XDRETH7L = 1 then XDRETH6L = 2;
else if XDRETH7L = 4 then XDRETH6L = 3;
else if XDRETH7L = 5 then XDRETH6L = 4;
else if XDRETH7L = 6 then XDRETH6L = 5;
else if XDRETH7L = 7 then XDRETH6L = 6;
else if XDRETH7L = 2 then XDRETH6L = .;

/** Coding for REHFREQAR2-REHFREQRR2 **/
/** REHFREQAR2-RR2: Make experienced/did not experience for bar
chart **/

Array Q28R2 (*) REHFREQAR2 REHFREQBR2 REHFREQCR2 REHFREQDR2
REHFREQER2 REHFREQFR2 REHFREQGR2 REHFREQHR2 REHFREQIR2
REHFREQJR2 REHFREQKR2 REHFREQLR2 REHFREQMR2 REHFREQNR2
REHFREQOR2 REHFREQPR2 REHFREQQR2 REHFREQRR2 ;

do i = 1 to dim(Q28R);
  Q28R2(I) = Q28R(I);
  If Q28R(I) = 0 then Q28R2(I) = 1;
  Else if Q28R(I) = 1 then Q28R2(I) = 2;
End;

/** coding for RETALR variable **/

if REH1EXPA = 1 and REH1EXPB = 1 then RETALR = 3;
else if REH1EXPA = 1 then RETALR = 1;
else if REH1EXPB = 1 then RETALR = 2;
else if REH1EXPA in (. 2 3) and REH1EXPB in (2 3) then
RETALR = 4;
Else if REH1EXPA in (2 3) and REH1EXPB in (. 2 3) THEN
RETALR = 4;
Else RETALR = REH1EXPA;
```

```
/** Coding for XSVCHRDC **/
/** Crossing: Service by 2 Level Pay.  Created from XSVC and
XPAY2L **/

if XSVC = 1 and XHARDISC = 2 then XSVCHRDC = 1;
/**Army experienced**/
else if XSVC = 1 and XHARDISC = 1 then XSVCHRDC = 2;
/**Army did not
experience**/
else if XSVC = 2 and XHARDISC = 2 then XSVCHRDC = 3;
/**Navy experienced**/
else if XSVC = 2 and XHARDISC = 1 then XSVCHRDC = 4;
/**Navy did not experience**/
else if XSVC = 3 and XHARDISC = 2 then XSVCHRDC = 5;
/**MC experienced**/
else if XSVC = 3 and XHARDISC = 1 then XSVCHRDC = 6;
/**MC did not experience**/
else if XSVC = 4 and XHARDISC = 2 then XSVCHRDC = 7;
/**AF experienced**/
else if XSVC = 4 and XHARDISC = 1 then XSVCHRDC = 8;
/**AF did not experience**/
else if XSVC = 5 and XHARDISC = 2 then XSVCHRDC = 9;
/**CG experienced**/
else if XSVC = 5 and XHARDISC = 1 then XSVCHRDC = 10;
/**CG did not experience**/

if INCWEB = .B then XSVCHRDC = .B;
if EligSkip1 = 1 then XSVCHRDC = .S;

/** Coding for XDHARDISC **/
/** XDHARDISC Harassment/Discrimination: DoD only-Constructed
from Q28a-q, Q29, Q31a-t, and Q32. Matches INC_MS incident rate.
**/

XDHARDISC=XHARDISC;
if XDOD = 2 then XDHARDISC = .;
```

```
/** Coding for RETALREP **/
/** Briefing Variable:  Retaliation for those that reported the
incident (RETAL for REH1REPR) **/

if REH1REPR = 2 then do;
  RETALREP=RETAL;
end;

else if REH1REPR = 1 then RETALREP = .;

if INCWEB = .B then RETALREP = .B;
if EligSkip1 = 1 then RETALREP = .S;
if REH1EXPA = .N then RETALREP = .N;
if REH1EXPA = .D then RETALREP = .D;

/** Coding for INC_HR**/

Array Array_INCHR REHFREQAR REHFREQBR REHFREQCR REHFREQDR
REHFREQER REHFREQFR REHFREQGR REHFREQHR REHFREQIR REHFREQJR
REHFREQKR REHFREQLR REHFREQMR REHFREQNR REHFREQOR REHFREQPR
REHFREQQR;

INC_HR=0;
Do over Array_INCHR;
  If Array_INCHR = 1 then INC_HR = INC_HR + 1;
end;

if INC_HR GT 0 then INC_HR=2;
else INC_HR=1;

