

**Office of People Analytics (OPA)**



# **2016 Workplace and Gender Relations Survey of Active Duty Members**

## **Overview Report**

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# **2016 WORKPLACE AND GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS**

**Ms. Lisa Davis, Ms. Amanda Grifka, Ms. Kristin Williams, and Ms. Margaret Coffey, editors**

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## Executive Summary

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*Ms. Lisa Davis, Dr. Elizabeth P. Van Winkle, and Dr. Laura Severance*

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented and expanded sexual assault and sexual harassment programs to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important to reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the *2016 Workplace and Gender Relations Survey of Active Duty Members (2016 WGRA)*, a key source of information for evaluating these programs and for assessing the gender relations environment across the Services.

## Study Background and Methodology

### Study Background

The Defense Research, Surveys, and Statistics Center (RSSC), within the Office of People Analytics (OPA)<sup>1</sup>, has been conducting the congressionally-mandated gender relations surveys of active duty members since 1988 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. Past surveys of this population were conducted by OPA in 1988, 1995, 2002, 2006, 2010, and 2012. At the request of Congress, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members (both the active duty and Reserve components) to provide an independent assessment of unwanted gender-related behaviors in the military force. The measures for sexual assault and Military Equal Opportunity (MEO) violations developed by RAND for use in the *2014 RMWS* will be used in Workplace and Gender Relations (WGR) surveys hereafter.

The ability to estimate annual prevalence rates is a distinguishing feature of this survey. Results are included for estimated prevalence rates of sexual assault and Military Equal Opportunity (MEO) violations pertaining to sexual harassment and gender discrimination. Historically, to measure sexual assault, OPA's WGR surveys have used a measure of Unwanted Sexual Contact (USC) on surveys conducted in 2006, 2010, and 2012 of active duty members and 2008 and 2012 of Reserve component members. Although the term "USC" does not appear in the UCMJ, it is used to refer to a range of activities that the UCMJ prohibits, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body. As originally developed, the goal of the USC measure was to act as a proxy for "sexual assault" while balancing the emotional burden to the respondent. The intention of the USC measure was not to provide a crime victimization rate in this regard, but to provide the Department with information about military men and women who indicated experiencing behaviors prohibited by the UCMJ consistent with sexual assault and would qualify the individual to receive Sexual Assault Prevention and Response (SAPR) support services.

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<sup>1</sup> Prior to 2016, the Defense Research Surveys, and Statistics Center resided within the Defense Manpower Data Center (DMDC). In 2016, DHRA reorganized and moved RSSC under the newly established Office of People Analytics (OPA).

In 2014, Congressional leaders requested that the Department update their survey metrics to be more specific with regard to the types of crimes experienced by military members. This new measure of sexual assault aligns with the language used in the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements of Congress. In 2014, the Department contracted with RAND to conduct a large-scale survey of active duty and Reserve component members on issues of sexual assault. RAND developed this new measure of sexual assault which incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against Service members. While the terms and acts in this sexual assault measure are anatomical and more graphic, RAND had reported the measures provide a reliable estimate of sexual assault. As experiences of behaviors are self-reported on surveys, such experiences may or may not have been investigated, therefore, conclusions that a crime occurred may not be made.

To evaluate the differences between the previous USC metric and the new sexual assault metric, researchers at RAND fielded two versions of the survey: one using the USC question (the *2014 Workplace and Gender Relations Survey*) and one using a newly constructed crime victimization measure aligned with the specific legal definitions of sexual assault and abusive sexual contact as delineated in the UCMJ (*2014 RAND Military Workplace Survey [2014 RMWS]*). Using both measures, and weighting up to the full population for both, they found the estimated rate using the USC question and the estimated rate using a sexual assault crime index were not significantly different. The new sexual assault measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD and was incorporated on the *2016 WGRA*.<sup>2</sup> Chapter 1 of this report provides additional information on the construction of the sexual assault metric and how follow up questions allow for construction of an estimated crime rate.

In 2014, RAND also developed new measures of sex-based MEO experiences for the *2014 RMWS* that were designed to align with criteria for a DoD-based MEO violation. RAND developed the new measures of MEO violations that incorporate behaviors and follow-up criteria to derive estimated prevalence rates. The new measure provides an estimated prevalence rate of sexual harassment, which includes behaviors that may be consistent with a sexually hostile work environment and/or sexual quid pro quo, and gender discrimination.<sup>3</sup> Chapter 1 provides additional information on the construction of these metrics.

## Survey Methodology

OPA conducts DoD cross-component surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology

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<sup>2</sup> As a new sexual assault measure was used in 2014 and 2016, direct comparisons between survey years prior to 2014 are not possible. Although direct comparisons are not possible, the top-line estimates between the new measure and the old USC measure are statistically similar as found by the RAND Corporation in their 2014 bridge study.

<sup>3</sup> As experiences of behaviors are self-reported on surveys, such experiences may or may not have been investigated, therefore, conclusions that a crime occurred may not be made.

best practices promoted by the American Association for Public Opinion Research (AAPOR) for all scientifically constructed surveys.<sup>4</sup>

Although OPA has used industry standard scientific survey methodology for many years, it is important to clarify how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix C contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA. The survey methodology used on prior WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND, GAO).<sup>5</sup> The methodology for selecting the *2016 WGRA* sample, based on a stratified random sampling, is the same as in prior years. However, the methodology used for weighting the respondents to the population is different. To maintain comparability, OPA used the generalized boosted models (GBM) used by RAND for this administration, which adjusts for nonresponse by predicting responses to key survey measures (e.g. sexual assault) on the survey as well as predicting survey response. Additional details about the complex weighting can be found in Chapter 2 of the report and in the 2016 Workplace and Gender Relations Survey of Active Duty Members: Statistical Methodology Report (OPA, 2016a).

Data were collected between July 22 and October 14, 2016. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure the respondent data are protected.<sup>6</sup>

The target population for the *2016 WGRA* consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were below flag rank and had been on active duty for approximately five months.<sup>7</sup> Single-stage, nonproportional stratified random sampling procedures were used in the *2016 WGRA* for the DoD Services. A census of the Coast Guard was taken for this survey as they have a small population.

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<sup>4</sup> AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" ([http://aapor.org/Best\\_Practices1/4081.htm#best3](http://aapor.org/Best_Practices1/4081.htm#best3)). OPA has conducted surveys of the military and DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys.

<sup>5</sup> In 2014 an independent analysis of the methods used for a 2012 survey on gender relations in the active duty force, which aligns with methods used in the *2016 WGRA*, determined that "[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*." (Morrall, Gore, & Schell, 2014, p. 3). In 2010, GAO conducted an evaluation of OPA's methods. While they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, recommendations on conducting non-response bias analyses were accepted by OPA and are now standard products for OPA surveys (GAO-10-751R Human Capital).

<sup>6</sup> This Certificate of Confidentiality means that OPA cannot be forced to disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>7</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population including those active duty members with approximately five months of service at the start of survey fielding.

OPA sampled a total of 735,329 active duty service members. Surveys were completed by 151,010 active duty members. The weighted response rate for the 2016 WGRA was 24%, which is typical for large DoD-wide surveys.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning a base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 2.

The remainder of this Executive Summary details the top-line results from the overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response within the Department. References to perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. Additionally, behaviors endorsed by respondents are based on self-reports, therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. References to “sexual assault” throughout the report do not imply legal definitions for sexual assault and should be interpreted as “alleged” events. Additionally, references to “retaliation,” “reprisal,” “ostracism” or “maltreatment,” or perceptions thereof, are based on the negative behaviors as reported by the survey respondents; without knowing more about the specifics of particular cases or reports, this data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment.

## Summary of Top-Line Results

### Sexual Assault Among Active Duty Members

#### *Sexual Assault Prevalence Rate Estimates*

On the survey, active duty members were asked to think about events that happened in the past 12 months and were asked specifically about the following types of unwanted experiences in which someone:

- Put his penis into their vagina, anus, or mouth
- Put any object or any body part other than a penis into their vagina, anus, or mouth
- Made them put any part of their body or any object into someone’s mouth, vagina, or anus when they did not want to
- Intentionally touched private areas of their body (either directly or through clothing)



- Made them touch private areas of their body or someone else's body (either directly or through clothing)
- Attempted to put a penis, an object, or any body part into their vagina, anus, or mouth, but no penetration actually occurred.

This section provides the estimated overall roll up prevalence rates for members who indicated experiencing these behaviors, who met the UCMJ-based criteria for experiencing a sexual assault, and who indicated the sexual assault happened within the past 12 months.

Overall, 1.2% ( $\pm 0.1$ ) of DoD active duty members indicated experiencing **sexual assault** in the past 12 months. This represents approximately 1 in 23 women (4.3%) and 1 in 167 men (0.6%). Based on a constructed 95 percent confidence interval ranging from 14,041 to 15,748, an estimated total of 14,881 DoD active duty members indicated experiencing a **sexual assault** in the past 12 months. Compared to 2014, the percentage of those who indicated experiencing **sexual assault** is a statistically significant *decrease* in 2016 for women (0.6 percentage points) and men (0.3 percentage points). While there were downward trends in **sexual assault prevalence** for all Services, the statistically significant *decrease* for DoD women is driven by the statistically significant *decrease* for Navy women (1.4 percentage points lower than 2014). For men, the statistically significant *decrease* for DoD men overall was driven by the statistically significant *decrease* for Army men (0.3 percentage points lower than 2014).

Rates prior to 2014 used the measure of unwanted sexual contact and therefore trends prior to 2014 are not possible due to measurement differences.

### ***Type of Sexual Assault Members Indicated Experiencing***

Of all DoD active duty women, 2.2% indicated the unwanted event was **penetrative sexual assault**, 2.1% indicated experiencing **non-penetrative sexual assault**, and 0.1% indicated experiencing **attempted penetrative sexual assault**. Compared to 2014, the percentage of women who indicated experiencing **non-penetrative sexual assault** showed a statistically significant *decrease* in 2016 (0.5 percentage points) as well as for the percentage of women who indicated experiencing **attempted sexual assault** (0.1 percentage points). The estimated rate of **penetrative sexual assault** remained *statistically unchanged* for women from 2014.

Of all DoD active duty men, 0.2% indicated experiencing **penetrative sexual assault**, 0.4% indicated experiencing **non-penetrative sexual assault**, and <0.1% indicated experiencing **attempted penetrative sexual assault**. Compared to 2014, the percentage of men who indicated experiencing **non-penetrative sexual assault** showed a statistically significant *decrease* in 2016 (0.2 percentage points). The estimated rates of **penetrative sexual assault** and **attempted penetrative sexual assault** remained *statistically unchanged* for men since 2014.

### ***Details of the Most Serious Assault Members Indicated Experiencing***

As survivors of sexual assault often experience more than one assault, the 2016 WGRA asked the 4.3% of DoD women and the 0.6% of DoD men who indicated having experienced a sexual assault in the past 12 months to consider the assault that had the biggest effect on them. They were then asked specific questions on the circumstances surrounding this experience. In limiting

responses to this one situation, overall burden on the respondent is minimized. The following details are of this most serious assault.

DoD women (48%) were *more likely* than DoD men (35%) to indicate the most serious behavior experienced to be [penetrative sexual assault](#), while men (59%) were *more likely* than women (43%) to indicate [non-penetrative sexual assault](#) was the most serious behavior experienced. With regard to considering the one situation as involving [hazing or bullying](#), men were *more likely* than women to indicate the one situation involved [hazing](#) (27% for men and 9% for women) and/or [bullying](#) (39% for men and 24% for women). When asked about alcohol use during the one situation, women (59%) were *more likely* than men (39%) to indicate [either they and/or the alleged offender\(s\) had been drinking alcohol](#) at the time of the unwanted event.

When asked to describe where and when the one situation of sexual assault occurred, the majority of women and men (73% for both) indicated the assault occurred [at a military location](#). Women (45%) were *more likely* than men (25%) to indicate the situation occurred [while in their or someone else's home or quarters](#), while men (45%) were *more likely* than women (27%) to indicate it occurred [while at work during duty hours](#).

Sexual assault is often not experienced in isolation and behaviors may be present both prior to, and after, the assault. Over half of DoD women (56%) and DoD men (52%) indicated being [sexually harassed and/or stalked](#) before and/or after the one situation. These findings support the Department's emphasis on reporting as a potential way to stop the alleged offender from continuing or escalating behaviors.

Experiencing sexual assault could lead to members wanting to separate from the Service. In 2016, about one-quarter of women (28%) and men (23%) indicated they [took steps to leave or separate from the military](#) as a result of the one situation they experienced. Future research could examine whether or not members actually do separate from the Service based on their experiences of sexual assault.

In general, DoD women who indicated experiencing sexual assault were *satisfied* with the response and services they received from a majority of individuals or providers. Specifically women *more likely* than men to be *satisfied* with [SARCs](#) (64% for women and 43% for men), [a chaplain](#) (63% for women and 43% for men), and [SVCs/VLCs](#) (62% for women 38% for men). Compared to women, men were *more likely* to indicate they were *dissatisfied* with the responses they received from their chain of command: 53% were *dissatisfied* with their [immediate supervisor](#) (34% for women), 51% were *dissatisfied* with their [senior enlisted advisor](#) (34% for women), and half (50%) were *dissatisfied* with the responses received from their [unit commander/director](#) (31% for women). With the largest levels of dissatisfaction for both women and men, this suggests there is room for improvement in the level and quality of response from leadership when members experience sexual assault.

### ***Characteristics of the Alleged Offender in the One Situation***

When asked to describe the alleged offender(s) in the one situation, a little more than two-thirds (67%) of women indicated there was only [one alleged offender](#) and the vast majority (94%) of women indicated the alleged offender(s) was (were) [men](#). More than half (58%) of men



indicated only **one alleged offender** was involved in the one situation, and compared to women, men were *more likely* to indicate the alleged offender(s) was (were) **women** (25% for men and 2% for women) or were **a mix of men and women** (12% for men and 4% for women). Women (58%) were more likely than men (43%) to indicate the alleged offender was **a friend or acquaintance**.

The vast majority of women (90%) and about three-quarters of men (74%) indicated at least one of the alleged offenders were **in the military**, of which, the vast majority (94% of women and 91% of men) indicated they were in the **same Service** as them. The top three rank selections of the alleged offender(s) was (were) all enlisted members: **E5–E6** (39% of women and 43% of men), **E4** (33% of women and men), and **E1–E3** (29% of women and 30% of men). Taking into account the member's rank, over half of women (57%) and men (53%) indicated the alleged **offender was ranked higher than them**. This suggests those who indicated having experienced sexual assault are junior enlisted members who indicate being assaulted by someone who is slightly higher than them but within the enlisted ranks and is an area that could be further analyzed.

### **Reporting the One Situation**

Most members who indicate having experienced sexual assault do not report to a military authority. In 2016, women (31%) were more likely than men (15%) to indicate **reporting sexual assault to the military**. Of the 69% of women and 85% of men who *did not report*, men (78%) were more likely than women (70%) to indicate they **never considered reporting and do not plan to**.

For those who reported to the military, over half of women (54%) and men (55%) **initially made an unrestricted report** and around one-third **initially made a restricted report** (35% of women and 31% of men). If restricted reporting was not an option, over half of DoD women (58%) **would not have reported**, emphasizing the importance of having a restricted reporting option available for members who experience sexual assault (results for DoD men were not reportable). For those that made a restricted report, they could have chosen to convert the report to unrestricted or an independent investigation could have occurred and resulted in a conversion to unrestricted. Therefore, the *final report disposition* for women and men were as follows: 73% of women and 61% of men had an **unrestricted report** while 18% of women and 23% of men still maintained a **restricted report**.

Members who reported their sexual assault to the military were asked to what extent they were provided information and support after reporting. Of the 31% of DoD women who indicated having reported a sexual assault to the military, more than half of women indicated they were **provided information on their right to consult a Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC) to a large extent** (60%) and were **provided safety planning information regarding their immediate situation and regular contact regarding their well-being to a large extent** (54% for both). Data were not presented for DoD men due to high margins of error. When asked more specifically about the extent to which their leadership took positive actions after the member made a report, women were *more likely* than men to indicate their **leadership expressed concern for their well-being to a large extent** (46% for women and 26% for men). Overall, men were *more likely* than women to indicate **their leadership did not at all provide positive actions as**

a result of reporting sexual assault. This suggests there is a need for increased leadership support for males who experience and report sexual assault.

Two of the top three reasons women and men chose to report sexual assault included [wanting to stop the \(alleged\) offender from hurting others](#) (53% for women and 45% for men) and [wanting to stop the \(alleged\) offender from hurting them again](#) (42% for women and 47% for men). Additionally, women also reported because [someone they told encouraged them to report](#) (44%) and 41% of men indicated they reported because [it was their civic or military duty to report it](#). Based on their overall experience of the reporting process and services available to members who report sexual assault, 67% of women and 59% of men would [recommend others to report sexual assault](#) should it happen to them.

For members who *did not report* their sexual assault to the military, the main reason provided was because [they wanted to forget about it and move on](#) (68% of women and 47% of men, both of which showed a statistically significant *decrease* from 2014 of 5 percentage points for women and 17 percentage points for men). The other two main reasons for not reporting included [not wanting more people to know](#) about the assault (58% of women and 39% of men) and [they felt shamed or embarrassed](#) (52% for women and 37% of men).

Members were asked if they could do it all over again, would they make the same decision on reporting sexual assault. Eleven percent of women and 7% of men indicated [they would not make the same decision to report](#) the sexual assault if they could do it over, which would result in a drop in the already low numbers of members reporting sexual assault. Almost half of women (49%) and over half of men (57%) indicated they [would make the same decision to not report](#), supporting the statement where military members tend to not report sexual assaults to the military.

### ***Negative Outcomes Associated With Reporting***

The Department strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. To further ensure a safe environment for reporting, the Department has been monitoring whether repercussions, i.e., retaliatory behavior, have resulted from reporting a sexual assault. Specifically, two forms of retaliatory behaviors have been outlined: professional reprisal and ostracism/maltreatment. Professional reprisal, used for purpose of this survey, is a personnel or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors, such as actions of social exclusion or misconduct against the military member taken by peers or an individual in a position of authority, because the member reported, or intends to report a criminal offense.