If INCWEB=.B then INC_HR=.B;
If EligSkip1 = 1 then INC_HR=.S;
```

```
/** Coding for INC_DR **/

Array Array_INC_DR (*) REHOCCURAR2 REHOCCURBR2 REHOCCURCR2
REHOCCURDR2 REHOCCURER2 REHOCCURFR2 REHOCCURGR2 REHOCCURHR2
REHOCCURIR2 REHOCCURJR2 REHOCCURKR2 REHOCCURLR2 REHOCCURMR2
REHOCCURNR2 REHOCCUROR2 REHOCCURPR2 REHOCCURQR2 REHOCCURRR2
REHOCCURSR2 REHOCCURTR2;

INC_DR=0;
do i = 1 to dim(Array_INC_DR);
  If Array_INC_DR{I} = 1 then INC_DR = INC_DR + 1;
end;

If INC_DR GT 0 then INC_DR=2;
Else INC_DR = 1;

If INCWEB=.B then INC_DR=.B;
If EligSkip1=1 then INC_DR=.S;

/** Coding for XHARDISCR **/
/** XHARDISCR Harassment/Discrimination: Constructed from Q28a-
q, Q29, Q31a-t, and Q32. Three categories:
2=Experienced and labeled it
3=Experienced but did not label it
1=Did not experience **/

XHARDISCR=XHARDISC;
If (INC_HR = 2 and WASITREH in (2 3)) or (INC_DR = 2 and
REHDISCA in (2 3)) then XHARDISCR = 2;
else if (INC_HR = 2 and WASITREH in (. 1)) or (INC_DR = 2 and
REHDISCA in (. 1)) then XHARDISCR = 3;
else if INC_HR = 1 and INC_DR = 1 then XHARDISCR = 1;

If INCWEB=.B then XHARDISCR=.B;
If EligSkip1 = 1 then XHARDISCR=.S;

/** coding for XDHARDISCR variable **/

XDHARDISCR=XHARDISCR;
if XDOD = 2 then XDHARDISCR = .;
```

```
/** Coding for REH1REPAR2-REH1REPDR2: Tabs: Of those who
reported to at least one military authority (Q42a-d)-Did you
report this situation to any of the following military
individuals or organizations? **/

ARRAY REPR REH1REPAR REH1REPBR REH1REPCR REH1REPDR;
ARRAY REPR2 REH1REPAR2 REH1REPBR2 REH1REPCR2 REH1REPDR2;

do over REPR2;
  REPR2=REPR;
  if REH1REPR = 2 then do;
    REPR2=REPR;
  end;
  if REH1REPR = 1 then REPR2 = .N;
end;

/** ELIGCG: Eligibility flag for briefing for Coast Guard only
**/

if ELIGFLGW = 1 and CSERVICE = 5 then ELIGCG = 1;
else ELIGCG = 0;

/** Coding for XRETH4L **/
/** Briefing Crossing: Total Pop 4 level Race **/

XRETH4L=XRETH7L;
if XRETH7L = 3 then XRETH4L = 1;
else if XRETH7L = 1 then XRETH4L = 2;
else if XRETH7L = 5 then XRETH4L = 3;
else if XRETH7L in (4 6 7) then XRETH4L = 4;
else if XRETH7L = 2 then XRETH4L = .;
```

Appendix J
Examples of Analysis

```
title1 ;
title2 '2013 Workplace and Equal Opportunity Survey of Active Duty
Members -- Proc SurveyMeans and Descript Examples';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF
1974.';
title7 ;
options nocenter ls=252 ps=555 nodate;
libname sasin '.';
libname library '.';

/*-----------------------------------------------------------------------*
This procedure gives unweighted counts of the full database broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.

Eligible Weighted       18,018
Ineligible Weighted        250
Non-Response Unweighted 69,505
Record Ineligible        1,043
*-----------------------------------------------------------------------*/

title8 'Unweighted frequency of EligFlgW ';
proc freq data=sasin.WEOA1301B;
tables EligFlgW /missing;
run;

/*-----------------------------------------------------------------------*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.

Eligible Weighted     1,387,770
Ineligible Weighted   20,067.27
*-----------------------------------------------------------------------*/