Until 2014, the Department used a general climate measure of “retaliation” to capture these potential experiences. Survey results on estimated rates of perceived experiences of both types of retaliatory behaviors by sexual assault survivors have been relatively constant since first measured in 2006. Specifically, survey findings have consistently shown that more than half of female military members<sup>8</sup> who made an unrestricted report perceived some amount of retaliatory

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<sup>8</sup> Data for men were not reportable due to the small number of male respondents in this category.

behavior.<sup>9</sup> Using this general measure, the Department was able to gauge perceptions of retaliatory behaviors, but this prior measure did not necessarily align with the specific requirements of policy to allow for an investigation. In 2015, the Secretary of Defense determined that more detailed information was needed on the circumstances of these perceived experiences. As a result, the Secretary of Defense directed the Department to “develop a DoD-wide comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of victims of sexual assault and other crimes.”<sup>10</sup>

This increased focus led to a number of new initiatives, including the revision of survey measures to be more consistent with the directives prohibiting retaliation.<sup>11</sup> To develop a more comprehensive measure, which was more consistent with law, but still allowed for measurement of general negative behaviors, SAPRO assembled a Retaliation Roundtable which included subject matter experts from across the Department along with other DoD stakeholders. The goal was to create a detailed set of survey items that more carefully measure ostracism/maltreatment and professional reprisal so that these outcomes associated with reporting a sexual assault could be better addressed by the Department.<sup>12</sup>

The new metric constructed by this group no longer refers to general “retaliation” and instead uses the terms explained previously for professional reprisal, ostracism, and maltreatment. Questions were designed to measure negative behaviors a respondent may have experienced as a result of making a sexual assault report and to account for additional motivating factors as indicated by the member that may be consistent with prohibited actions of professional reprisal, ostracism, and maltreatment in the Uniform Code of Military Justice (UCMJ) and military policies and regulations. This includes the alleged perpetrator having knowledge about the report and that the actions were perceived to be taken with a specific intent (i.e., to discourage the military member from moving forward with the report of sexual assault or to exclude them).

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or maltreatment and therefore we refer to such outcomes as “perceived.” Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliation. The estimates presented in this section reflect the active duty members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation. As such, rates for these items are caveated as “perceived.”

Prior to categorizing members as experiencing “perceived” reprisal, ostracism, and/or maltreatment, members had to indicate experiencing a “potential” retaliatory action and/or behavior. Specifically, the member had to indicate experiencing any behavior consistent with

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<sup>9</sup> DMDC (2012), Van Winkle, Rock, Coffey, & Hurley (2014), Morral, Gore, & Schell (2014).

<sup>10</sup> Secretary of Defense (2015, May 1).

<sup>11</sup> The implementation of Section 1709(a) of the NDAA for FY 2014 requires the Secretary of Defense to prescribe regulations, or require the Secretaries of the military departments to prescribe regulations, that prohibit retaliation against an alleged victim or other member of the Armed Forces who reports a criminal offense. The section further requires that violation of those regulations be punishable under Article 92 of the UCMJ, 10 U.S.C. § 892 (2012).

<sup>12</sup> As legal definitions of retaliatory behaviors change, survey metrics will be re-evaluated to align with such changes.

professional reprisal or ostracism/maltreatment which would precede the questions to ascertain the member's perception of the motivating factors of those perceived retaliatory behaviors. Therefore, there may be higher percentages of members who experience "potential" behaviors, but they do not, on their own reflect a "rate." "Perceived" actions and/or behaviors are those retaliatory behaviors where potential behaviors were experienced and additional motivating factors, as indicated by the member, were present. Details about the construction of this new metric are included in Chapter 1.

***Perceived Professional Reprisal.*** To be included in the estimated rate of perceived professional reprisal, members must have met the following criteria:

- Experienced a sexual assault in the past 12 months,
- Reported the assault to a military authority,
- Experienced at least one behavior consistent with professional reprisal perpetrated by someone in leadership (e.g., was demoted, denied promotion, rated lower than deserved, reassigned, made to perform additional duties, disciplined, etc.),
- Indicated the actions experienced were based only on their report of sexual assault (i.e., not based on conduct or performance), and
- Indicated leadership took these actions to get back at them for making a report, to discourage them from moving forward with the report, and/or because they were mad at them for causing problems.

Of the DoD women and DoD men who indicated experiencing a sexual assault in the past year and reported the assault to a military authority, 36% of women and half (50%) of men indicated experiencing [at least one behavior in line with potential professional reprisal](#), of which, 19% of women and 36% of men indicated experiencing [perceived professional reprisal](#) as a result of reporting sexual assault by meeting the additional motivating factors consistent with prohibited actions to get into the official rate.

***Perceived Ostracism.*** To be included in the estimated rate of perceived ostracism, active duty members must have indicated the event met the following criteria:

- Experienced a sexual assault in the past 12 months,
- Reported the assault to a military authority,
- Experienced at least one behavior consistent with ostracism allegedly perpetrated by a peer or someone in a position of authority (e.g., made insulting or disrespectful remarks/jokes at your expense in public, excluded or threatened to exclude them from social activities/interactions, or ignored them),
- Indicated the alleged perpetrator(s) of the actions knew, or suspected, they had made a report of sexual assault, and

- Indicated the alleged perpetrators(s) took these actions to discourage them from moving forward with the report or discourage others from reporting.

Of the DoD women and DoD men who indicated experiencing a sexual assault in the past year and reported the assault to a military authority, over half (51%) of women and less than half (47%) of men indicated experiencing [at least one behavior in line with potential ostracism](#), of which, only 12% of women and 17% of men indicated experiencing [perceived ostracism](#) as a result of reporting sexual assault by meeting the additional motivating factors consistent with prohibited actions to get into the official rate.

***Perceived Maltreatment.*** To be included in the estimated rate of perceived maltreatment, active duty members must have indicated the event met the following criteria:

- Experienced a sexual assault in the past 12 months,
- Reported the assault to a military authority,
- Experienced at least one behavior consistent with maltreatment allegedly perpetrated by a peer or someone in a position of authority (e.g., made insulting or disrespectful remarks/jokes at your expense in private, showed or threatened to show private images/photos/video to others, bullied them, was physically violent to them etc.),
- Indicated the alleged perpetrator(s) of the actions knew, or suspected, they had made a report of sexual assault, and
- Indicated the alleged perpetrators(s) took these actions to discourage them from moving forward with the report or discourage others from reporting and/or to abuse or humiliate them.

Of the DoD women and DoD men who indicated experiencing a sexual assault in the past year and reported the assault to a military authority, 38% of women and men indicated experiencing [at least one behavior in line with potential maltreatment](#), of which, 18% of women and 19% of men indicated experiencing [perceived maltreatment](#) as a result of reporting sexual assault by meeting the additional motivating factors consistent with prohibited actions to get into the official rate.

***Perceived Professional Reprisal, Ostracism, and/or Maltreatment.*** To be included in the roll-up rate of perceived professional reprisal, ostracism, and/or maltreatment, active duty members must have met criteria for perceived professional reprisal, perceived ostracism, and/or perceived maltreatment.

Of the DoD women and DoD men who indicated experiencing a sexual assault in the past year and reported the assault to a military authority, 58% of women and 60% of men indicated experiencing [at least one behavior in line with potential professional reprisal, ostracism, and/or maltreatment](#). Of which, 28% of women and 42% of men indicated experiencing [perceived professional reprisal, ostracism, and/or maltreatment](#) as a result of reporting sexual assault by



meeting the additional motivating factors consistent with prohibited actions to get into the official rate.

## Sexual Harassment and Gender Discrimination

Sex-based Military Equal Opportunity (MEO) violations are defined as having at least one self-reported experience that meets the criteria for a DoD-based MEO violation of sexual harassment or gender discrimination. To obtain an estimated prevalence rate for sex-based MEO violations, two requirements must be met:

- Experience of sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) by someone in the 12 months prior to the survey and
- Meet at least one of the follow-up legal criteria required for an MEO violation.

Data in this section includes overall estimated prevalence rates for sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, and the estimated overall sex-based MEO prevalence rate. Details on the construction of the sex-based MEO metrics can be found in Chapter 1.

### Sexual Harassment Prevalence Rate Estimates

Sexual harassment includes sexually hostile work environment and sexual *quid pro quo*. The estimated prevalence rate for sexual harassment is a “roll up” of those who met criteria for the estimated sexually hostile work environment prevalence rate and/or those who met criteria for the estimated sexual *quid pro quo* prevalence rate.

Overall, 21.3% of DoD women and 5.6% of DoD men indicated experiencing a [sexually hostile work environment](#) in the past 12 months. Compared to 2014, there was a statistically significant *decrease* in the [sexually hostile work environment](#) rate for DoD men (1.0 percentage point), driven by a *decrease* for Army men of 1.7 percentage points from 2014 (6.0%). Fewer DoD women (2.2%) and DoD men (0.3%) indicated experiencing [sexual quid pro quo](#). Compared to 2014, there was a statistically significant *increase* in the [sexual quid pro quo](#) rate for DoD women (0.5 percentage points), driven by an *increase* for Navy women of 1.2 percentage points from 2014 (3.4%).

If a member indicated they met criteria for either sexually hostile work environment or sexual *quid pro quo*, they are combined into the full estimated rate of sexual harassment. As estimated rates for sexually hostile work environment are typically higher than sexual *quid pro quo*, the former construct often drives the estimated sexual harassment rates (i.e., estimated sexual harassment rates typically align with rates for sexually hostile work environment). In 2016, 21.4% of DoD women and 5.7% of DoD men indicated experiencing [sexual harassment](#) in the past 12 months. For men, this showed a statistically significant *decrease* of 0.9 percentage points from 2014, driven by a statistically significant *decrease* for Army men of 1.7 percentage points (6.0%).

### ***Gender Discrimination Prevalence Rate Estimates***

Gender discrimination is defined as experiencing behaviors or comments directed at someone because of their gender that harmed or limited their career. To get into the estimated prevalence rate for gender discrimination, members must have indicated experiencing one of these behaviors and endorse a corresponding follow-up item that indicated the actions and/or beliefs harmed or limited their career.

In 2016, 14.1% of DoD women and 2.0% of DoD men indicated experiencing [gender discrimination](#) in the past 12 months. Compared to 2014, there was a statistically significant *increase* in the rate of [gender discrimination](#) for DoD women of 1.7 percentage points, which was driven by a statistically significant *increase* of 2.5 percentage points for Air Force women (9.2%).

### ***Sex-Based MEO Violation Prevalence Rate Estimates***

The estimated sex-based MEO violation prevalence rate is a “roll up” of those who met the requirements for inclusion into at least one of the following estimated prevalence rates: sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination. In 2016, 26.5% of DoD women and 6.8% of DoD men indicated experiencing a [sex-based MEO violation](#).

### ***Details of the Most Serious Sex-Based MEO Violation***

As members who experience a sex-based MEO violation may often experience more than one violation, the 2016 WGRA asked the 26.5% of DoD women and the 6.8% of DoD men who indicated experiencing a sex-based MEO violation in the past 12 months to consider the situation that had the biggest effect on them. They were then asked specific questions on the circumstances surrounding this experience. Similar to the sexual assault section, in limiting responses to this one situation, overall burden on the respondent is minimized. The following details are of this most serious sex-based MEO violation allegation.

The vast majority of DoD women (95%) and DoD men (92%) indicated the unwanted situation occurred [at a military location](#), with 92% of women and 88% of men indicating it happened [at a military installation or ship](#). When asked about how long the unwanted situation continued, 40% of women and 32% of men indicated the situation continued for [a few months](#). Compared to 2014, there was a statistically significant *increase* for DoD men who indicated the situation occurred only [one time](#) (28%, increase of 7 percentage points from 2014) and a *decrease* in those who said the situation continued for [a year or more](#) (21%, down 8 percentage points from 2014).

Similar to the sexual assault one situation, members were asked if they would consider the unwanted behaviors they indicated having experienced to be hazing or bullying. Forty-two percent of both DoD women and DoD men indicated they would consider their situation to involve [bullying](#) and 17% of women and 25% of men would consider it as involving [hazing](#). Men (19%) were *more likely* than women (13%) to indicate the situation involved [both hazing and bullying](#), while women (28%) were *more likely* than men (22%) to indicate the situation involved [only bullying](#).

When asked if they took steps to leave or separate from the military based on the reported sex-based MEO experienced they considered to be the most serious, less than one-third of women (29%) and men (27%) indicated they did [take steps to leave](#).

***Characteristics of the Alleged Offender in the Sex-Based MEO Violation One Situation.***

Members who indicated experiencing a sex-based MEO violation were asked to provide details of the alleged offender in the one situation they considered to be the most serious. For women, 59% indicated [more than one alleged offender](#) was involved (a statistically significant *increase* of 22 percentage points compared to 2014), 77% indicated the alleged offender was [male](#) (a statistically significant *decrease* of 10 percentage points compared to 2014), and 19% indicated [both men and women](#) were involved in the one situation (statistically significant *increase* of 10 percentage points compared to 2014). With regards to the status of the alleged offender, 95% of women indicated [at least one of the alleged offenders were in the military](#). Forty-one percent of women indicated the alleged offender was [someone else in their chain of command](#) and 34% indicated it was [their immediate supervisor](#) or [some other higher ranking military member](#). With regards to the specific rank of the alleged offender, 53% of women identified the alleged offender as an [E5–E6](#), 36% as [E7–E9](#), and about one-quarter (26%) were ranked [E4](#).

For men, 57% indicated [more than one alleged offender](#) was involved (a statistically significant *increase* of 11 percentage points compared to 2014), 53% indicated the alleged offender was [male](#) (a statistically significant *decrease* of 14 percentage points compared to 2014), and 29% indicated [both men and women](#) were involved in the one situation (statistically significant *increase* of 13 percentage points compared to 2014). With regards to the status of the alleged offender, 92% of men indicated [at least one of the alleged offenders were in the military](#). Forty percent of men indicated the alleged offender was [someone else in their chain of command](#), 32% indicated it was [their immediate supervisor](#), and 31% indicated they were [some other higher ranking military member](#). With regards to the specific rank of the alleged offender, 55% of men identified the alleged offender as an [E5–E6](#), 34% as [E7–E9](#), and more than one-quarter (29%) were ranked [E4](#).

***Reporting the Sex-Based MEO Violation One Situation.*** Similar to sexual assault, the majority of active duty members who indicated experiencing a sex-based MEO violation chose not to make a report or to discuss the situation with their supervisor and/or chain of command. However, rates of reporting to a supervisor or member of their chain of command were higher, potentially due to the ability to handle a sex-based MEO violation at the lowest level. Of those DoD women who indicated experiencing a sex-based MEO violation, 50% indicated they [reported and/or discussed the situation with their supervisor/someone in their chain of command](#). For DoD men who indicated experiencing a sex-based MEO violation, 37% indicated they [reported and/or discussed the situation with their supervisor/someone in their chain of command](#). Additional information about the actions taken as a result of the report can be found in Chapter 7.

## **Bystander Intervention**

Prevention of sexual assault is a major line of effort for SAPRO. Part of this prevention effort places the onus on each member to uphold the values of dignity and respect and to confront appropriately those who do not maintain these values. To measure this aspect of prevention, the 2016 WGRA asked active duty members whether they witnessed a potential sexual assault



situation in the past year, and if so what were their actions in response to observing the situation, and what led them to decide to intervene.

The 2016 WGRA found that while few members observe potential sexual assault situations, the vast majority of members took action. Specifically, 8% of DoD women and 4% of DoD men indicated [observing a potential sexual assault situation](#), of which 92% of women and 89% of men [took action](#) as a result. To get a better idea about why members choose to intervene, the 2016 WGRA asked members what contributed to their decision to intervene. The top three responses for women and men were [it was the right thing to do](#) (95% for both women and men), [they were confident in their ability to prevent a sexual assault](#) (69% for women and 72% for men), and [they had a desire to uphold their core military values](#) (65% for women and 66% for men). Additional information on bystander intervention, along with training on sexual assault and sexual harassment, can be found in Chapters 8 and 9.

## Leadership Climate

On the 2016 WGRA, active duty members were asked to rate how well members they interact with across ranks demonstrate positive workplace behaviors and actions. Examples of some of the behaviors and actions include making it clear that sexual assault has no place in the military, leading by example by refraining from sexist comments and behaviors, encouraging bystander intervention, and encouraging victims to report sexual assault. Members were asked how well each of the following ranking groups demonstrated these behaviors/actions: E1–E3, E4, E5, E6, E7–E9, O1–O3, O4–O6, O7 and above, and W1–W5.

Overall, DoD women and men indicated members ranked [E1–E3](#) lower overall for encouraging, promoting, and/or demonstrating positive workplace actions or behaviors, while members ranked [O4–O6](#) and [O7 and above](#) better overall. The results suggest junior enlisted members do not promote positive workplace behaviors as well as those ranked higher than them, such as senior enlisted members and officers. Given the large percentage of active duty members indicating they are being sexually assaulted by the more junior enlisted members, targeted improvements in positive workplace behaviors and actions are needed for this group of active duty members.

## Additional Analyses

### *An Analysis of Males Who Indicated Experiencing Sexual Assault*

The 2016 prevalence rate of sexual assault was 0.6% for DoD men. Given the large male population in the DoD Services, this equates to a substantial number of survivors. Most of the research examining sexual assault has focused on women given that they are at higher risk for sexual assault than men. However, it is crucial to consider the unique experiences of men who experience sexual assault with an eye toward prevention and response. Therefore, OPA examined the demographic profile of men who indicated experiencing sexual assault before turning to an in-depth examination of hazing and bullying, both of which affect men to a larger degree than women.

Most men who indicated experiencing sexual assault were younger than 25 years of age, enlisted, and within their first five years of service. Targeting efforts toward this population is especially important as these individuals are more likely to experience sexual assault.

One key area in which gender differences emerged is the characterization of the one sexual assault situation with the largest effect as hazing or bullying, as men were far more likely than women to characterize the one situation as hazing or bullying. The demographic profile of men who characterize the one situation as hazing or bullying is largely similar to those who do not, though small differences were observed for level of education, paygrade, and age. However, hazing- and bullying-related sexual assault situations differ from non-hazing and non-bullying situations in several ways. For example, compared to men who did not characterize the one situation as hazing, men who characterized the one situation as hazing were more likely to indicate multiple alleged offenders were involved, both men and women were involved, and alleged offenders were all military members. This fits with the definition of hazing, which generally involves group members engaging in actions intended to humiliate or otherwise abuse a potential new group member. Men who characterized the one situation as hazing or bullying indicated multiple people were often involved and they experienced stalking and/or sexual harassment before the assault, which may indicate such assaults are planned as opposed to spontaneous events. This may be an area of prevention where if others (either leadership or peers) hear about an assault being planned, they may intervene or alert the appropriate party. The finding that alcohol is less likely to be involved in situations characterized as hazing or bullying also lends some support to this notion, as it implies that hazing and bullying are not fueled by impulse-inhibiting substances.