title8 'Weighted frequency of EligFlgW';
proc freq data=sasin.WEOA1301B;
tables EligFlgW/missing;
weight FinalWgt;
run;
```

Appendix K

Crosswalk of *2013 WEOA* to Previous Equal Opportunity Surveys

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
1	---	Were you on active duty on April 15, 2013?	---				
2	---	Are you...?	---	2	---	3	---
3	---	Are you Spanish/Hispanic/Latino?	---	4	---	5	---
4	a	What is your race?	White	5	a	6	a
4	b	What is your race?	Black or African American	5	b	6	b
4	c	What is your race?	American Indian or Alaska Native	5	c	6	c
4	d	What is your race?	Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	5	d	6	d
4	e	What is your race?	Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	5	e	6	e
5	---	How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?	---	13	---	19	---
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?	---	14	---	16	---
7	---	Overall, how satisfied are you with the military way of life?	---	15	---	24	---
8	a	In the past 12 months, have you been deployed for any of the following operations?	Operation Enduring Freedom (Afghanistan)	19	a		
8	b	In the past 12 months, have you been deployed for any of the following operations?	Operation Iraqi Freedom/New Dawn	19	b		
8	c	In the past 12 months, have you been deployed for any of the following operations?	Other	19	c		
8	spo	Please specify the other operation for which you were deployed in the past 12 months.	---				
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?	---				
10	a	How much do you agree or disagree with the following statements about your workplace?	I know what is expected of me at work.	21	a	38	a
10	b	How much do you agree or disagree with the following statements about your workplace?	I have the materials and equipment I need to do my work right.	21	b	38	b
10	c	How much do you agree or disagree with the following statements about your workplace?	At work, I have the opportunity to do what I do best every day.	21	c	38	c
10	d	How much do you agree or disagree with the following statements about your workplace?	In the last seven days, I have received recognition or praise for doing good work.	21	d	38	d
10	e	How much do you agree or disagree with the following statements about your workplace?	My supervisor, or someone at work, seems to care about me as a person.	21	e	38	e
10	f	How much do you agree or disagree with the following statements about your workplace?	There is someone at work who encourages my development.	21	f	38	f
10	g	How much do you agree or disagree with the following statements about your workplace?	At work, my opinions seem to count.	21	g	38	g
10	h	How much do you agree or disagree with the following statements about your workplace?	The mission/purpose of my Service makes me feel my job is important.	21	h	38	h

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
10	i	How much do you agree or disagree with the following statements about your workplace?	My coworkers are committed to doing quality work.	21	i	38	i
10	j	How much do you agree or disagree with the following statements about your workplace?	I have a best friend at work.	21	j	38	j
10	k	How much do you agree or disagree with the following statements about your workplace?	In the last six months, someone at work has talked to me about my progress.	21	k	38	k
10	l	How much do you agree or disagree with the following statements about your workplace?	This last year, I have had opportunities at work to learn and to grow.	21	l	38	l
10	m	How much do you agree or disagree with the following statements about your workplace?	At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	21	m	38	m
10	n	How much do you agree or disagree with the following statements about your workplace?	My supervisor helps everyone in my work group feel included.	21	n	38	n
10	o	How much do you agree or disagree with the following statements about your workplace?	I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	21	o	38	o
10	p	How much do you agree or disagree with the following statements about your workplace?	At my workplace, all employees are kept well informed about issues and decisions that affect them.	21	p	38	p
11	a	How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	22	a	35	a
11	b	How much do you agree or disagree with the following statements about your immediate supervisor?	Your supervisor ensures that all assigned personnel are treated fairly.	22	b	35	b
11	c	How much do you agree or disagree with the following statements about your immediate supervisor?	There is very little conflict between your supervisor and the people who report to him/her.	22	c	35	c
11	d	How much do you agree or disagree with the following statements about your immediate supervisor?	Your supervisor evaluates your work performance fairly.	22	d	35	d
11	e	How much do you agree or disagree with the following statements about your immediate supervisor?	Your supervisor assigns work fairly in your work group.	22	e	35	e
11	f	How much do you agree or disagree with the following statements about your immediate supervisor?	You are satisfied with the direction/supervision you receive.	22	f	35	f
12	---	In your opinion, have you had a formal and/or informal mentor who advised you on your military career?	---				
13	a	To what extent have your mentorship experiences helped you to advance your military career?	Experiences in a formal mentorship program	26	a		
13	b	To what extent have your mentorship experiences helped you to advance your military career?	Informal mentorship experiences	26	b		
14	a	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Advising you on ways to handle challenging assignments	27	a		
14	b	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Providing you with challenging assignments	27	b		
14	c	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Helping you get developmental assignments	27	c		

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
14	d	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Helping you develop skills/competencies for future assignments	27	d		
14	e	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Providing career guidance	27	e		
14	f	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Inviting you to observe activities at his/her level	27	f		
14	g	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Providing sponsorship/contacts to help advance your career	27	g		
14	h	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Shielding you from those who would interfere with your career advancement	27	h		