Men who characterized their experience as hazing or bullying were especially likely to indicate the alleged offender(s) was (were) of a higher rank, which may indicate alleged offenders are targeting lower-ranking service members. A power differential between the offender and victim is common in hazing and bullying dynamics and it appears that this finding extends to male Service members. Men who characterized their experience as hazing indicated lower levels of satisfaction with support provided by their unit commander/director and immediate supervisor after the assault. It may be that some higher ranking individuals are permissive of hazing and, at worst, engage in hazing. Accordingly, it is sensible that hazing victims would perceive lower levels of support from these individuals. Additional training on prohibitions against hazing and bullying and how to respond in hazing and bullying situations may be helpful for leadership.

Men who characterized the situation as hazing or bullying were also likely to experience multiple sexual assault incidents over the past 12 months, which indicates that they are repeatedly victimized. This is consistent with the definition of bullying, which entails repeated abuse. This pattern is especially concerning given that repeated sexual abuse is associated with particularly negative outcomes (Creech & Orchowski, 2016).

Workplace climate perceptions also appear to have a relationship with hazing- and bullying-related sexual assault. Men who characterized their sexual assault experience as hazing or bullying were more likely to perceive high levels of workplace hostility than were men who did not. Given that alleged perpetrators of hazing- and bullying-related sexual assault are overwhelmingly coworkers of survivors (i.e., fellow Service members); it follows that survivors of sexual assault might perceive their workplace as especially hostile. In a similar vein, men who characterized sexual assault as hazing or bullying were less likely to indicate that their fellow service members at various paygrades exhibited behaviors consistent with a healthy climate with respect to sexual assault. Again, if a survivor's coworker(s) is (are) perpetrating sexual assault, perceptions of healthy climate with respect to sexual assault are likely to be low.

It is not possible to determine the direction of the relationship between workplace climate and the actual occurrence of sexual assault given the data available. However, these results suggest that environments that are high on workplace hostility and/or have an unhealthy climate with respect to sexual assault are associated with hazing- and bullying-related sexual assault.

Finally, men who characterized their sexual assault experiences as either hazing or bullying were more likely to indicate they had taken steps to separate from the military than those who did not characterize the situation as such. Men who characterized the one situation as bullying were less likely to indicate that they would choose to remain on active duty if given the choice.

Accordingly, hazing- and bullying-related sexual assault may represent a threat to readiness given its effect on retention.

Overall, this detailed information on experiences of males who experience sexual assault may be used to inform prevention efforts with the goal of eliminating these damaging behaviors. Details on this analysis are provided in Chapter 11.

### ***Continuum of Harm***

Scientific survey data provides the Department with force-wide estimated prevalence rates on a variety of critical measures and allows for data-driven decisions for policies and resources impacting military members. However, survey data alone may sometimes fail to detect important patterns and interrelationships within the data. As such, additional analyses can identify additional findings to help better understand the top-line survey results. For the 2016 WGRA, OPA conducted a number of additional analyses, one of which examined the continuum of harm among active duty members who indicated experiencing a sexual assault. This full analysis can be found in Chapter 12.

In the realm of sexual assault, the continuum of harm describes “inappropriate actions, such as sexist jokes, hazing, and cyber bullying that are used before or after the assault and or supports an environment which tolerates these actions” (Department of Defense, 2014a). Results from the 2016 WGRA showed that DoD active duty members who indicated experiencing unwanted gender-related behaviors were more likely to indicate experiencing a sexual assault. More specifically, those who indicated experiencing a sex-based MEO violation such as sexual harassment (i.e., a sexually hostile work environment and/or sexual quid pro quo) and/or gender discrimination were more likely to indicate experiencing sexual assault than those who did not.

Various workplace factors were also assessed in relation to sexual assault because such factors might contribute to a culture that is tolerant of, or increases risk for, sexual assault. Results from this analysis demonstrated that high levels of workplace hostility, an unhealthy enlisted and officer climate with respect to sexual assault, quality of training, and low presence of female coworkers<sup>13</sup> were all related to increased likelihood of sexual assault. Of note, enlisted climate and workplace hostility had a strong association with sexual assault. While a climate of high workplace hostility was predictive of higher rates of sexual assault/harassment, a healthy climate with low workplace hostility had a protective effect against sexual assault, even when sexual

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<sup>13</sup> Low presence of female coworkers was not a significant finding for DoD men.

harassment was present. Findings from this analysis support the Department's increased emphasis on leadership engagement and a healthy climate when addressing these issues.

### ***Analysis of LGBT Service Members***

Prior to 2016, the Department had not established sexual assault and sexual harassment prevalence rates for those Service members who identify as LGBT. In the civilian sector, rates of sexual assault and harassment are higher for individuals that identify as lesbian, gay, bisexual or transgender (LGBT). The 2016 WGRA included questions addressing sexual orientation and transgender identity to gain a better understanding of the risk of sexual assault and sexual harassment for military members identifying as LGBT and will assist in improved prevention and targeted response efforts for these members.

To analyze experiences of unwanted gender-related behaviors among members who identify as LGBT, responses to the sexual orientation and transgender questions were combined to form two groups: those identifying as LGBT and those who do not. As a result, in 2016 5% of DoD active duty members indicated they identify as LGBT, with 12% of DoD women and 3% of DoD men indicated they identify as LGBT.

Overall, DoD members *identifying as LGBT* were more likely than members who *do not identify as LGBT* to experience unwanted gender-related behaviors:

- Sexual Assault Prevalence Rate: 4.5% for members *identifying as LGBT* and 0.8% for those who *do not identify as LGBT*,
- Sexual Harassment Prevalence Rate: 22.8% for members *identifying as LGBT* and 6.2% for those who *do not identify as LGBT*, and
- Gender Discrimination Prevalence Rate: 8.8% for members *identifying as LGBT* and 3.2% for those who *do not identify as LGBT*.

Given the increased odds members identifying as LGBT have for experiencing unwanted gender-related behaviors, further research should be conducted to explore what makes this population more vulnerable to such crimes. Similar to the research provided on the experience of male victims, analysis of LGBT members who indicate experiencing sexual assault would provide a more in-depth look of their experiences and provide the Department with valuable information on how to better support and increase prevention for this vulnerable population.

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## Chapter 1: Introduction

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To address unwanted gender-related issues in the military, each of the Services and Department of Defense (DoD) has implemented and expanded sexual assault and sexual harassment programs to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important to identifying areas of improvement for reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the *2016 Workplace and Gender Relations Survey of Active Duty Members (2016 WGRA)*, a source of information for evaluating these programs and for assessing the gender relations environment across the Services. This introductory chapter provides background on why this survey was conducted, a summary of recent DoD policies and programs associated with gender-relations issues, a review of the survey measures, and an overview of the report chapters.

References to perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender.” Without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. References to “retaliation,” “reprisal,” “ostracism,” or “maltreatment,” or perceptions thereof are based on the negative behaviors as reported by the survey respondents; without knowing more about the specifics of particular cases or reports, this data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment. Therefore, no legal conclusions can be drawn on whether behaviors meet the definition of an offense having been committed.

### DoD Sexual Assault and Equal Opportunity Programs and Policies

The Defense Research, Surveys, and Statistics Center (RSSC), within the Office of People Analytics (OPA),<sup>14</sup> has been conducting the congressionally-mandated gender relations survey of active duty members since 1988 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. Past surveys of this population were conducted by OPA in 1988, 1995, 2002, 2006, 2010, and 2012. At the request of Congress, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members (both the active duty and Reserve components) to provide an independent assessment of unwanted gender-related behaviors in the military force. The measures for sexual assault and Military Equal Opportunity (MEO) violations developed by RAND for use in the *2014 RMWS* will be used in Workplace and Gender Relations (WGR) surveys hereafter.

As a result of the gender relations surveys being moved to a biennial cycle starting in 2013 as mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570, OPA conducted the *2016 WGRA*. This section provides a review of DoD sexual assault and sexual harassment policies and programs, which acts as a foundation for the establishment and

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<sup>14</sup> Before 2016, the Defense Research, Surveys, and Statistics Center (RSSC) resided within the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved RSSC under the newly established Office of People Analytics (OPA).

requirements of the 2016 WGRA, as well as a description of how results are presented in this report.

## **DoD Sexual Assault Prevention and Response Policies**

### ***Program Oversight***

In February 2004, the then-Undersecretary of Defense for Personnel and Readiness (USD[P&R]) testified before the Senate Armed Services Committee on the prevalence of sexual assault in the DoD and the programs and policies planned to address this issue. In accordance with legislative requirements (Ronald W. Reagan National Defense Authorization Act [NDAA] for Fiscal Year 2005), the USD(P&R) issued memoranda to the Services in November and December 2004 to provide DoD policy guidance on sexual assault, including a new standard definition, response capability, training requirements, response actions, and reporting guidance throughout the Department.

DoD Directive (DoDD) 6495.01 charged the USD(P&R) with implementing the Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the Directive through data collection and performance metrics. It established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) to address all DoD sexual assault policy matters, except criminal investigations and legal processes within the responsibility of the Offices of the Judge Advocates General in the Military Departments. DoD SAPRO supported implementation of this new policy and required data to continually assess the prevalence of sexual assault in the Department and the effectiveness of the programs and resources they implemented.

DoD refined its policy on sexual assault prevention and response through a series of directives issued in late 2004 and early 2005. DoDD 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” was reissued in January 2012, and then updated again in April 2013 and January 2015 by the then-Deputy Secretary of Defense and USD(P&R), to implement DoD policy and assign responsibilities for the SAPR program on prevention of, and response to, sexual assault and the oversight of these efforts. DoDD 6495.01 established a comprehensive DoD policy on the prevention and response to sexual assault (Department of Defense, 2015b). The policy states:

“The DoD goal is a culture free of sexual assault, through an environment of prevention, education and training, response capability (defined in Reference C), victim support, reporting procedures, and appropriate accountability that enhances the safety and well-being of all persons covered by this directive and Reference C.”<sup>15</sup>

In addition, the updated 2015 DoD Directive mandated standardized requirements and documents, an immediate, trained response capability at all permanent and deployed locations, effective awareness and prevention programs for the chain of command, and options for both

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<sup>15</sup> “Reference C” is Department of Defense. (2008). Sexual assault prevention and response program procedures. (DoD Instruction 6495.02). Washington, DC: Author.

restricted and unrestricted reporting of sexual assaults.<sup>16</sup> It also prohibited the enlistment or commissioning of people convicted of sexual assault.

### ***Defining Sexual Assault***

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2015). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. “Consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance. DoDD 6495.01 defines “consent” as:

“A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent. A sleeping, unconscious, or incompetent person cannot consent” (Department of Defense, 2015b).

In Section 522 of the NDAA for FY 2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012.

As amended, Article 120, UCMJ, “Rape, Sexual Assault, and Other Sexual Misconduct,” defines rape as “a situation where any person causes another person of any age to engage in a sexual act by: (1) using unlawful force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant, or similar substance that substantially impairs the ability of that person to appraise or control conduct” (Title 10 U.S. Code Section 920, Article 120). Article 120 of the UCMJ defines “consent” as “words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person.” The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent
- Lack of verbal or physical resistance or submission resulting from the accused’s use of force, threat of force, or placing another person in fear does not constitute consent
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent

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<sup>16</sup> Restricted reporting allows a sexual assault victim to confidentially disclose the details of the assault to specified individuals and receive medical treatment and counseling without prompting an official investigation. Unrestricted reporting is for sexual assault victims who want medical treatment, counseling, command notification, and an official investigation of the assault.

- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect
- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue

As described above, the DoDD 6495.01 was revised on October 1, 2007, to be consistent with these changes. It was also subsequently revised January 23, 2012.

## **DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies**

### ***Program Oversight***

The Office of Diversity Management and Equal Opportunity (ODMEO) is the primary office within DoD that sets and oversees equal opportunity policies. ODMEO monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODMEO is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD 1350.2).

### ***Defining Sexual Harassment and Gender Discrimination***

The DoD military sexual harassment policy was defined in 1995, and revised in 2015, in DoDD 1350.2 as:

“A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.<sup>17</sup>

Workplace conduct, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or

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<sup>17</sup> NDAA for FY2017 amended this definition by eliminating the word “working.” However, data captured in this survey is based on the definition in effect at the time of the survey administration in July 2016.

pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (Department of Defense, 2015c).

Gender discrimination is defined in DoDD 1350.2 as “unlawful discrimination” in which there is discrimination based on “sex that is not otherwise authorized by law or regulation” (Department of Defense, 2015c).

## Measurement of Constructs

Historically, OPA gender relations surveys have been designed to estimate the perceived experiences of sexual harassment and sexual assault in the Services based on self-reported responses from Service members to provide information on a variety of consequences of sexual harassment and sexual assault experiences (Bastian, Lancaster, & Reist, 1996). Prior to 2014, the OPA gender relations surveys captured experiences of sexual assault through its Unwanted Sexual Contact (USC) measure and experiences of sexual harassment were derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995), which was adapted for a military population (SEQ-DoD) and was the DoD-approved data collection method for measuring sexual harassment experiences starting in 2002. These measures were used on surveys conducted in 2006, 2010, and 2012 of active duty members and in 2008 and 2012 of Reserve component members. The *2016 WGRA* covers sexual assault and MEO violations described in detail below.

### Sexual Assault

In 2014, Congressional leaders requested DoD update its survey methodology to be more specific with regard to the types of crimes military members’ experience. The RAND Corporation developed a new measure of sexual assault incorporating UCMJ-prohibited behaviors and consent factors to derive prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). This 94-item measure of sexual assault aligned with the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements outlined by Congress. This measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD and was first used on the *2014 RMWS*.

### Construction of Sexual Assault Prevalence Rates

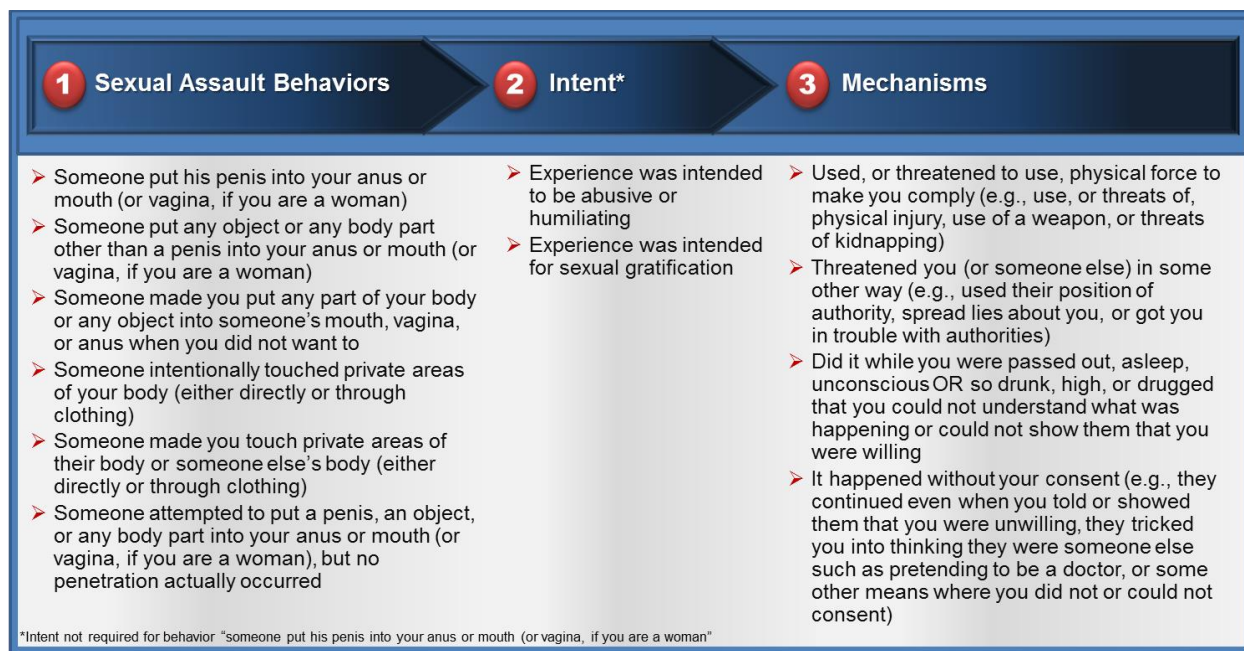
Following the guidelines set forth in the *2014 RMWS*, to meet the elements of proof for sexual assault within the UCMJ, OPA used the same steps to construct prevalence rates of sexual assault in the *2016 WGRA*. Sexual assault offenses refer to a range of **behaviors** prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Second, these behaviors must be done with the **intent** to either gratify a sexual desire or to abuse, humiliate, or degrade (with the exception of penetration with a penis where intent is not required to meet the criminal elements of proof). Finally, the UCMJ requires that a **mechanism** such as force or threats must be used or, in instances where the assault happened while the victim was



unconscious or drugged, the offender behaved fraudulently, or the victim was unable to provide consent.

As shown in Figure 1, within the 2016 WGRA, the sexual assault measure is constructed from Q65–Q106 and contains three requirements: (1) the member must indicate experiencing at least one of the six UCMJ-based sexual assault **behaviors**, (2) at least one UCMJ-based **intent** behavior where required,<sup>18</sup> and (3) at least one UCMJ-based coercive **mechanism** that indicated consent was not freely given. If a respondent indicates experiencing any sexual assault behavior classified as meeting the intent and mechanism criteria for a sexual assault, they would only see questions for the remaining sexual assault behaviors—they would not see the follow-up questions on intentions and consent mechanisms for additional behaviors experienced. Additionally, respondents who indicated the incident occurred outside of the past 12 months are coded as “No” for the behaviors they experienced (Q167–Q169). References to past-year sexual assault prevalence rates in this report all require the members to have indicated this time frame.

**Figure 1.**  
*Sexual Assault Prevalence Rate Metrics*



Using the criteria listed in Figure 2 the 2016 WGRA produced estimated prevalence rates for three categories of sexual assault using a hierarchical system: **penetrative** sexual assault, **non-penetrative** sexual assault, and **attempted** penetrative sexual assault. Penetrative sexual assault includes members who indicated “Yes” to any of the items that assess penetration of the vagina,

<sup>18</sup> Intent items were not a requirement for “someone put his penis into your anus or mouth (or vagina, if you are a woman).”

anus, or mouth. Non-penetrative sexual assault includes members who indicated “Yes” to either of the behaviors assessing unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes members who indicated “yes” to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative or non-penetrative sexual assault. Each of these behaviors must have met the appropriate criteria for the behavior to be included in the prevalence rates. Since the 2016 WGRA and the 2014 RMWS used the same hierarchical measure, OPA is able to provide DoD with comparable estimated sexual assault prevalence rates between 2014 and 2016.

**Figure 2.**  
***Hierarchy of Estimated Sexual Assault Prevalence Rates***



## Sex-Based Military Equal Opportunity (MEO) Violations

### ***Construction of MEO Violation Prevalence Rates***

Following the 2014 RMWS guidelines, OPA used a two-step process to determine sex-based MEO violation prevalence rates. First, questions were asked about whether members experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences. Second, the behaviors were categorized into two types of MEO violations—sexual harassment (defined as either sexually hostile work environment or sexual *quid pro quo*) and gender discrimination—to produce estimated prevalence rates for these two categories.

Similar to the multi-faceted requirements of the new UCMJ-based criminal measure of sexual assault, two requirements are needed in the MEO measure for behaviors experienced to be in violation of DoD policy (DoDD 1350.2). First, MEO offenses refer to a range of sex-based MEO violations specified by DoDD 1350.2 and include indicating experiencing either sexual



harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. Second, the member also had to indicate “Yes” to one of the follow-up items assessing persistence and severity of the behaviors experienced.<sup>19</sup>

Prevalence rates of sex-based MEO violations were derived from Q8–Q47 and represent a continuum of behaviors, including sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The behaviors comprising each of the included MEO violations are described below, with details on prevalence rate construction depicted in Figure 3.

- *Sexual Harassment* (Q8–Q22 and Q25–Q45) includes two behaviors:
  - *Sexually Hostile Work Environment* (Q8–Q20 and Q25–Q43): Includes unwelcome sexual conduct or comments that interfere with a person’s work performance or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person’s job, pay, or career. Additionally, these behaviors have to either continue after the alleged offender knew to stop, or were so severe that most Service members would have found them offensive, to meet the criteria for inclusion in the prevalence rate.
  - *Sexual Quid Pro Quo* (Q21–Q22 and Q44–Q45): Includes instances of job benefits or losses conditioned on sexual cooperation.
- *Gender Discrimination* (Q23–Q24 and Q46–Q47): Includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career.

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<sup>19</sup> The behavior “Intentionally touched you in a sexual way when you did not want them to” does not require any legal criteria follow-up questions. The behavior “Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset” does not require the persistence follow-up criteria—only the severity criteria is required.

**Figure 3.**  
**Sex-Based MEO Violation Prevalence Rate Metrics**

## 1 Experienced at least one sex-based behavior

## 2 Met the legal criteria

### Sexually Hostile Work Environment

- Repeatedly told sexual "jokes" that made you uncomfortable, angry, or upset
- Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to
- Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset
- Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset
- Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset
- Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset
- Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset
- Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset\*
- Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset
- Intentionally touched you in a sexual way when you did not want them to\*\*
  - Repeatedly touched you in any other way that made you uncomfortable, angry, or upset

- They continued this unwanted behavior even after they knew that you or someone else wanted them to stop
- This was severe enough that most Service members would have been offended

### Sexual Quid Pro Quo

- Made you feel as if you would get some workplace benefit in exchange for doing something sexual
- Made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual

- They told you that they would give you a reward or benefit for doing something sexual
- They hinted that you would get a reward or benefit for doing something sexual
- Someone else told you they got benefits from this person by doing sexual things

### Gender Discrimination

- Said that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job
- Mistreated, ignored, excluded, or insulted you because you are a [man][woman]

- Their beliefs about men/women harmed or limited your job/career
- This treatment harmed or limited your job/career

\*Only required the criteria of being severe enough that most Service members would have been offended

\*\*Did not require any follow-up criteria

## Negative Outcomes Associated With Reporting a Sexual Assault

The DoD strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. One area the DoD has been monitoring is repercussions (i.e., retaliatory behaviors as a result of reporting sexual assault). Specifically, three forms of retaliatory behaviors have been outlined: professional reprisal, ostracism, and maltreatment. Professional reprisal, as defined in law and policy, is a personnel or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors, such as actions of social exclusion (ostracism) or misconduct against the member taken either by peers or an individual in a position of authority (maltreatment), because the military member reported, or intends to report, a criminal offense. The DoD's ability to deter retaliatory behavior was strengthened by section 1714 of the NDAA for FY 2014, enhancing the protections in section 1034 of Title 10, USC. Protections were also strengthened for military members by section 1709, which requires the promulgation of regulations to punish retaliatory behaviors.

Both OPA and RAND survey results on rates of perceived experiences of members who made a report of sexual assault have been relatively constant for these types of retaliatory behavior since first measured in 2006. Specifically, survey findings have consistently shown that more than half of female members<sup>20</sup> who made a report perceived some amount of retaliatory behavior.<sup>21</sup> Therefore, in 2015, the Secretary of Defense determined that more detailed information was needed on the circumstances of these perceived experiences. As a result, the Secretary of Defense directed “that we develop a DoD-wide comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of victims of sexual assault and other crimes.”<sup>22</sup>

This increased focus on retaliation led to a number of new initiatives, including the revision of survey measures to be consistent with the directives prohibiting retaliation and behaviors that allow for departmental action. The implementation of Section 1709(a) of the NDAA for FY 2014 requires the Secretary of Defense to prescribe regulations, or require the Secretaries of the military departments to prescribe regulations that prohibit retaliation against an alleged victim or other member of the Armed Forces who reports a criminal offense. The section further requires that violation of those regulations be punishable under Article 92 of the UCMJ, 10 U.S.C. § 892.

To develop the new comprehensive measures, SAPRO assembled a Retaliation Roundtable, made up of subject matter experts from across the DoD, including representatives from each Service. The goal was to create a detailed set of survey items to more accurately measure perceptions of ostracism, maltreatment, and professional reprisal to better address these potential negative outcomes associated with reporting a sexual assault.

### ***Construction of Metric for Perceived Retaliatory Behaviors***

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to better capture perceptions of a range of outcomes resulting from reporting sexual assault. The resulting bank of questions were designed to measure negative behaviors a member may have experienced as a result of making a report of sexual assault and to account for additional motivating factors, as indicated by the member, consistent with prohibited actions of professional reprisal, ostracism, and maltreatment in the UCMJ and military policies and regulations. In this way, these questions are able to provide the Department with perceived experiences of the respondents for each of the different types of possible retaliatory behaviors as well as various “roll-up” scales to obtain broader understanding of the issue. These items were reviewed and approved by all Services through the Retaliation Roundtable convened by SAPRO in June 2015. They were also reviewed by SAPRO’s Retaliation, Response, and Prevention Strategy working group in Spring 2016, whose feedback was incorporated into the metric.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or maltreatment, and therefore, are referred to as “perceived.” Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliatory behaviors. The estimates

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<sup>20</sup> Data for men were not reportable due to the small number of male respondents in this category.

<sup>21</sup> DMDC (2012), DMDC (2014a), and Morral, Gore, & Schell (2014).

<sup>22</sup> Secretary of Defense (2015, May 1)

presented in this report reflect the members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. As such, rates for these items are caveated as "perceived."

Before categorizing members as experiencing "perceived" professional reprisal, ostracism, and/or maltreatment, members had to indicate experiencing a "potential" retaliatory action and/or behavior. Specifically, the member had to indicate experiencing any behavior consistent with professional reprisal, ostracism, or maltreatment, which would precede the questions to ascertain the member's perception of the motivating factors of that perceived retaliatory behavior.

Therefore, there may be higher percentages of members who indicated experiencing "potential" behaviors, but they do not, on their own, reflect a "rate." "Perceived" actions and/or behaviors are those retaliatory behaviors in which potential behaviors were experienced and additional motivating factors were present as indicated by the member. Construction of perceived rates of professional reprisal, ostracism, and maltreatment are based on general policy prohibitions. Perceived rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and requirements of retaliation and slight differences in the absence of an investigation being conducted to determine a verified outcome.

***Perceived Professional Reprisal.*** (Q143–145): Under the UCMJ, reprisal is defined as "Taking or threatening to take an adverse personnel action, or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense." Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of perceived professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 4 shows the behaviors and two follow-up criteria required to be included in the rate.

**Figure 4.**  
***Perceived Professional Reprisal Metric***

Perceived Professional Reprisal Rate	<b>1 Experienced at least one behavior from leadership in line with potential professional reprisal</b> <ul style="list-style-type: none"> <li>➤ Demoted you or denied you a promotion</li> <li>➤ Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position</li> <li>➤ Rated you lower than you deserved on a performance evaluation</li> <li>➤ Denied you an award you were previously eligible to receive</li> <li>➤ Reduced your pay or benefits without doing the same to others</li> <li>➤ Reassigned you to duties that do not match your current grade</li> <li>➤ Made you perform additional duties that do not match your current grade</li> <li>➤ Transferred you to a different unit or installation without your request or agreement</li> <li>➤ Ordered you to one or more command directed mental health evaluations</li> <li>➤ Disciplined you or ordered other corrective action</li> <li>➤ Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress</li> <li>➤ Some other action that negatively affects, or could negatively affect, your position or career</li> </ul>
	<b>2 Belief that the leadership actions experienced were ONLY based on their report of sexual assault (i.e., not based on their conduct or performance)</b>
	<b>3 Belief that the leadership took action for one of the following reasons:</b> <ul style="list-style-type: none"> <li>➤ To get back at you for making a report (unrestricted or restricted)</li> <li>➤ To discourage you from moving forward with your report</li> <li>➤ They were mad at you for causing a problem for them</li> </ul>

***Perceived Ostracism.*** (Q149–151): Implementing strategies to eliminate retaliatory behaviors such as ostracism, presents some challenges to the Department. For example, enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Services crafted policies that implement the regulation of these prohibitions against ostracism outlined in section 1709(a) of the NDAA for FY 2014. In the *Report on Prohibiting Retaliation Against an Alleged Victim or Other Member of the Armed Forces Who Reports a Criminal Offense*, the Department states that “the punitive Service regulations issued in accordance with section 1709(a) of the NDAA for FY 2014 as supplemented by existing UCMJ articles that can be applied to some specific aspects of retaliation—such as Article 93’s prohibition of maltreatment and Article 133’s prohibition of misconduct by commissioned officers, cadets, and midshipmen—are the optimal means of criminalizing retaliation against victims or other members of the Armed Forces who report criminal offenses.”<sup>23</sup>

Although the interpretation of ostracism varies slightly across the DoD Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers or by leadership for having reported a sexual assault or were planning to report a sexual assault. The rate of perceived ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for elements of

<sup>23</sup> Department of Defense (2014).



proof for an investigation to occur. Figure 5 shows the behaviors and two follow-up criteria required to be included in the rate.

**Figure 5.**  
***Perceived Ostracism Metric***

Perceived Ostracism Rate	<b>1</b> Experienced at least one behavior from military peers and/or coworkers in line with potential ostracism
	<ul style="list-style-type: none"> <li>➤ Made insulting or disrespectful remarks or made jokes at your expense—in <u>public</u></li> <li>➤ Excluded you or threatened to exclude you from social activities or interactions</li> <li>➤ Ignored you or failed to speak to you (for example, gave you “the silent treatment”)</li> </ul>
	<b>2</b> Belief that at least one individual knew or suspected the respondents made an official report of sexual assault (unrestricted or restricted)
	<b>3</b> Belief that the action was taken to discourage you from moving forward with your report or discourage others from reporting

***Perceived Maltreatment.*** (Q154–Q156): In the context of retaliation, perceived maltreatment prohibitions must include a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. As with perceived ostracism, the Services crafted regulations making certain behavior punitive under Article 92, of the UCMJ, as mandated by Section 1709(a).<sup>24</sup> On the survey, cruelty, oppression, and maltreatment are defined as acts that occur without a valid military purpose and may include physical or psychological force or threat or abusive or unjustified treatment that results in physical or mental harm. For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”<sup>25</sup>

The rate of perceived maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm and met the legal criteria for elements of proof for an investigation to occur. Figure 6 shows the behaviors and two follow-up criteria required to be included in the rate.

<sup>24</sup> Department of Defense (2014).

<sup>25</sup> Maltreatment as used in this survey comprises maltreatment in the context of reporting an offense and maltreatment defined under Article 93 of the UCMJ.

**Figure 6.**  
***Perceived Maltreatment Metric***

Perceived Maltreatment Rate	<b>1 Experienced at least one behavior from military peers and/or coworkers in line with potential maltreatment</b>
	<ul style="list-style-type: none"> <li>➤ Made insulting or disrespectful remarks or made jokes at your expense—to you in <u>private</u></li> <li>➤ Showed or threatened to show private images, photos, or videos of you to others</li> <li>➤ Bullied you or made intimidating remarks about the assault</li> <li>➤ Was physically violent with you or threatened to be physically violent</li> <li>➤ Damaged or threatened to damage your property</li> </ul>
	<b>2 Belief that at least one individual knew or suspected the respondents made an official report of sexual assault (unrestricted or restricted)</b>
	<b>3 Belief that the action was taken for one of the following reasons:</b>
	<ul style="list-style-type: none"> <li>➤ To discourage you from moving forward with your report or discourage others from reporting</li> <li>➤ They were trying to abuse or humiliate you</li> </ul>

***Perceived Ostracism/Maltreatment.*** By regulations, ostracism/maltreatment are defined as “ostracism and acts of maltreatment committed by peers or a member of the Armed Forces or by other persons because the member reported a criminal offense.”<sup>26</sup> The rate of perceived ostracism/maltreatment is an overall measure showing whether members reported experiencing behaviors or actions by military peers and/or coworkers meeting the requirements for inclusion in the estimates of perceived ostracism and/or maltreatment.

***Perceived Professional Reprisal and/or Perceived Ostracism/Maltreatment.*** The rate of perceived reprisal and/or ostracism/maltreatment is an overall measure reflecting whether respondents experienced either perceived professional reprisal, perceived ostracism, and/or perceived maltreatment by leadership or military peers and/or coworkers for reporting sexual assault.

## Overview of Report

The principal purpose of the 2016 WGRA is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination as well as to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the gender relations climate between men and women.

As depicted in Figure 7, there were two forms of the 2016 WGRA: the short form and the long form. The short form was a paper survey containing survey items used to assess sex-based MEO violations, UCMJ-based sexual assault, and details of the sexual assault that had the greatest impact on the survivor. The long form, or web survey, contained all of the items on the short form, but also included additional topics on perceptions of SAPR programs, bystander

<sup>26</sup> Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged survivor or other member of the Armed Forces who reports a crime, and requires that violations of those regulations be punishable under Article 92.



intervention, culture and climate, and comparisons between sexual assault and sexual harassment in the military versus the nation. For purposes of this report, all references to question numbers refer to the long survey form.

**Figure 7.**  
***Survey Content by Form***

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Background Information	✓	✓
Time reference	✓	✓
Gender-related MEO violations	✓	✓
Gender-related MEO violations with the greatest effect	✓	
Experiences of sexual assault	✓	✓
Experiences of sexual assault with the greatest effect	✓	✓
Outcomes associated with reporting sexual assault	✓	✓
Prior experiences	✓	✓
Additional background information	✓	✓
Your military workplace	✓	
Stress, health and well-being	✓	
Training and culture	✓	
Social media use	✓	
How are we doing; and additional information	✓	

### ***Survey Content by Chapter***

- Chapter 2 provides information on the survey methodology including details on the sampling and weighting strategies used for the *2016 WGRA*.
- Chapter 3 covers the estimated past-year prevalence rates of sexual assault, sexual assault experiences since entering the military, before entering the military, and within their lifetime, the number of unwanted events experienced, and whether any unwanted event experienced was considered hazing and/or bullying.
- Chapter 4 provides details about the one situation of sexual assault in the past 12 months that had the biggest effect on members. Included is information about the circumstances pertaining to the most serious experience of sexual assault, such as specific behaviors experienced; considering the unwanted event as involving hazing or bullying; characteristics of alleged offender(s); where and when the one situation occurred; experiences of stalking and harassment before or after the situation; drug and/or alcohol involvement; and outcomes of the one situation.

- Chapter 5 provides details on reporting the one situation of sexual assault in the past 12 months that had the biggest effect on members. Included is information about the type of report made; outcomes of reporting, resources provided, actions from leadership, expedited transfers, including life after the transfer; and recommendation of others to report sexual assault. This chapter also includes information on reasons for reporting and not reporting, and whether the member would make the same decision about reporting in the future. The chapter concludes with negative outcomes associated with reporting the one situation, including perceived professional reprisal, perceived ostracism, and perceived maltreatment, along with characteristics of each—such as the specific behavior experienced, individual(s) who took the actions, and participation in reporting of sexual assault as a result of actions taken—and characteristics of discussing and/or filing a complaint as a result of such actions.
- Chapter 6 covers perceived experiences of sex-based Military Equal Opportunity (MEO) violations in the past 12 months. Included are estimated prevalence rates for perceived sexual hostile work environment, sexual *quid pro quo*, sexual harassment, and gender discrimination, as well as consideration of any of the behaviors as hazing and/or bullying.
- Chapter 7 provides details about the one situation of sex-based MEO violations in the past 12 months that had the biggest effect on members. Included is information about the circumstances pertaining to the most serious experience of sexual assault, such as specific behaviors experienced, characteristics of alleged offender(s), length of time the situation occurred, where and when the one situation occurred, considering the one situation as involving hazing and/or bullying, reporting/discussing the one situation, and reasons for not reporting.
- Chapter 8 addresses the training members receive on sexual assault and sexual harassment prevention and response. Included are estimates on whether members participated in trainings and members' perceptions of the effectiveness of training in preventing sexual assault and sexual harassment.
- Chapter 9 covers topics on workplace climate. Included is the likelihood to encourage a member to come forward to report sexual assault and/or sexual harassment and bystander intervention. This chapter also provides information on positive workplace actions and behaviors demonstrated by fellow members. The chapter concludes with a section on women in the workplace, and social media use in the workplace.
- Chapter 10 addresses perceptions of unwanted gender-related behaviors, including perception of sexual assault and sexual harassment in the military over the last two years and the military's response to such behaviors.
- Chapter 11 covers additional analyses on male Service members who have experienced sexual assault and analysis on males experiencing hazing and/or bullying as part of the sexual assault.
- Chapter 12 covers analysis on the continuum of harm.

- Chapter 13 provides information on lesbian, gay, bi-sexual, and transgender (LGBT) members in the military, including estimated prevalence rates for this population. This chapter also includes analysis on an expanded metric of sexual assault, continuing assessment, and additional research.