14	i	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Acting as a role model for you	27	i		
14	j	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Advising you on organizational politics	27	j		
14	k	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Providing support and encouragement	27	k		
14	l	For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.	Providing personal and social guidance	27	l		
15	---	Was your most effective mentor...?	---				
15	spo	How did you start your mentoring relationship with your most effective mentor?	---				
16	a	What is the racial/ethnic background of your most effective mentor?	White	29	a		
16	b	What is the racial/ethnic background of your most effective mentor?	Black or African American	29	b		
16	c	What is the racial/ethnic background of your most effective mentor?	American Indian or Alaska Native	29	c		
16	d	What is the racial/ethnic background of your most effective mentor?	Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	29	d		
16	e	What is the racial/ethnic background of your most effective mentor?	Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	29	e		
16	f	What is the racial/ethnic background of your most effective mentor?	Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)	29	f		
16	g	What is the racial/ethnic background of your most effective mentor?	Don't know	29	g		
17	---	Was your most effective mentor...?	---	30	---		

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
18	a	How much do you agree or disagree with the following statements about the people you work with at your workplace?	There is very little conflict among your coworkers.	31	a	37	a
18	b	How much do you agree or disagree with the following statements about the people you work with at your workplace?	Your coworkers put in the effort required for their jobs.	31	b	37	b
18	c	How much do you agree or disagree with the following statements about the people you work with at your workplace?	The people in your work group tend to get along.	31	c	37	c
18	d	How much do you agree or disagree with the following statements about the people you work with at your workplace?	The people in your work group are willing to help each other.	31	d	37	d
18	e	How much do you agree or disagree with the following statements about the people you work with at your workplace?	You are satisfied with the relationships you have with your coworkers.	31	e	37	e
19	a	How often during the past 12 months have you had experiences where coworkers or supervisors...	Intentionally interfered with others' work performance?	32	a		
19	b	How often during the past 12 months have you had experiences where coworkers or supervisors...	Did not provide information or assistance when needed?	32	b		
19	c	How often during the past 12 months have you had experiences where coworkers or supervisors...	Were excessively harsh in their criticism of work performance?	32	c		
19	d	How often during the past 12 months have you had experiences where coworkers or supervisors...	Took credit for work or ideas that were not theirs?	32	d		
19	e	How often during the past 12 months have you had experiences where coworkers or supervisors...	Spread rumors or gossiped about you or others?	32	e		
19	f	How often during the past 12 months have you had experiences where coworkers or supervisors...	Used insults, sarcasm, or gestures to humiliate you or others?	32	f		
19	g	How often during the past 12 months have you had experiences where coworkers or supervisors...	Yelled when they were angry with you or others?	32	g		
19	h	How often during the past 12 months have you had experiences where coworkers or supervisors...	Swore at you or others in a hostile manner?	32	h		
19	i	How often during the past 12 months have you had experiences where coworkers or supervisors...	Damaged or stole others' property or equipment?	32	i		
20	a	How much do you agree or disagree with the following statements about the work you do at your workplace?	Your work provides you with a sense of pride.	33	a	39	a
20	b	How much do you agree or disagree with the following statements about the work you do at your workplace?	Your work makes good use of your skills.	33	b	39	b
20	c	How much do you agree or disagree with the following statements about the work you do at your workplace?	You like the kind of work you do.	33	c	39	c
20	d	How much do you agree or disagree with the following statements about the work you do at your workplace?	Your job gives you the chance to acquire valuable skills.	33	d	39	d
20	e	How much do you agree or disagree with the following statements about the work you do at your workplace?	You are satisfied with your job as a whole.	33	e	39	e
21	a	Overall, how well prepared...	Are you to perform your wartime job?	34	a	40	a
21	b	Overall, how well prepared...	Is your unit to perform its wartime mission?	34	b	40	b
22	a	How would you rate...	Your current level of morale?	35	a	41	a
22	b	How would you rate...	The current level of morale in your unit?	35	b	41	b

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
23	a	How much do you agree or disagree with the following statements about your unit?	Service members in your unit really care about each other.	37	a	42	a
23	b	How much do you agree or disagree with the following statements about your unit?	Service members in your unit work well as a team.	37	b	42	b
23	c	How much do you agree or disagree with the following statements about your unit?	Service members in your unit pull together to get the job done.	37	c	42	c
23	d	How much do you agree or disagree with the following statements about your unit?	Service members in your unit trust each other.	37	d	42	d
24	a	How true or false is each of the following statements for you?	I am as healthy as anybody I know.	38	a	44	a
24	b	How true or false is each of the following statements for you?	I seem to get sick a little easier than other people.	38	b	44	b
24	c	How true or false is each of the following statements for you?	I expect my health to get worse.	38	c	44	c
24	d	How true or false is each of the following statements for you?	My health is excellent.	38	d	44	d
25	a	Overall, how would you rate...	The current level of stress in your work life?	40	a		
25	b	Overall, how would you rate...	The current level of stress in your personal life?	40	b		
26	a	In the past month, how often have you...	Been upset because of something that happened unexpectedly?	41	a	43	a