## Chapter 2: Survey Methodology

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*Ms. Lisa Davis, Mr. Eric Falk, and Mr. Jeff Schneider*

In 2014, at the request of Congress, the RAND Corporation conducted the *2014 Rand Military Workplace Study (2014 RMWS)* and re-evaluated how the Department measures sexual assault and sexual harassment. As a result of this evaluation, RAND administered the *2014 RMWS* which included newly constructed measures of sexual assault and military equal opportunity (MEO) violations that meet elements of proof within the Uniformed Code of Military Justice (UCMJ) and departmental policy. This resulted in metrics that could generate a crime victimization rate for these behaviors (for more details on metrics, please see Chapter 1). OPA adopted the *2014 RMWS* measure construction and weighting methods for the *2016 WGRA* with the exceptions discussed below. This enables OPA to create estimates that can be trended and can evaluate change over time.

### Differences Between 2016 WGRA and 2014 RMWS

#### Consolidation of Sexual Assault Consent Items

To determine the UCMJ-based sexual assault prevalence rate, respondents must experience at least one of the behaviors in line with sexual assault and meet two follow-up criteria. First, the behaviors must have been done with the intent to abuse, humiliate, or degrade or to gratify a sexual desire.<sup>27</sup> Second, behaviors must include a coercive mechanism, indicating consent was not given freely. These criteria were maintained between the *2014 RMWS* and *2016 WGRA*. However, based on respondents concerns and to minimize burden, OPA consolidated the consent factors (coercive mechanisms) for the sexual assault behaviors from 11 to four questions in the *2016 WGRA*. Similar factors were grouped together, thus, reducing the number of sexual assault behavior follow-up consent items while maintaining the range of behaviors captured on the *2014 RMWS*. This change to the construct was approved by SAPRO. See Figure 8 for the comparison of consent items between the *2014 RMWS* and *2016 WGRA*.

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<sup>27</sup> For experiences in which someone put his penis into someone's anus or mouth (or vagina, if she is a woman), intent is not required to meet the criminal elements of proof, and hence not needed to get into the prevalence rate.

**Figure 8.**  
**Metric Changes to Sexual Assault Consent Factors**

	2014 RMWS	2016 WGRA
Sexual Assault Consent Factors	<ul style="list-style-type: none"> <li>➤ Used physical force to make you comply</li> <li>➤ Physically injured you</li> <li>➤ Threatened to physically hurt you (or someone else) OR threatened you (or someone else) with a weapon OR threatened to seriously injure, kill, or kidnap you (or someone else)</li> <li>➤ Threatened you (or someone else) in some other way. For example by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities</li> <li>➤ Did it when you were passed out, asleep, or unconscious</li> <li>➤ Did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling</li> <li>➤ Did it after you had consumed so much alcohol that the next day you could not remember what happened</li> <li>➤ It happened without your consent</li> <li>➤ Continued even when you told/showed them that you were unwilling</li> <li>➤ Made you so afraid that you froze and could not tell/show them that you were unwilling</li> <li>➤ Tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose</li> </ul>	<ul style="list-style-type: none"> <li>➤ Used, or threatened to use, physical force to make you comply (e.g., use, or threats of, physical injury, use of a weapon, or threats of kidnapping)</li> <li>➤ Threatened you (or someone else) in some other way (e.g., used their position of authority, spread lies about you, or got you in trouble with authorities)</li> <li>➤ Did it while you were passed out, asleep, unconscious, or were so drunk, high, or drugged that you could not understand what was happening, or could not show them that you were unwilling</li> <li>➤ It happened without your consent (e.g., they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent)</li> </ul>

### Consolidation of Sexually Hostile Work Environment Criteria

To determine the prevalence rate for a sexually hostile work environment, respondents must experience at least one of the behaviors in line with a sexually hostile work environment and met requirements of the behavior being pervasive or severe. Most items in the set of questions use both the “pervasive” or “severe” criteria. Of those that do, the following modifications were made to the 2016 WGRA questionnaire.

First, for determining if the behaviors either continued after the alleged offender knew to stop, the two questions provided in the 2014 RMWS survey were consolidated into one question in the 2016 WGRA (see Figure 9 for questions). This update maintains the ability to capture the criteria needed to capture behaviors that could constitute a sexually hostile work environment while reducing respondent burden by combining similar questions. Second, the referent was changed from persons of the respondents gender (“most men” or “most women”) to the neutral “most Service members” for the criteria which the behavior had to be so severe that most would have been offended by the behavior (Figure 9). This change aligns with the definition per Section 1560 of US Code Title 10:

*“(b) ...Is so severe or pervasive that **a reasonable person** would perceive, and the victim does perceive, the work environment as hostile or offensive.”*

**Figure 9.*****Metric Changes to Sexually Hostile Work Environment Criteria***

Sexually Hostile Work Environment: Legal Criteria Text Updates	2014 RMWS	2016 WGRA
	<ul style="list-style-type: none"> <li>➤ [1] Do you think they knew that you or someone else <u>wanted them to stop</u>? If it happened more than once or by more than one person, do you think any of them ever knew?               <ul style="list-style-type: none"> <li>➤ Yes→ Go to [2]</li> <li>➤ No→ Go to [3]</li> </ul> </li> <li>➤ [2] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?               <ul style="list-style-type: none"> <li>➤ Yes</li> <li>➤ No</li> </ul> </li> <li>➤ [3] Do you think that this was ever severe enough that <u>most [men/women]</u> in the military would have been offended by [behavior]?               <ul style="list-style-type: none"> <li>➤ Yes</li> <li>➤ No</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>➤ Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?               <ul style="list-style-type: none"> <li>➤ Yes</li> <li>➤ Not applicable, they did not know I or someone else wanted them to stop</li> <li>➤ No</li> </ul> </li> <li>➤ Do you think that this was ever severe enough that <u>most Service members</u> in the military would have been offended by [behavior]?               <ul style="list-style-type: none"> <li>➤ Yes</li> <li>➤ No</li> </ul> </li> </ul>

**Changes to Eligibility Criteria: Separated Military Members**

DoD Information Collection policy views military members who have separated from military service as members of the general public who require Office of Management and Budget (OMB) approval before they can be included in a DoD survey. DoD survey regulations limit the surveying of these members without additional approvals required by the OMB under the Paperwork Reduction Act. The Workplace and Gender Relations (WGR) surveys are targeted towards DoD personnel and are not designed for surveying members of the general public (e.g., those who have left military service and DoD contractors).

To ensure the 2016 WGRA did not inadvertently survey retired or separated members, an eligibility item was included in the survey to filter out members who may have separated or retired after sample design but before survey fielding. If a respondent indicated they had separated or retired, they are not asked additional items and received a sample disposition code of “survey ineligible.” The 2014 RMWS did not have this additional eligibility item; therefore, RAND may have picked up responses from retired or separated members. For the 2016 WGRA, only 1,278 (0.2%) sample members self-identified as retired or separated and were coded as ineligible. Additionally, OPA checked the separation status of all members using data from a newer administrative file closer to the survey opening to remove known members who have separated. This process excluded an additional 9,247 (1.2%) from the survey sample.

**2016 WGRA Methodology**

This section describes the scientific methodology used for the 2016 WGRA, including the statistical design, survey administration, and analytical procedures. A copy of the 2016 WGRA long form survey instrument is provided in Appendix A.



OPA conducts cross-Service surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA's survey methodology meets, and often exceeds, industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).<sup>28</sup>

## Statistical Design

Although OPA has used industry standard scientific survey methodology for many years, it is important to clarify how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix B contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA. The survey methodology used on prior WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and GAO).<sup>29</sup> The methodology for selecting the 2016 WGRA sample, stratified random sampling, is the same as in prior years. However, the methodology used for weighting the respondents to the population is different. To maintain comparability, OPA—in collaboration with Westat statisticians—decided to use the generalized boosted models (GBM) used by RAND—for this administration, which adjusts for nonresponse by predicting experiences with key survey measures (e.g. sexual assault) as well as adjust by predicting survey response. More details about the complex weighting can be found below and in the *2016 Workplace and Gender Relations Survey of Active Duty Members: Statistical Methods Report* (OPA 2016).

## Sampling Design

OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). For the 2016 WGRA, OPA substantially increased the sample size to ensure accurate estimates of important rare events (e.g., sexual assault, sexual harassment, gender discrimination, and perceived experiences of professional reprisal, ostracism, and/or maltreatment as a result of reporting a sexual assault). Overall, the sample was designed to ensure there are enough respondents who submit completed surveys in order to make generalizations to the Total Force. The target population for the 2016 WGRA consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were

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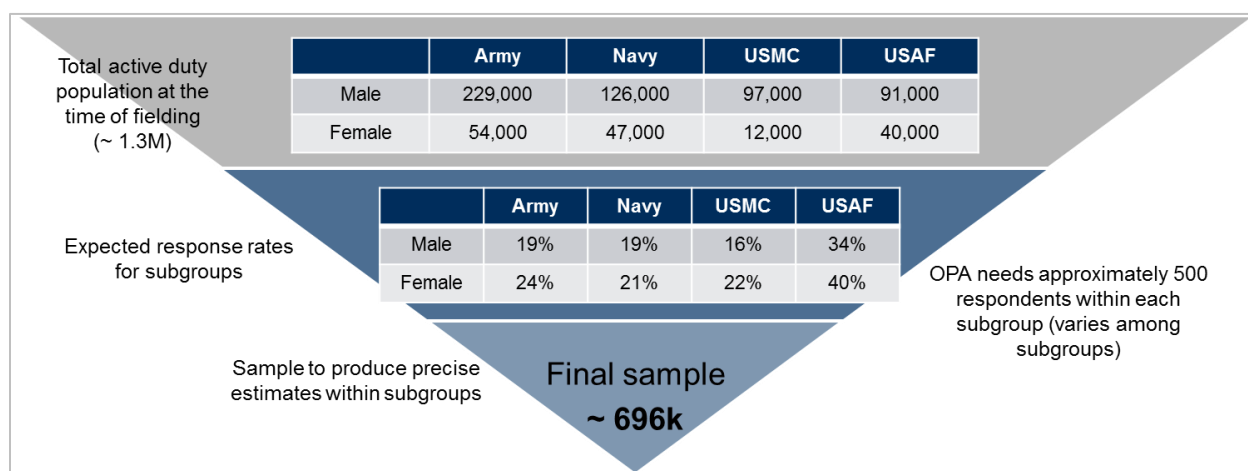
<sup>28</sup> AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" ([http://aapor.org/Best\\_Practices1/4081.htm#best3](http://aapor.org/Best_Practices1/4081.htm#best3)). OPA has conducted surveys of the military and DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys.

<sup>29</sup> In 2014, an independent analysis of the methods used for the 2012 WGRA determined that "[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the 2012 WGRA" (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses are now standard products for OPA surveys (GAO-10-751R Human Capital).

below flag rank and had been on active duty for approximately five months.<sup>30</sup> Single-stage, nonproportional stratified random sampling procedures were used in the *2016 WGRA* for the DoD Services. A census of the Coast Guard was taken for this survey as they have a small population.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Service (e.g., all male Army personnel in one group and all female Army personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze (e.g., female Marine Corps officers). The sample for the *2016 WGRA* consisted of 735,329 individuals drawn from the sample frame constructed from the Defense Manpower Data Center (DMDC) *Active Duty Master Edit File (ADMF)*. A match to the July *ADMF* was done to remove those from the survey that had separated since the population file was developed, removing 9,247 (1.2%) sample members. Members in the sample also became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) they were not a member of the active duty Services as of the first day of the survey, July 25, 2016 (0.2% of sample). Details of the sampling strategy for selecting the DoD sample used in the *2016 WGRA* are shown in Figure 10.<sup>31</sup>

**Figure 10.**  
*2016 WGRA Stratified Sample Design for DoD Services*



## Survey Administration

Data were collected between July 22 and October 14, 2016, for the *2016 WGRA*. The survey was administered using both web (long form) and paper (short form) survey instruments.

<sup>30</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those active duty members with approximately five months of service at the start of survey fielding.

<sup>31</sup> A census of active duty Coast Guard members was taken and, therefore, are not including in the stratified sample design.

The survey administration process began on July 21, 2016, with the mailing of an announcement letter to sample members. On July 22, 2016, the survey website opened and e-mail announcements were sent to sample members on July 25, 2016.<sup>32</sup> The announcement letter and e-mail explained why the survey was being conducted, how the survey information would be used, why participation was important, and opt-out information for those who did not want to participate. Throughout the administration period, up to an additional 10 e-mails and one postal reminder were sent to encourage survey participation. Paper surveys were mailed on August 24, 2016, to sample members who had not previously responded to the web survey. Paper surveys were collected from August 24 through October 5, 2016. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt-out of receiving additional communications. Appendix C includes copies of the e-mails and postal letters mailed to sampled members.

The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure the respondent's data are protected. This Certificate provides an additional layer of protection, whereby OPA cannot be forced to disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

## Data Weighting

OPA scientifically weighted the 2016 WGRA respondents to be generalizable to the active duty population using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample respondents accurately reflect the characteristics of the population from which it was drawn and provide a more rigorous accounting to reduce nonresponse bias in estimates. This ensures oversampling within any one subgroup does not result in overrepresentation in the Total Force estimates.

For the 2016 WGRA, OPA mirrored a modeling process used by RAND in the 2014 RMWS (Morrall, Gore, & Schell, 2014) and Westat in the 2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR). This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The process of weighting for the 2016 WGRA consists of the following three steps (described below) and a working example is depicted in Figure 11:

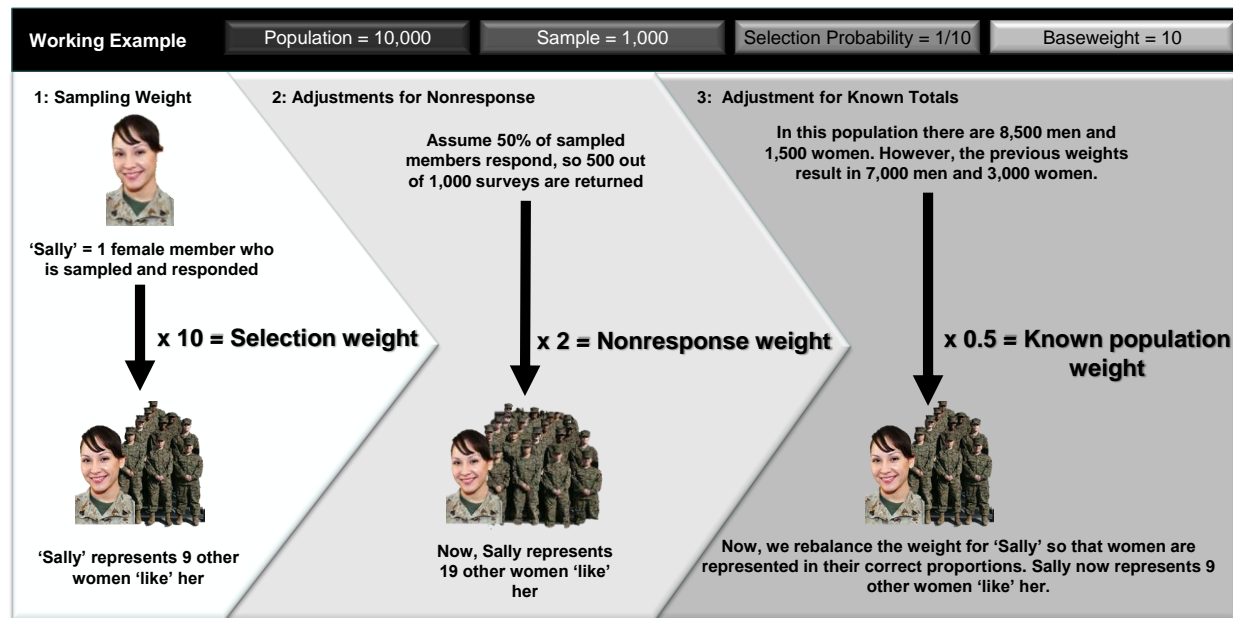
1. *Adjustment for selection probability.* Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one

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<sup>32</sup> Each Service also reached out to their members to make them aware of the survey and encouraged members to see if they were part of the survey sample by visiting the survey ticket look-up site. Some survey respondents who used the ticket look-up site were able to access/complete the survey before receiving the initial e-mail announcement from OPA.

- in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
2. *Adjustment for nonresponse.* This adjustment develops a model for predicting an outcome to a critical question. OPA used GBM to model the propensity that each member experienced the six outcome variables: sexual harassment, gender discrimination, sexual *quid pro quo*, attempted penetrative sexual assault, non-penetrative sexual assault, and penetrative sexual assault. For example, a female/E1–E4/Army/minority may have a predicted probability of experiencing sexual assault of 4%, whereas a female/E1–E4/Navy/non-minority has a predicted probability of 2%. Next, OPA used GBM to model the response propensity of each member using the six outcome variables modeled in step one. Details regarding the criteria used for selecting the best model are found in OPA, 2016.
  3. *Adjustment to known population values.* After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, OPA performed a final weighting adjustment, called raking, which exactly matches weighted estimates and known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

**Figure 11.**  
**Three-Step Weighting Process**



*Note.* In reality a female O4–O6 is more likely to respond than a female E1–E3 and thus the adjustments would vary based on demographics. In practice, “Sally” would represent a member among the 207 strata (e.g., Army, female, and E1–E4).

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2016 WGRA was 24% (including DoD and Coast Guard), and the weighted response rate for total DoD was 23%, both of which are typical for large DoD-wide surveys. This response rate was lower than the 29% response rate for the 2014 RMWS and comparable with the 24% response rate in 2012 WGRA. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number of members included in the sample, as well as differences in response rates.

**Table 1.**  
**2016 WGRA Counts of Respondents and Weighted Response Rates**

Response Group	Number of Respondents (n)	Weighted Response Rate (%)
Total (DoD and Coast Guard)	151,010	24
Total DoD	132,429	23
Women	39,388	28
Army	12,195	24
Navy	9,116	21
Marine Corps	2,447	22
Air Force	15,630	40
Men	93,041	22
Army	32,587	19
Navy	19,478	19
Marine Corps	11,915	16
Air Force	29,061	34
Total Coast Guard	18,581	48
Women	3,075	54
Men	15,506	47

## Presentation of Results

Results of the 2016 WGRA are presented by reporting categories within the report. For each section of the report, results are presented in the following order (including a trend back to prior survey administrations, if applicable):

- DoD
  - Survey year by gender
  - Service by gender
- Coast Guard
  - Survey year by gender

Definitions for the reporting categories above are:

- DoD: Includes Army, Navy, Marine Corps, and Air Force.
- Coast Guard: This category is self-explanatory.
- Gender: Male or Female.



- Survey Year: Current survey year (2016) and trend survey year (2014, and for some, 2012, 2010, and 2006).

Only statistically significant comparisons are discussed in this report. Comparisons are generally made along a single dimension (e.g., Service) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. For example, responses of women in the Army are compared to the weighted averages of the responses from women in the Navy, Marine Corps, and Air Force. When comparing estimates between the *2016 WGRA* and the *2014 RMWS*, the results for each analysis group in 2016 are compared to those in 2014 for the same group (e.g., women in 2016 compared to women in 2014).

For all statistical tests, OPA uses “two-independent sample t-tests” and adjusts for multiple comparisons using the False Discovery Rate (FDR) method to control for the number of statistical tests that are incorrectly determined to be significant (Type I errors; see OPA, 2016 for additional information). The results of comparisons generalize to the population because they are based on weighted estimates.

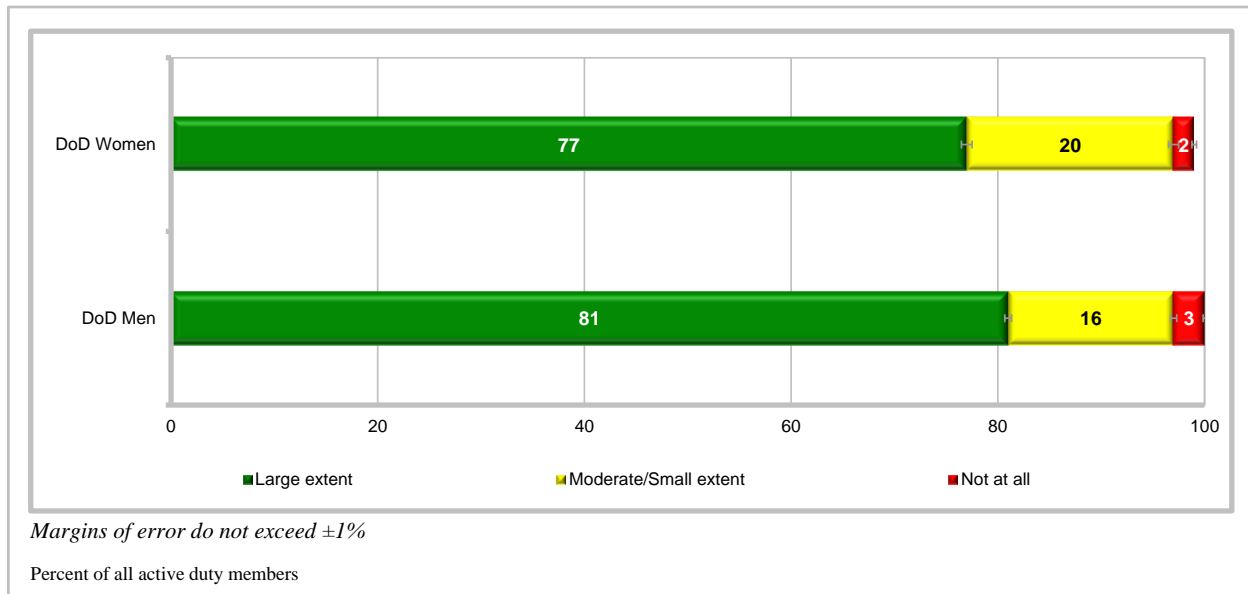
The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. Each finding in the *2016 WGRA* is presented in graphical or tabular form along with its associated margin of error. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are the interval contains the true population value being estimated. For example, if 55% of respondents selected an answer and the margin of error was  $\pm 3$ , although not statistically correct, we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of comparisons in the *2016 WGRA* are based on weighted results, the reader can assume the results generalize to the active duty population within the margin of error.

The annotation “NR” indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An “NR” presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Elongated bar charts in this report may not extend to the 100% end of the scale. This may be due to a few factors, including rounding and NR estimates. As seen in the example below (Figure 12), there is a small space between the bar chart and the end of the chart for women. This is due to rounding. Additionally, some estimates might be so small as to appear to approach a value of 0. In those cases an estimate of less than 1 (e.g., “<1”) is displayed.



**Figure 12.**  
*Example Figure*





## Chapter 3: Estimated Sexual Assault Prevalence Rates

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*Ms. Lisa Davis and Ms. Amanda Grifka*

### Introduction

This chapter examines active duty members' experiences of sexual assault. As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

This chapter provides the estimated overall sexual assault prevalence rate as well as the estimated individual sexual assault prevalence rates for these three types of behaviors within the past 12 months. Additionally, this chapter provides information for experiences as indicated by respondents on sexual assault before entering the military, since entering the military, and across their lifetime, as well as descriptions of any unwanted events experienced, including the number of events, alleged repeat offenders, and perceptions of events involving hazing and/or bullying. All prevalence rates in this section are estimates that have corresponding margins of error. Results are reported for 2016 by gender by Service and are noted where significant differences exist. Trend comparisons to the 2014 RMWS are provided where data are available.

### Estimated Past Year Sexual Assault Prevalence Rates

On the survey, active duty members were asked to think about events that happened in the past 12 months and were asked specifically about the following types of unwanted experiences in which someone:

- Put his penis into their vagina, anus, or mouth;
- Put any object or any body part other than a penis into their vagina, anus, or mouth;
- Made them put any part of their body or any object into someone's mouth, vagina, or anus when they did not want to;
- Intentionally touched private areas of their body (either directly or through clothing);
- Made them touch private areas of their body or someone else's body (either directly or through clothing); or
- Attempted to put a penis, an object, or any body part into their vagina, anus, or mouth, but no penetration actually occurred.

This section provides the estimated overall "roll-up" prevalence rate for members who indicated experiencing these behaviors, who met the UCMJ-based criteria for the sexual offense, and who indicated the offense happened within the past 12 months.

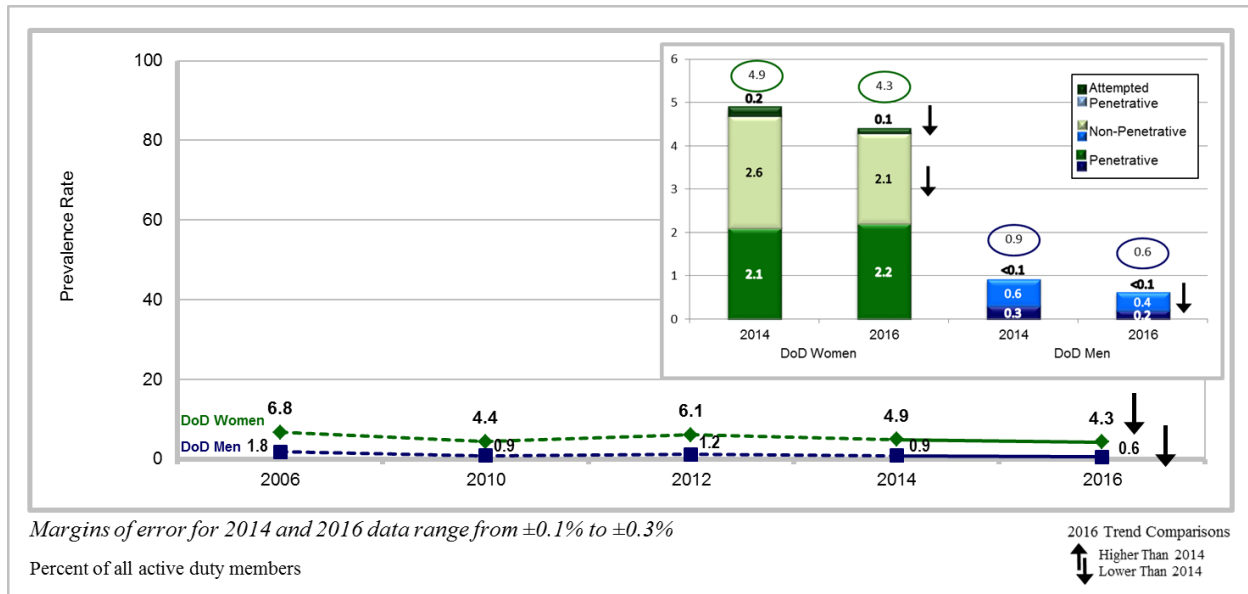
Figure 13 displays the estimated past year sexual assault prevalence rate by gender for active duty DoD members. In 2016, 1.2% ( $\pm 0.1$ ) of DoD active duty members indicated experiencing [sexual assault](#) in the past 12 months. This represents approximately 1 in 23 women (4.3%) and 1 in 167 men (0.6%). Based on a constructed 95% confidence interval ranging from 14,041 to 15,748, an estimated total of 14,881 DoD active duty members indicated experiencing a [sexual assault](#) in the past 12 months.

## DoD

As shown in Figure 13, in 2016, 4.3% of DoD women and 0.6% of DoD men indicated experiencing [sexual assault](#) in the past year. Compared to 2014, the percentage of those who indicated experiencing [sexual assault](#) showed a statistically significant *decrease* in 2016 for both women (0.6 percentage points) and men (0.3 percentage points). Although data are presented for 2006, 2010, and 2012, no direct comparisons can be made between rates before 2014 due to measurement differences as indicated by the dashed lines.

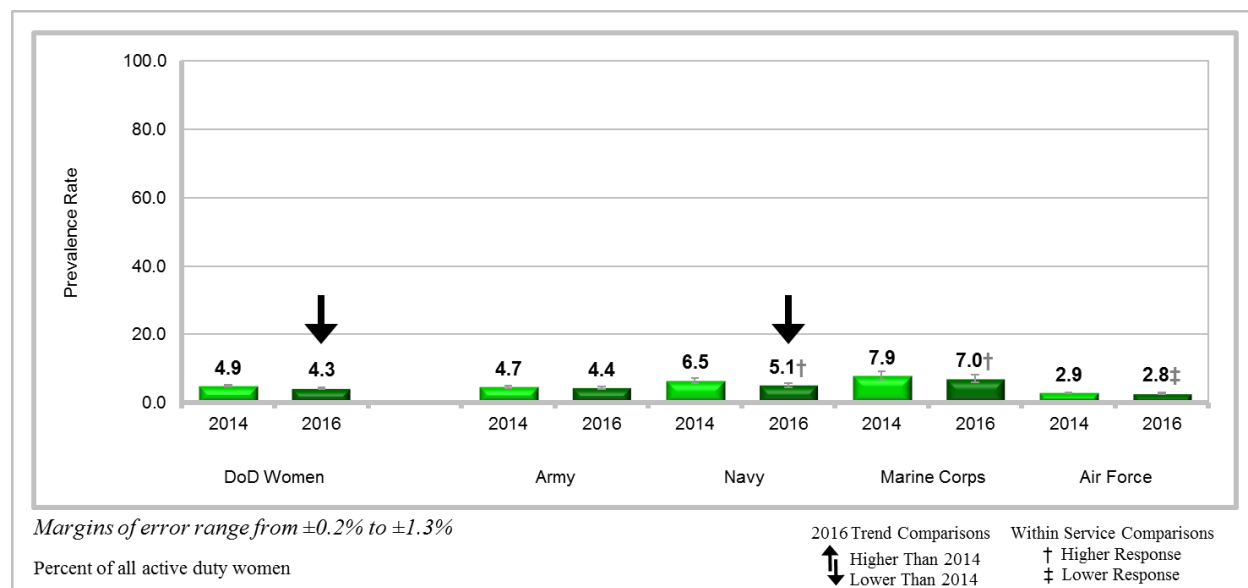
Also shown in Figure 13 are breakouts of the specific sexual assault behaviors making up the sexual assault prevalence rate. In 2016, 2.2% of DoD women indicated the unwanted event was [penetrative sexual assault](#), 2.1% indicated experiencing [non-penetrative sexual assault](#), and 0.1% indicated experiencing [attempted penetrative sexual assault](#). Compared to 2014, the percentage of women who indicated experiencing [non-penetrative sexual assault](#) showed a statistically significant *decrease* in 2016 (0.5 percentage points) as well as the percentage of women who indicated experiencing [attempted penetrative sexual assault](#) (0.1 percentage points). The estimated rate of [penetrative sexual assault](#) remained *statistically unchanged* for women since 2014.

For DoD men, 0.2% indicated experiencing [penetrative sexual assault](#), 0.4% indicated experiencing [non-penetrative sexual assault](#), and  $<0.1\%$  indicated experiencing [attempted penetrative sexual assault](#). Compared to 2014, the percentage of men who indicated experiencing [non-penetrative sexual assault](#) showed a statistically significant *decrease* in 2016 (0.2 percentage points). The estimated rates of [penetrative sexual assault](#) and [attempted penetrative sexual assault](#) remained *statistically unchanged* for men since 2014.

**Figure 13.*****Sexual Assault Prevalence Rate Estimates for DoD (Q65–Q85, Q87–Q93, Q95–Q106)<sup>33</sup>***

As shown in Figure 14, women in the Marine Corps (7.0%) and Navy (5.1%) were *more likely* to indicate experiencing **sexual assault** than women in the other Services, whereas Air Force women (2.8%) were *less likely*. Compared to 2014, the percentage of women who indicated experiencing **sexual assault** showed a statistically significant *decrease* in 2016 for Navy women (1.4 percentage points).

<sup>33</sup> Due to metrics changes in 2014, data cannot be statistically compared back to 2012, 2010, or 2006. This is indicated by the dashed line in the figure.

**Figure 14.*****Sexual Assault Prevalence Rate for DoD Women (Q65–Q85, Q87–Q93, Q95–Q105)***

As shown in Figure 15, men in the Navy (0.9%) were *more likely* to indicate experiencing **sexual assault** than men in the other Services, whereas Air Force men (0.3%) were *less likely*. Compared to 2014, the percentage of men who indicated experiencing **sexual assault** showed a statistically significant *decrease* in 2016 for Army men (0.3 percentage points).

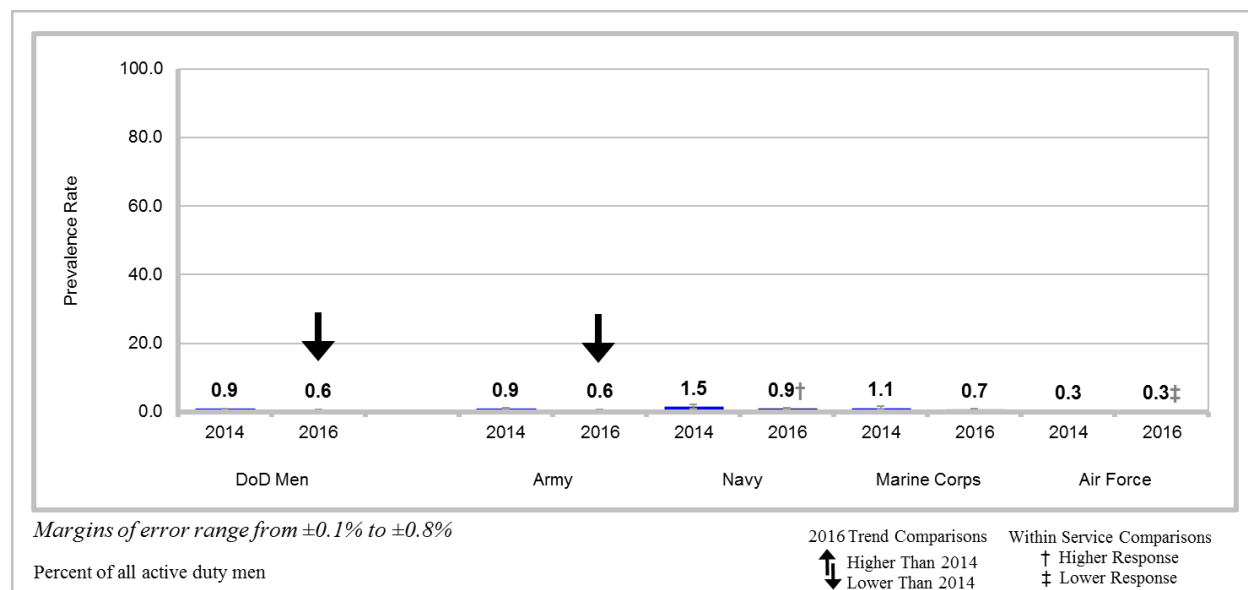
**Figure 15.*****Sexual Assault Prevalence Rate for DoD Men (Q65–Q85, Q87–Q93, Q95–Q106)***

Table 2 shows the breakouts of the specific behaviors experienced for those who indicated experiencing sexual assault. In 2016, women in the Marine Corps (4.3%) were *more likely* than women in the other Services to indicate experiencing **penetrative sexual assault**, whereas Air Force women (1.4%) were *less likely*. Navy women (2.7%) were *more likely* than women in the other Services to indicate experiencing **non-penetrative sexual assault**, whereas Air Force women (1.3%) were *less likely*. Additionally, Air Force women (<0.1%) were *less likely* than women in the other Services to indicate experiencing **attempted penetrative sexual assault**.

Compared to 2014, the percentage of women who indicated experiencing **non-penetrative sexual assault** showed a statistically significant *decrease* in 2016 for Navy (0.9 percentage points), Army (0.5 percentage points), and Air Force women (0.3 percentage points). The percentage of women who indicated experiencing **attempted penetrative sexual assault** showed a statistically significant *decrease* in 2016 for Navy (0.3 percentage points) and Air Force women (0.1 percentage points).

Also shown in Table 2, men in the Navy (0.6%) were *more likely* than men in the other Services to indicate experiencing **non-penetrative sexual assault**, whereas Air Force men (0.1%) were *less likely*. Men in the Air Force (0.1%) were also *less likely* than men in the other Services to indicate experiencing **penetrative sexual assault**. Compared to 2014, the percentage of men who indicated experiencing **non-penetrative sexual assault** showed a statistically significant *decrease* in 2016 for Army (0.4 percentage points).