26	b	In the past month, how often have you...	Felt that you were unable to control the important things in your life?	41	b	43	b
26	c	In the past month, how often have you...	Felt nervous and stressed?	41	c	43	c
26	d	In the past month, how often have you...	Felt confident about your ability to handle your personal problems?	41	d	43	d
26	e	In the past month, how often have you...	Felt that things were going your way?	41	e	43	e
26	f	In the past month, how often have you...	Found that you could not cope with all of the things you had to do?	41	f	43	f
26	g	In the past month, how often have you...	Been able to control irritations in your life?	41	g	43	g
26	h	In the past month, how often have you...	Felt that you were on top of things?	41	h	43	h
26	i	In the past month, how often have you...	Been angered because of things that were outside of your control?	41	i	43	i
26	j	In the past month, how often have you...	Felt difficulties were piling up so high that you could not overcome them?	41	j	43	j
27	a	Over the past 30 days, have you been bothered by the following problems?	Little interest or pleasure in doing things	43	a		
27	b	Over the past 30 days, have you been bothered by the following problems?	Feeling down, depressed, or hopeless	43	b		
27	c	Over the past 30 days, have you been bothered by the following problems?	Trouble falling or staying asleep, or sleeping too much	43	c		
27	d	Over the past 30 days, have you been bothered by the following problems?	Feeling tired or having little energy	43	d		
27	e	Over the past 30 days, have you been bothered by the following problems?	Poor appetite or overeating	43	e		

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
27	f	Over the past 30 days, have you been bothered by the following problems?	Feeling bad about yourself–or that you are a failure or have let yourself or your family down	43	f		
27	g	Over the past 30 days, have you been bothered by the following problems?	Trouble concentrating on things, such as reading the newspaper or watching television	43	g		
27	h	Over the past 30 days, have you been bothered by the following problems?	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	43	h		
28	a	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	45	a	45	a
28	b	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Told stories or jokes which were racist or depicted your race/ethnicity negatively?	45	b	45	b
28	c	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Were condescending to you because of your race/ethnicity?	45	c	45	c
28	d	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	45	d	45	d
28	e	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Displayed tattoos or wore distinctive clothes which were racist?	45	e	45	e

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
28	f	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Did not include you in social activities because of your race/ethnicity?	45	f	45	f
28	g	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	45	g	45	g
28	h	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	45	h	45	h
28	i	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made offensive remarks about your accent or language skills?				
28	j	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	45	i	45	i
28	k	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	45	j	45	j
28	l	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Vandalized your property because of your race/ethnicity?	45	k	45	k

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
28	m	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?				
28	n	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?				
28	o	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	45	l	45	l
28	p	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Physically threatened or intimidated you because of your race/ethnicity?	45	m	45	m
28	q	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Assaulted you physically because of your race/ethnicity?	45	n	45	n
28	r	How frequently during the past 12 months have you been in circumstances where you thought [b-1] Military Personnel (Active Duty or Reserve) [b-2] on- or off-duty [b-2] on- or off-installation; and/or [b-1] DoD/DHS Civilian Employees and/or Contractors [b-2] In your workplace or on or off your installation/ship...	Other race/ethnicity-related experiences?	45	o		
28	spo	Please specify the other race/ethnicity-related experiences.	---	45	spo		
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?	---	46	---	49	---
30	---	Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you?	---	47	---	50	---

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
31	a	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?	You were rated lower than you deserved on your last evaluation.	48	a	47	a
31	b	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?	Your last evaluation contained unjustified negative comments.	48	b	47	b
31	c	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?	You were held to a higher performance standard than others in your job.	48	c	47	c
31	d	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?	You did not get an award or decoration given to others in similar circumstances.	48	d	47	d
31	e	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?	Your current assignment has not made use of your job skills.	48	e	47	e
31	f	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?	You were not able to attend a major school needed for your specialty.	48	f	47	f
31	g	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?	You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.	48	g	47	g
31	h	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?	You received lower grades than you deserved in your training.	48	h	47	h
31	i	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?	You did not get a job assignment that you wanted because of scores that you got on tests.	48	i	47	i
31	j	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?	Your current assignment is not good for your career if you continue in the military.	48	j	47	j
31	k	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?	You did not receive day-to-day, short-term tasks that would help you prepare for advancement.	48	k	47	k
31	l	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?	You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.	48	l	47	l
31	m	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?	You did not learn until it was too late of opportunities that would help your career.	48	m	47	m