**Table 2.**

***Sexual Assault Prevalence Rate by Behavior for DoD (Q65–Q85, Q87–Q93, Q95–Q106)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div>Higher Response</div> <div>Lower Response</div>						
Women						
Penetrative sexual assault	2016	2.2	2.3	2.3	4.3	1.4
	2014	2.1	2.0	2.6	4.3	1.2
Non-penetrative sexual assault	2016	2.1 ↓	2.0 ↓	2.7 ↓	2.5	1.3 ↓
	2014	2.6	2.5	3.6	3.4	1.6
Attempted penetrative sexual assault	2016	0.1 ↓	0.1	0.1 ↓	0.1	<0.1 ↓
	2014	0.2	0.1	0.4	0.2	0.1
Margins of Error		±0.1–0.2	±0.1–0.4	±0.1–0.6	±0.5–1	±0.1–0.2
Men						
Penetrative sexual assault	2016	0.2	0.2	0.3	0.2	0.1
	2014	0.3	0.3	0.4	0.6	0.1
Non-penetrative sexual assault	2016	0.4 ↓	0.3 ↓	0.6	0.4	0.1
	2014	0.6	0.7	1.0	0.5	0.2
Attempted penetrative sexual assault	2016	<0.1	<0.1	<0.1	0.1	<0.1
	2014	<0.1	<0.1	<0.1	<0.1	<0.1
Margins of Error		±0.1–0.2	±0.1–0.3	±0.1–0.6	±0.1–0.4	±0.1

Percent of active duty member who indicated experiencing sexual assault in 2016



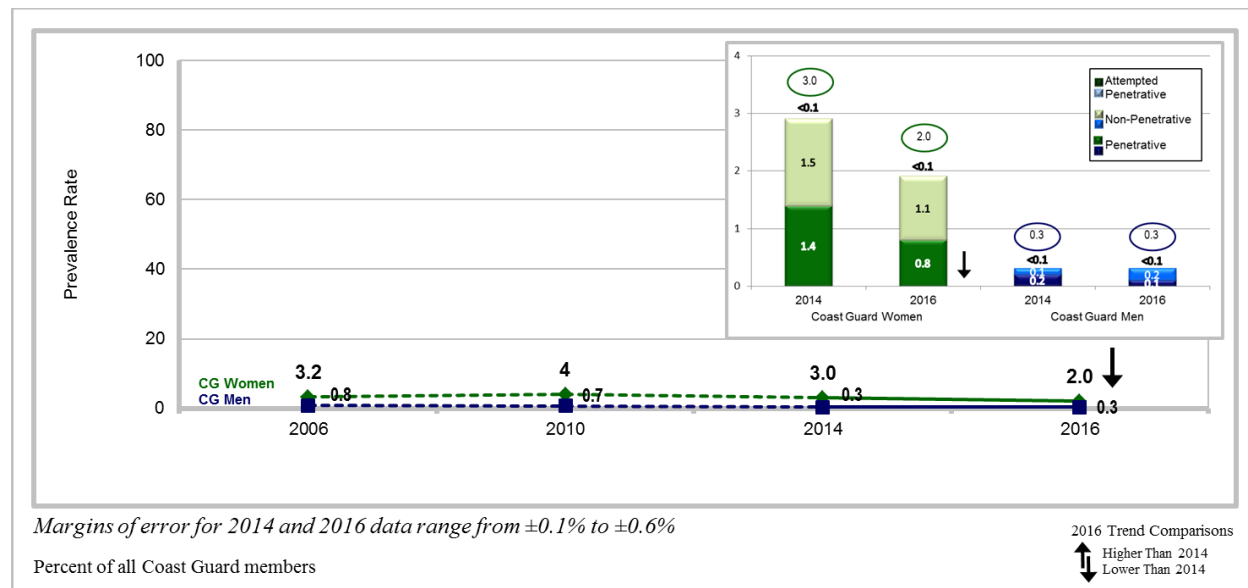
## Coast Guard

Figure 16 shows the overall prevalence rate of **sexual assault** in 2016 was 2.0% for Coast Guard women and 0.3% for Coast Guard men. Compared to 2014, the percentage of those who indicated experiencing **sexual assault** showed a statistically significant *decrease* in 2016 for Coast Guard women (1 percentage point) and remained statistically *unchanged* since 2014 for Coast Guard men.

Also shown in Figure 16 are breakouts of the specific sexual assault behaviors making up the sexual assault prevalence rate for Coast Guard members. In 2016, 0.8% of Coast Guard women indicated experiencing **penetrative sexual assault**, 1.1% indicated experiencing **non-penetrative sexual assault**, and <0.1% indicated experiencing **attempted penetrative sexual assault**. Compared to 2014, the percentage of Coast Guard women who indicated experiencing **penetrative sexual assault** showed a statistically significant *decrease* in 2016 (0.6 percentage points). The estimated rates of **non-penetrative sexual assault** and **attempted penetrative sexual assault** remained statistically *unchanged* for Coast Guard women since 2014. In 2016, of the 0.3% of Coast Guard men who indicated experiencing sexual assault, 0.1% indicated experiencing **penetrative sexual assault**, 0.2% indicated experiencing **non-penetrative sexual assault**, and <0.1% indicated experiencing **attempted penetrative sexual assault**, all of which remained statistically unchanged since 2014.

**Figure 16.**

*Sexual Assault Prevalence Rate for Coast Guard (Q65–Q85, Q87–Q93, Q95–Q106)<sup>34</sup>*



<sup>34</sup> Due to metrics changes in 2014, data cannot be statistically compared back to 2010, or 2006 as indicated by the dashed line in the figure.

## Estimated Sexual Assault Rates: Prior to Joining the Military, Since Joining the Military, and Lifetime

In addition to asking about experiencing sexual assault in the past year, active duty members were also asked to think about events that happened prior to the past 12 months, both while in the military or prior to entry into the military, consistent with the following types of behaviors in which someone:

- Put a penis, an object, or any body part into their vagina, anus, or mouth when they did not want it and did not consent;
- Put any object or any body part other than a penis into your vagina, anus, or mouth;
- Made you insert their penis, an object, or body part into someone's mouth, vagina, or anus when they did not want to and did not consent;
- Tried to put a penis, an object, or any body part into their vagina, anus, or mouth, against their will but it did not happen;
- Intentionally touched private areas of their body (either directly or through clothing) when they did not want it and did not consent; or
- Made them touch private areas of their body or someone else's body (either directly or through clothing) when they did not want it and did not consent.

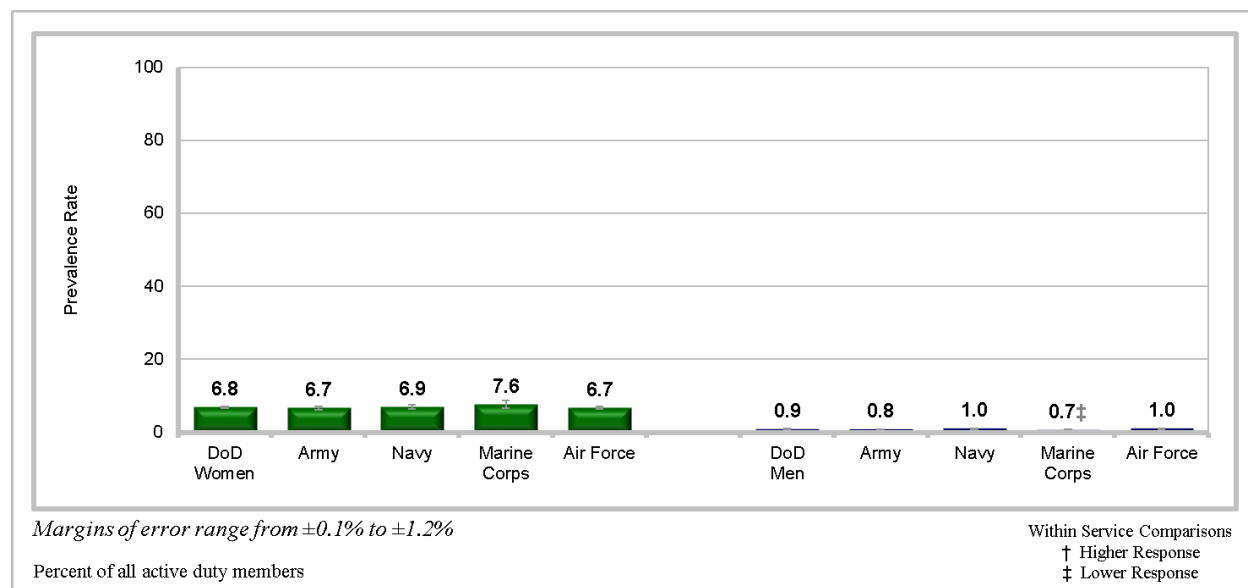
The behaviorally based items for sexual assault prior to joining the military, since joining the military, and lifetime prevalence of sexual assault require affirmative selection of one of the sexual assault behaviors. However, it does not require the legal criteria for intent and/or consent.

### Estimated Sexual Assault Rate Prior to Joining the Military

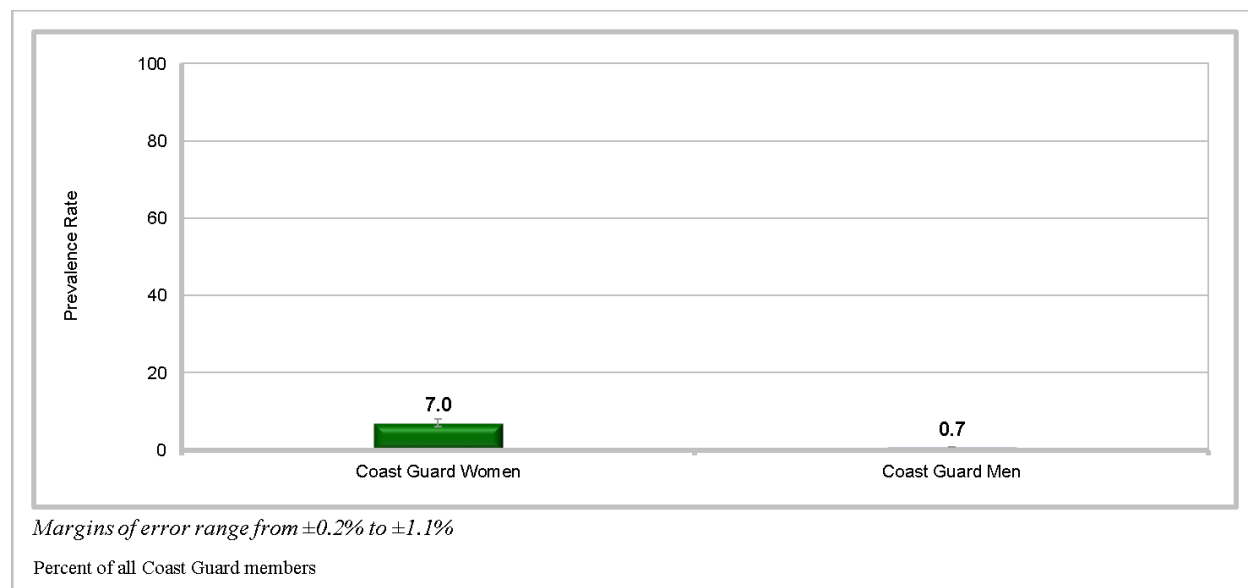
Service members were asked if they experienced any of the unwanted behaviors prior to joining the military.

#### **DoD**

Overall, 1.8% ( $\pm 0.1$ ) of DoD members indicated experiencing [sexual assault prior to joining the military](#), with a rate of 6.8% for DoD women and 0.9% for DoD men (Figure 17). Marine Corps men (0.7%) were *less likely* than men in the other Services to indicate experiencing [sexual assault prior to joining the military](#).

**Figure 17.*****Sexual Assault Rate Prior To Joining the Military for DoD (Q171–Q172)*****Coast Guard**

Overall, 1.6% ( $\pm 0.2$ ) of Coast Guard members indicated experiencing [sexual assault prior to joining the military](#), with a rate of 7.0% for Coast Guard women and 0.7% for Coast Guard men (Figure 18).

**Figure 18.*****Sexual Assault Rate Prior To Joining the Military for Coast Guard (Q171a–d, f, 172)***

## Estimated Sexual Assault Rate Since Joining the Military

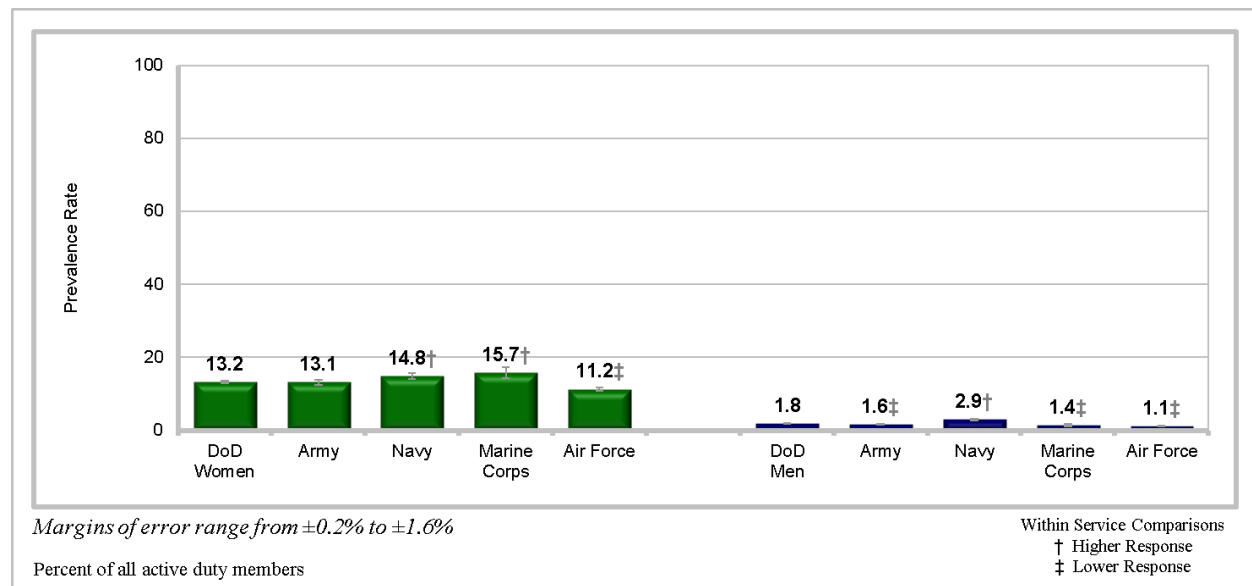
The estimated sexual assault rate since joining the military combines members who indicated experiencing a sexual in the past 12 months with those who were sexually assaulted more than a year ago but after joining the military.

### DoD

For the overall DoD, 3.6% ( $\pm 0.2$ ) of members indicated experiencing a [sexual assault since joining the military](#), including those that happened in the past 12 months. Breaking this rate out by gender, 13.2% of DoD women and 1.8% of DoD men indicated experiencing [sexual assault since joining the military](#) (Figure 19). In 2016, women in the Air Force (11.2%) were *less likely* than women in the other Services to indicate experiencing [sexual assault since joining the military](#), whereas Navy (14.8%) and Marine Corps women (15.7%) were *more likely*. For DoD men, Army (1.6%), Marine Corps (1.4%), and Air Force men (1.1%) were *less likely* than men in the other Services to indicate experiencing [sexual assault since joining the military](#), whereas men in the Navy (2.9%) were *more likely*.

**Figure 19.**

*Sexual Assault Rate Since Joining the Military for DoD (Q65–Q85, Q87–Q93, Q95–Q106, Q171a–d, f, Q172b)*

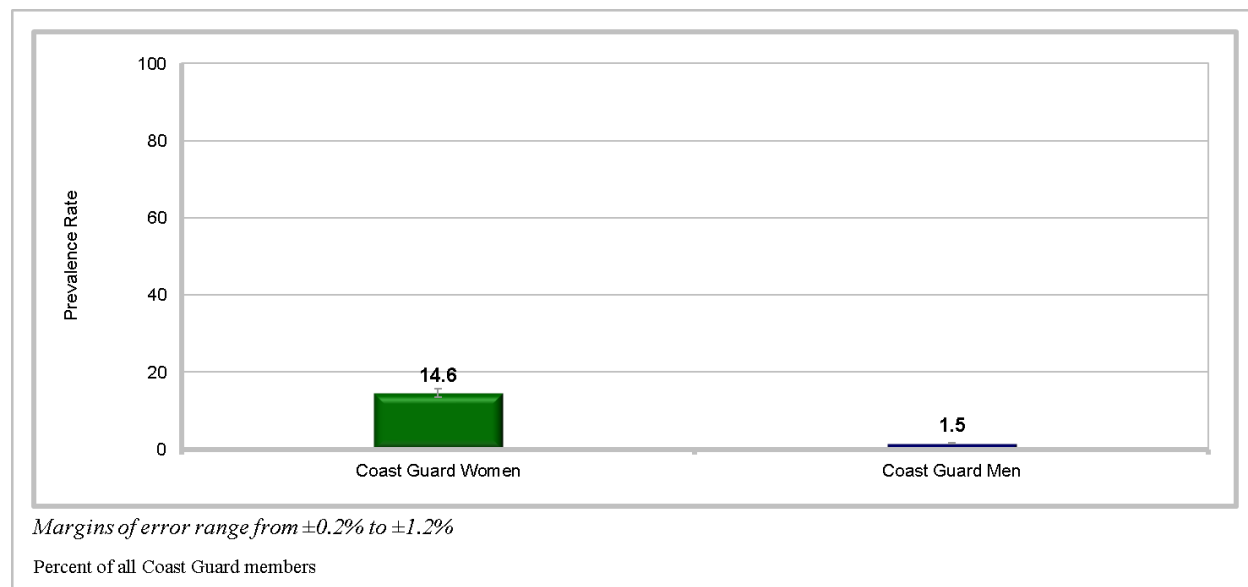


### Coast Guard

In 2016, 3.5% ( $\pm 0.3$ ) of Coast Guard members indicated experiencing [sexual assault since joining the military](#). As shown in Figure 20, the rate of [sexual assault since joining the military](#), including those that happened in the past 12 months for Coast Guard women was 14.6% and was 1.5% for Coast Guard men for 2016.

**Figure 20.**

*Sexual Assault Rate Since Joining the Military for Coast Guard (Q65–Q85, Q87–Q93, Q95–Q106, Q171a–d, f, Q172b)*

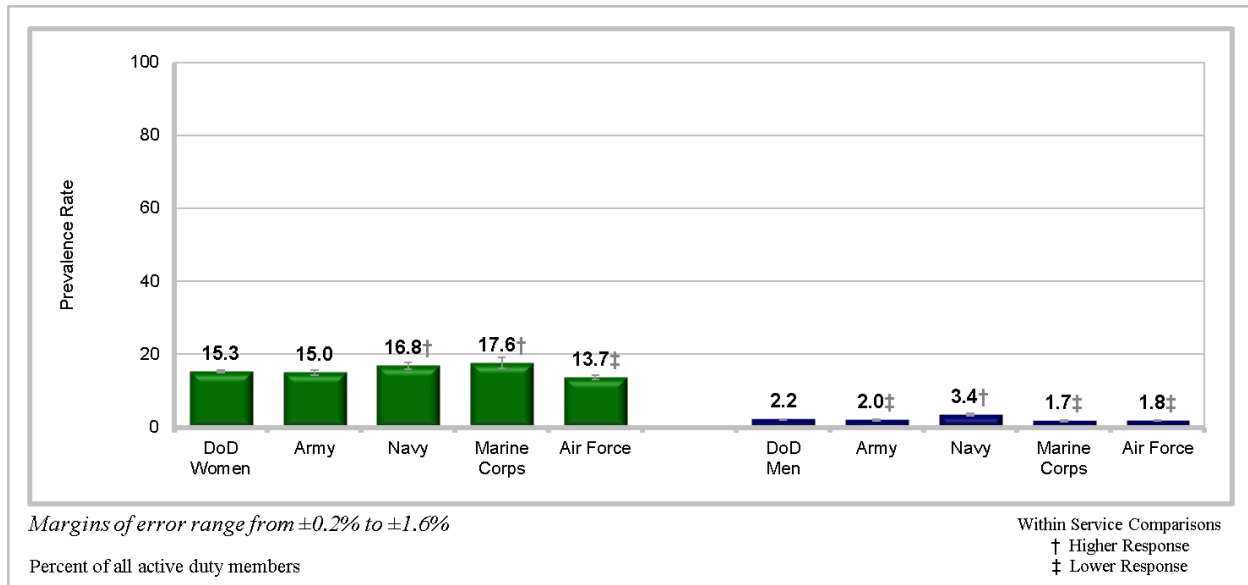


### Estimated Lifetime Sexual Assault Rate

The estimated lifetime sexual assault rate includes sexual assaults that occurred in the past year as well as those that occurred more than a year ago, including unwanted events that occurred prior to joining the military.