31	n	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?	You were unable to get straight answers about your promotion possibilities.	48	n	47	n
31	o	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?	You were taken to nonjudicial punishment or court martial when you should not have been.		o	47	v
31	p	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?	You were punished at your job for something that others did without being punished.	48	p	47	w

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
31	q	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?	You were excluded by your peers from social activities.	48	q	47	s
31	r	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?	You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	48	r		
31	s	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?	You received poorer treatment than you deserved from a military health care provider.	48	s		
31	t	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?	You were harassed by armed forces police.	48	t		
31	u	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?	You had other bothersome experiences at your job.	48	u		
31	spo	Please specify what other bothersome experiences you had at your job.	---	48	spo		
32	a	Do you consider ANY of the behaviors which you marked in the previous question to have been...	Racial/ethnic discrimination?	49	a	49	---
32	b	Do you consider ANY of the behaviors which you marked in the previous question to have been...	Sex discrimination?	49	b		
32	c	Do you consider ANY of the behaviors which you marked in the previous question to have been...	Religious discrimination?	49	d		
32	d	Do you consider ANY of the behaviors which you marked in the previous question to have been...	Other type of discrimination?	49	e		
32	sp1	Please specify the other form(s) of discrimination you experienced.	---	49	spo		
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?	---	50	---	50	---
34	a	What behavior(s) did you experience during the situation?	Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress	51	a	51	a
34	b	What behavior(s) did you experience during the situation?	Race/ethnicity-related threats, intimidation, vandalism, or physical assault	51	b	51	c
34	c	What behavior(s) did you experience during the situation?	Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	51	c	51	e
34	d	What behavior(s) did you experience during the situation?	Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	51	d	51	f
34	e	What behavior(s) did you experience during the situation?	Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	51	e	51	g

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
34	f	What behavior(s) did you experience during the situation?	Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	51	f	51	h
34	g	What behavior(s) did you experience during the situation?	Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity	51	g	51	i
34	h	What behavior(s) did you experience during the situation?	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	51	h	51	k
35	---	Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?	---	52	---		
36	---	During the course of the situation you have in mind, how often did the behavior(s) occur?	---	53	---	61	---
37	---	Where did this situation occur?	---	55	---	55	a
38	a	Did any of the behaviors in the situation occur...	At your work (the place where you perform your military duties)?	56	a	55	b
38	b	Did any of the behaviors in the situation occur...	During duty hours?	56	b	55	c
38	c	Did any of the behaviors in the situation occur...	In a work environment where members of your racial/ethnic background were uncommon?	56	c	55	d
38	d	Did any of the behaviors in the situation occur...	At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	56	d		
38	e	Did any of the behaviors in the situation occur...	While you were deployed?	57	---	55	e
39	a	How many offender(s) of each racial/ethnic group were involved in the situation?	Unknown race/ethnicity	59	a		
39	b	How many offender(s) of each racial/ethnic group were involved in the situation?	Multiracial/ethnic individual(s)	59	b		
39	c	How many offender(s) of each racial/ethnic group were involved in the situation?	White	59	c	59	a
39	d	How many offender(s) of each racial/ethnic group were involved in the situation?	Black or African American	59	d	59	b
39	e	How many offender(s) of each racial/ethnic group were involved in the situation?	American Indian or Alaska Native	59	e	59	c
39	f	How many offender(s) of each racial/ethnic group were involved in the situation?	Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	59	f	59	d
39	g	How many offender(s) of each racial/ethnic group were involved in the situation?	Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	59	g	59	e

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
39	h	How many offender(s) of each racial/ethnic group were involved in the situation?	Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)	59	h	59	f
40	a	Was/were the offender(s)...	Someone in your chain of command?	60	a		
40	b	Was/were the offender(s)...	Other military person(s), not in your chain of command, of higher rank/grade than you?	60	b		
40	c	Was/were the offender(s)...	Your military coworker(s)?	60	c	60	d
40	d	Was/were the offender(s)...	Your military subordinate(s)?	60	d	60	e
40	e	Was/were the offender(s)...	Other military person(s)?	60	e	60	f
40	f	Was/were the offender(s)...	DoD/DHS civilian employee(s)?	60	f	60	g
40	g	Was/were the offender(s)...	DoD/DHS civilian contractor(s)?	60	g	60	h
40	h	Was/were the offender(s)...	A civilian from the local community?	60	h	60	i
40	i	Was/were the offender(s)...	Unknown person(s)?	60	i		
41	a	As a result of the situation, did you...	Request a transfer?	61	g	63	i
41	b	As a result of the situation, did you...	Think about getting out of your Service?	61	h	63	j
42	a	Did you report this situation to any of the following military individuals or organizations?	Someone in your chain of command	63	a	67	a,b
42	b	Did you report this situation to any of the following military individuals or organizations?	Someone in the chain of command of the person who did it	63	b	67	c
42	c	Did you report this situation to any of the following military individuals or organizations?	Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	63	c	67	d
42	d	Did you report this situation to any of the following military individuals or organizations?	Other person or office with responsibility for follow-up	63	d	67	e
43	a	What were your reasons for reporting the situation?	To prevent it from happening to you again				
43	b	What were your reasons for reporting the situation?	To prevent it from happening to someone else				
43	c	What were your reasons for reporting the situation?	To punish the person				
43	d	What were your reasons for reporting the situation?	Other reason(s)				
43	sp1	Please specify the other reason(s) you reported the situation.	---				
44	a	How satisfied are you with the following aspects of the reporting process?	Availability of information about how to follow-up on a report	65	a	69	b
44	b	How satisfied are you with the following aspects of the reporting process?	Treatment by personnel handling your report	65	b	69	c
44	c	How satisfied are you with the following aspects of the reporting process?	Amount of time it took/is taking to resolve your report	65	c	69	d
44	d	How satisfied are you with the following aspects of the reporting process?	How well you were/are kept informed about the progress of your report	65	d	69	e
44	e	How satisfied are you with the following aspects of the reporting process?	Degree to which your privacy was/is being protected	65	e	69	f

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
44	f	How satisfied are you with the following aspects of the reporting process?	The reporting process overall	65	f	69	g
44	spo	Please specify why you were dissatisfied with the reporting process overall.	---				
45	---	Do you know the outcome of your report?	---	66	---		
46	---	Was your report found to be true?	---	67	---	71	---
47	---	How satisfied were you with the outcome of your report?	---	68	---	73	---
47	spo	Please specify why you were dissatisfied with the outcome of your report.	---				
48	a	In response to your report, was official action taken against...	You?	69	a		
48	b	In response to your report, was official action taken against...	One or more of the person(s) who bothered you?	69	b		
48	spo	Please specify the official action taken against you in response to your report.	---				
49	---	Was the situation corrected?	---	70	---	72	b
49	spo	Please specify how or in what way the situation was corrected.	---				
50	a	As a result of the situation, did you experience any...	Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	71	a		
50	b	As a result of the situation, did you experience any...	Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	71	b		
51	a	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought it was not important enough to report.	72	a	75	a
51	b	What were your reasons for not reporting the situation to any military individuals or organizations?	You did not know how to report.	72	b	75	b
51	c	What were your reasons for not reporting the situation to any military individuals or organizations?	You felt uncomfortable making a report.	72	c	75	c
51	d	What were your reasons for not reporting the situation to any military individuals or organizations?	You took care of the problem yourself.	72	d	75	d
51	e	What were your reasons for not reporting the situation to any military individuals or organizations?	You did not think anything would be done.	72	e	75	e
51	f	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought you would not be believed.	72	f	75	f
51	g	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought reporting would take too much time and effort.	72	g	75	g
51	h	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought you would be labeled a troublemaker.	72	h	75	h
51	i	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought it would make your work situation unpleasant.	72	i	75	i
51	j	What were your reasons for not reporting the situation to any military individuals or organizations?	You thought your performance evaluation or chance for promotion would suffer.	72	j	75	j
51	k	What were your reasons for not reporting the situation to any military individuals or organizations?	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	72	k	75	k

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
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51	l	What were your reasons for not reporting the situation to any military individuals or organizations?	You were afraid of retaliation/reprisals from your chain of command.	72	l	75	l
51	m	What were your reasons for not reporting the situation to any military individuals or organizations?	You were encouraged to withdraw your report.				
51	n	What were your reasons for not reporting the situation to any military individuals or organizations?	You did not know the identity of the person(s) who did it.	72	m	75	m
51	o	What were your reasons for not reporting the situation to any military individuals or organizations?	Situation only involved civilian(s) off an installation.	72	n	75	n
51	p	What were your reasons for not reporting the situation to any military individuals or organizations?	Other reason(s)				
52	a	Please specify your other reason(s) for not reporting the situation to any military individuals or organizations.	---	73	a	78	a
52	b	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.	Senior leadership of my Service	73	b	78	b
52	c	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.	Senior leadership of my installation/ship	73	c	78	c
53	---	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.	My immediate supervisor	74	---		
54	a	In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...?	---	75	---	79	---
54	b	Has the military paid too much or too little attention to...	Racial/ethnic harassment/discrimination?				
54	c	Has the military paid too much or too little attention to...	Sexual harassment/discrimination?				
54	d	Has the military paid too much or too little attention to...	Religious harassment/discrimination?				
55	a	Has the military paid too much or too little attention to...	Other harassment/discrimination?	76	a		
55	b	How would you rate race relations...	In your work group?	76	b		
55	c	How would you rate race relations...	At your installation/ship?	76	c		
55	d	How would you rate race relations...	In your Service?	76	d		
56	a	How would you rate race relations...	In the local community around your installation?	77	a	80	a
56	b	In your work group, to what extent...	Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	77	b	80	b
56	c	In your work group, to what extent...	Would reports about racial/ethnic harassment and discrimination be taken seriously?	77	c	80	c
56	d	In your work group, to what extent...	Would people be able to get away with racial/ethnic harassment and discrimination?	77	d	80	d

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
56	e	In your work group, to what extent...	Are policies forbidding racial/ethnic harassment and discrimination publicized?	77	e	80	e
57	a	In your work group, to what extent...	Are reporting procedures related to racial/ethnic harassment and discrimination publicized?	78	a		
57	b	At your installation/ship...	Would you know how to report experiences of racial/ethnic harassment?	78	b		
57	c	At your installation/ship...	Would you know how to report experiences of racial/ethnic discrimination?	78	c	82	f
58	---	At your installation/ship...	Is the availability of reporting hotlines publicized enough?	79	---	87	---
59	a	In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?	---	81	a	89	a
59	b	The training I have received...	Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	81	b	89	b
59	c	The training I have received...	Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.	81	c	89	c
59	d	The training I have received...	Identifies behaviors that are offensive to others and should not be tolerated.	81	d	89	d
59	e	The training I have received...	Gives useful tools for dealing with racial/ethnic harassment and discrimination.	81	e	89	e
59	f	The training I have received...	Explains the process for reporting racial/ethnic harassment and discrimination.	81	f	89	f
59	g	The training I have received...	Makes me feel it is safe to report offensive, racial/ethnic situations.	81	g	89	g
59	h	The training I have received...	Promotes cross-cultural awareness.	81	h	89	h
59	i	The training I have received...	Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.	81	i	89	i
59	j	The training I have received...	Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.	81	j	89	j
60	---	The training I have received...	Promotes religious tolerance.	82	---	90	---
61	a	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?	---	83	a	83	c

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
61	b	To what extent do you feel...	Comfortable interacting with people from different racial/ethnic groups?	83	b	83	b
61	c	To what extent do you feel...	Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?	83	d		
61	d	To what extent do you feel...	The need to watch what you say when interacting with people from different racial/ethnic groups?	83	e		
61	e	To what extent do you feel...	The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?				
61	f	To what extent do you feel...	Comfortable interacting with people who have different religious beliefs than you?				
61	g	To what extent do you feel...	Pressure from Service members to avoid socializing with members who have different religious beliefs?				
62	a	To what extent do you feel...	Comfortable being open about your religious beliefs with other Service members?	84	a		
62	b	Do you agree with the ideals of organizations that...	Support the separation of people based on race/ethnicity?	84	b		
62	c	Do you agree with the ideals of organizations that...	Warn of the dangers of interactions between people of different races/ethnicities?	84	c		
63	a	Do you agree with the ideals of organizations that...	Point out the dangers of racial/ethnic diversity?	88	a	82	i
63	b	At your installation/ship, to what extent...	Are racist/extremist organizations or individuals a problem?	88	b	82	j
63	c	At your installation/ship, to what extent...	Are hate crimes a problem?	88	c	82	k
63	spo	At your installation/ship, to what extent...	Are gangs a problem?	88	spo		
64	a	In the previous question you indicated that there are problems at your installation/ship. Please specify.	---	89	a	82	l
64	b	In the local community around your installation, to what extent...	Are racist/extremist organizations or individuals a problem?	89	b	82	m
64	c	In the local community around your installation, to what extent...	Are hate crimes a problem?	89	c		
64	spo	In the local community around your installation, to what extent...	Are gangs a problem?	89	spo		
65	---	In the previous question you indicated that there are problems in the local community around where you live. Please specify.	---				
66	---	In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?	---	92	---	95	---
67	---	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?	---	93	---		

Q#	Sub	Question Text	Subitem Text	WEOA2009		WEOA2005	
				Q#	Sub	Q#	Sub
68	---	In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?	---	95	---	97	---
69	---	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?	---	96	---	98	---
70	---	In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?	---	97	---		
71	---	In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?	---				
72	---	Please indicate your religion/religious preference, if you have any.	---	98	---		
73	---	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.	---				
74	---	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. 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.	---				

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Form Approved
OMB No. 0704-0188

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1. REPORT DATE *(DD-MM-YYYY)*	2. REPORT TYPE	3. DATES COVERED *(From - To)*
01-May-2016	Final Report	April-July 2013

4. TITLE AND SUBTITLE

2013 Workplace and Equal Opportunity Survey of Active Duty Members: Administration, Datasets, and Codebook

5a. CONTRACT NUMBER

5b. GRANT NUMBER

5c. PROGRAM ELEMENT NUMBER

6. AUTHOR(S)

DMDC-RSSC

5d. PROJECT NUMBER

5e. TASK NUMBER

5f. WORK UNIT NUMBER

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)

Defense Manpower Data Center (DMDC)
Defense Research, Surveys, and Statistics Center (RSSC)
4800 Mark Center Drive, Suite 04E25, Alexandria, VA 22350-4000

8. PERFORMING ORGANIZATION REPORT NUMBER

DMDC Report No. 2013-047

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)

Office of Diversity Management and Equal Opportunity
4800 Mark Center Drive, Alexandria, VA 22350-4000

10. SPONSOR/MONITOR'S ACRONYM(S)

11. SPONSOR/MONITOR'S REPORT NUMBER(S)

12. DISTRIBUTION/AVAILABILITY STATEMENT

Available for public release; distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT

This report describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data, and prepare analysis weights for the 2013 Workplace and Equal Opportunity Survey of Active Duty Members. The survey analysis file layout and variables (both basic and confidential) are outlined.

15. SUBJECT TERMS

Survey Methodology

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			Paul Rosenfeld
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