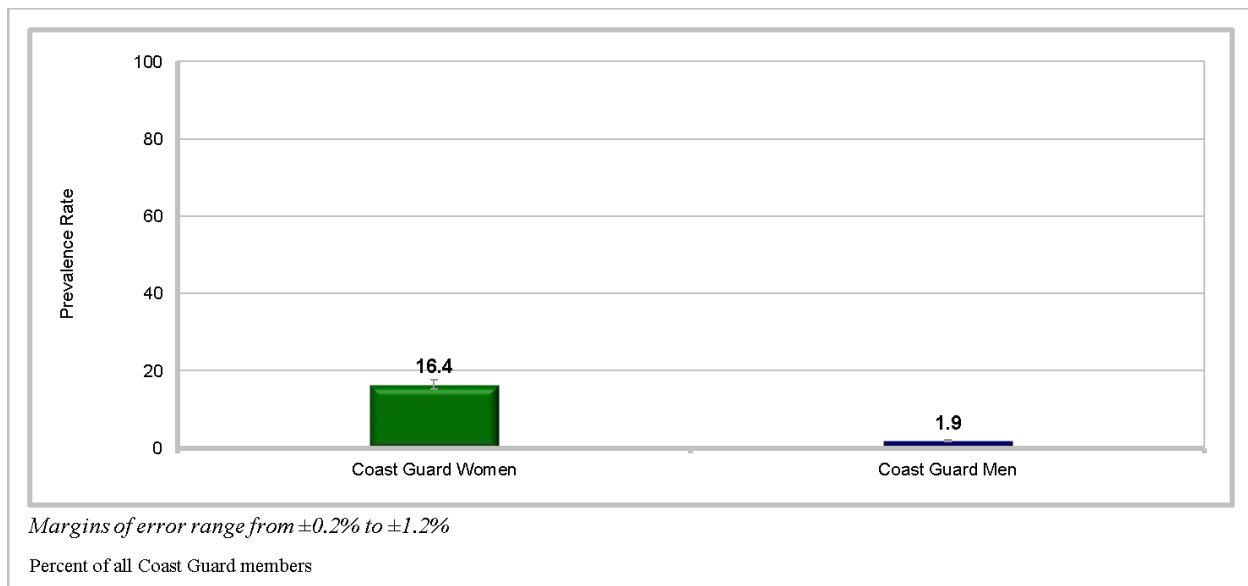
#### DoD

For the DoD, 4.3% ( $\pm 0.2$ ) of members indicated experiencing [sexual assault in their lifetime](#). Breaking this out by gender, 15.3% of DoD women and 2.2% of DoD men indicated experiencing [sexual assault in their lifetime](#) (Figure 21). In 2016, women in the Air Force (13.7%) were *less likely* than women in the other Services to indicate experiencing [sexual assault in their lifetime](#), whereas women in the Navy (16.8%) and Marine Corps (17.6%) were *more likely*. Men in the Army (2.0%), Marine Corps (1.7%) and Air Force (1.8%) were *less likely* than men in the other Services to indicate experiencing [sexual assault in their lifetime](#), whereas men in the Navy (3.4%) were *more likely*.

**Figure 21.*****Lifetime Sexual Assault Rate for DoD (Q65–Q85, Q87–Q93, Q95–Q106, Q171a–d, f)***

### ***Coast Guard***

In 2016, 4.0% ( $\pm 0.3$ ) of Coast Guard members indicated experiencing [sexual assault in their lifetime](#). As shown in Figure 22, 16.4% of Coast Guard women and 1.9% of Coast Guard men indicated experiencing [sexual assault in their lifetime](#).

**Figure 22.*****Lifetime Sexual Assault Rate for Coast Guard (Q65–Q85, Q87–Q93, Q95–Q106, Q171a–d, f)***

## Description of Unwanted Events Experienced in the Past Year

Active duty members who indicated experiencing sexual assault in the past 12 months were asked a series of questions to provide further details on the unwanted event(s), including the number of unwanted events, if all events were done by the same person, and if any of the unwanted experiences were considered to involve hazing and/or bullying.

### Number of Unwanted Events Experienced in the Past Year

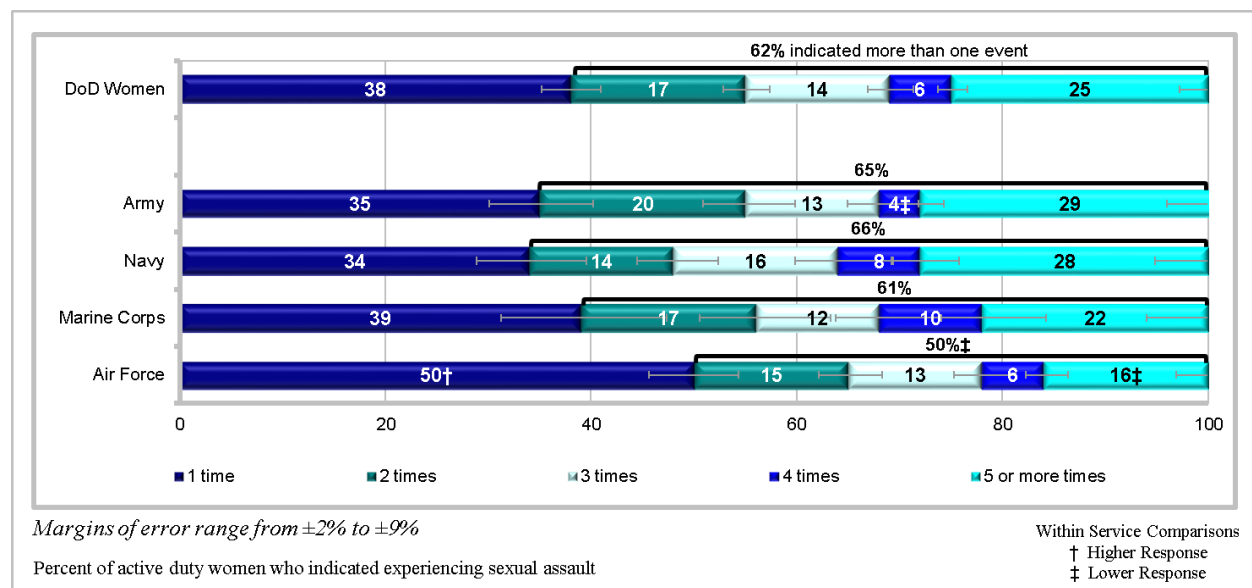
#### DoD

As shown in Figure 23 and Figure 24, of the 4.3% of DoD women and 0.6% of men who indicated experiencing sexual assault in the past 12 months, 62% of women and 67% of men indicated having **more than one** unwanted experience in the past 12 months.

More than one-third (38%) of DoD women indicated experiencing unwanted events **one time in the past 12 months**, while 62% indicated experiencing **more than one** event in the past 12 months. One-quarter (25%) of women indicated unwanted events happened on **five or more separate occasions**. Seventeen percent indicated unwanted events happened **two times**, 14% indicated experiencing unwanted events **three times**, and 6% indicated experiencing unwanted events **four times**. In 2016, Air Force women (50%) were *more likely* than women in the other Services to indicate the unwanted events occurred **one time** and were *less likely* to indicate unwanted events occurred **five or more times** (16%), and **more than one time** (50%; Figure 23). Army women (4%) were *less likely* than women in the other Services to indicate experiencing unwanted events **four times**.

**Figure 23.**

*Number of Unwanted Events Experienced in the Past 12 Months for DoD Women (Q108)*

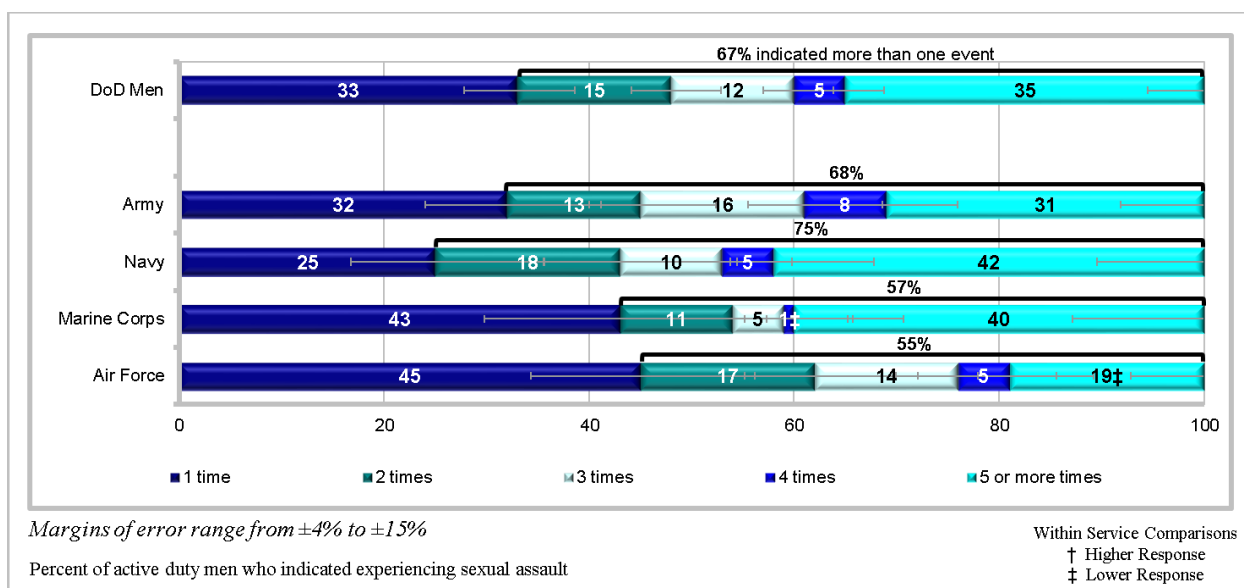




As shown in Figure 24, one-third (33%) of DoD men indicated they experienced unwanted event(s) **one time**, whereas a little more than one-third (35%) indicated experiencing unwanted events on **five or more separate occasions**. Fifteen percent indicated experiencing unwanted events **two times**, 12% indicated **three times**, and 5% of men indicated experiencing unwanted events **four times**. In 2016, Marine Corps men (1%) were *less likely* than men in the other Services to indicate experiencing unwanted events **four times**. Air Force men (19%) were *less likely* than men in the other Services to indicate experiencing unwanted events **five or more times**.

**Figure 24.**

*Number of Unwanted Events Experienced in the Past 12 Months for DoD Men (Q108)*



## Coast Guard

Figure 25 displays the number of unwanted events Coast Guard members indicated experiencing in the past 12 months. Of the 2% of Coast Guard women and 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, 57% of women and 76% of men indicated experiencing **more than one** unwanted event in the past 12 months.

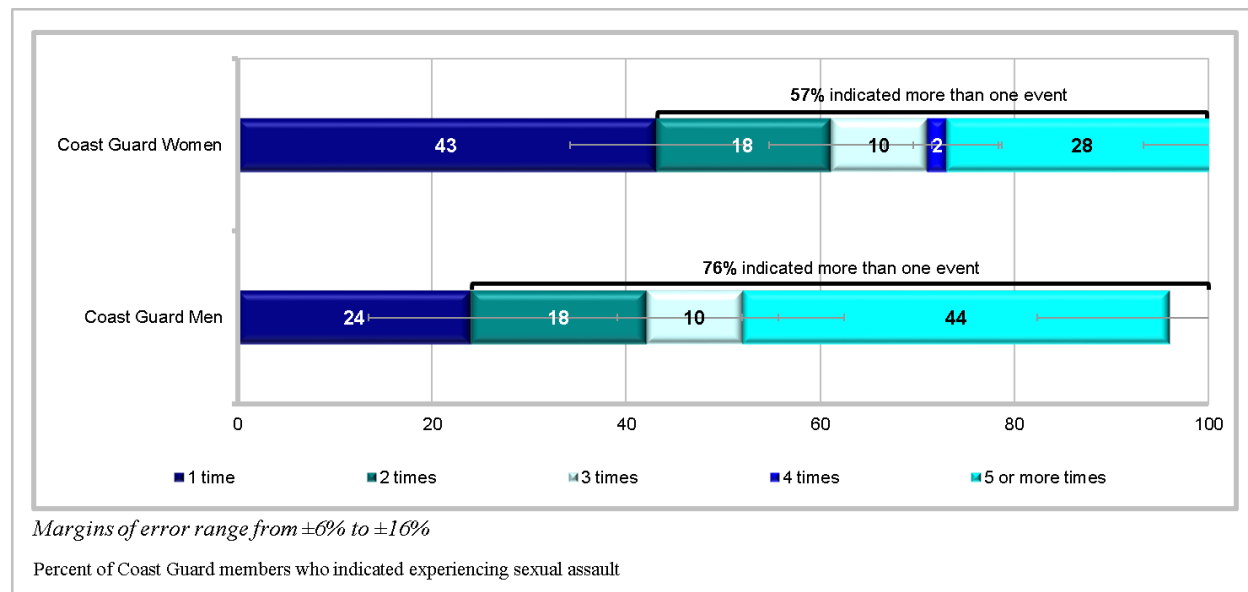
Less than half (43%) of Coast Guard women indicated experiencing **one unwanted event** in the past 12 months, whereas more than one-quarter (28%) indicated experiencing unwanted events **five or more times**. Eighteen percent of women indicated the unwanted events occurred **two times**, 10% indicated experiencing events **three times**, and 2% indicated experiencing unwanted events **four times** in the past 12 months.

Forty-four percent of Coast Guard men indicated experiencing unwanted events **five or more times**, whereas a little less than one-quarter (24%) indicated it happened **one time**. Additionally, a little less than one-fifth (18%) indicated experiencing unwanted events **two times**, and 10%

indicated events occurred **three times**. Results for Coast Guard men who indicated experiencing unwanted events **four times** are not reportable.

**Figure 25.**

*Number of Unwanted Events Experienced in the Past 12 Months for Coast Guard (Q108)*

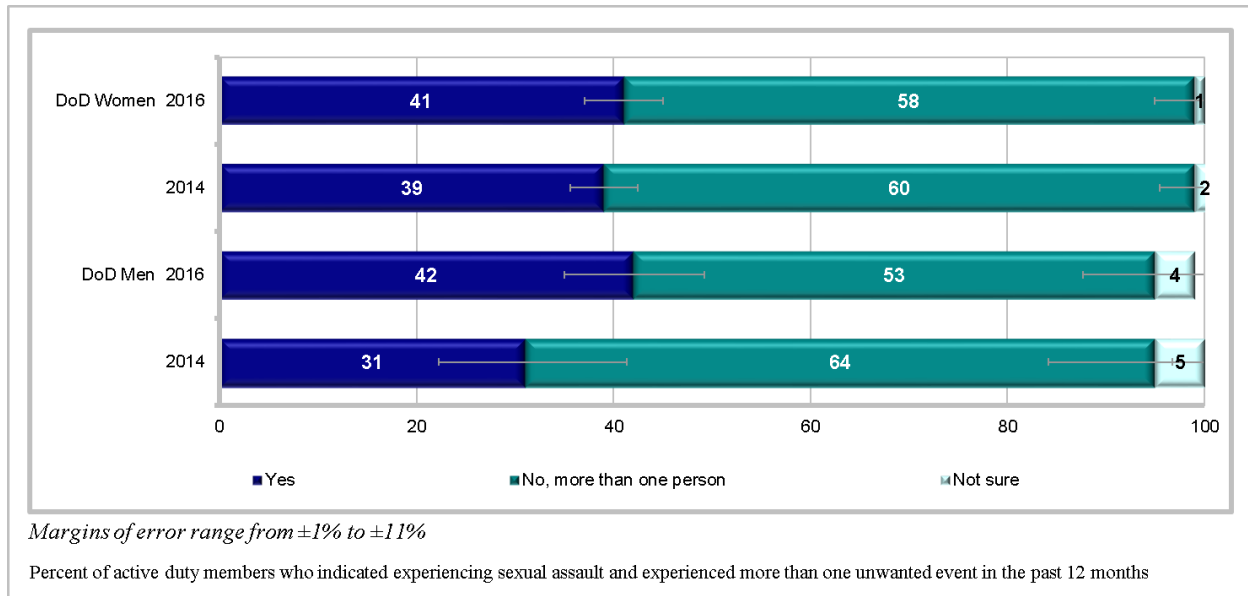


## Repeat Alleged Offender in Unwanted Events Experienced in the Past Year

### DoD

As shown in Figure 26, of the 62% of DoD women who indicated experiencing more than one unwanted event in the past 12 months, more than half (58%) indicated all of the unwanted events they indicated experiencing in the past 12 months were done by **more than one person**. Forty-one percent indicated all of the events were done by **the same person**.

Of the 67% of DoD men who indicated experiencing more than one unwanted event in the past 12 months, 53% indicated all of the unwanted events they indicated experiencing in the past 12 months were done by **more than one person**. Forty-two percent indicated all of the events were done by **the same person**.

**Figure 26.*****Unwanted Events in the Past 12 Months Done by Same Person for DoD (Q109)***

As shown in Table 3, in 2016, Army women (47%) were *more likely* than women in the other Services to indicate the unwanted events were done by *the same person*, whereas Marine Corps women (28%) were *less likely*. However, Marine Corps women (72%) were *more likely* than women in the other Services to indicate the unwanted events were done by *more than one person*. For men, those in the Army (54%) were *more likely* than men in the other Services to indicate the unwanted events were done by *the same person* and were *less likely* (41%) to indicate they were done by *more than one person*.

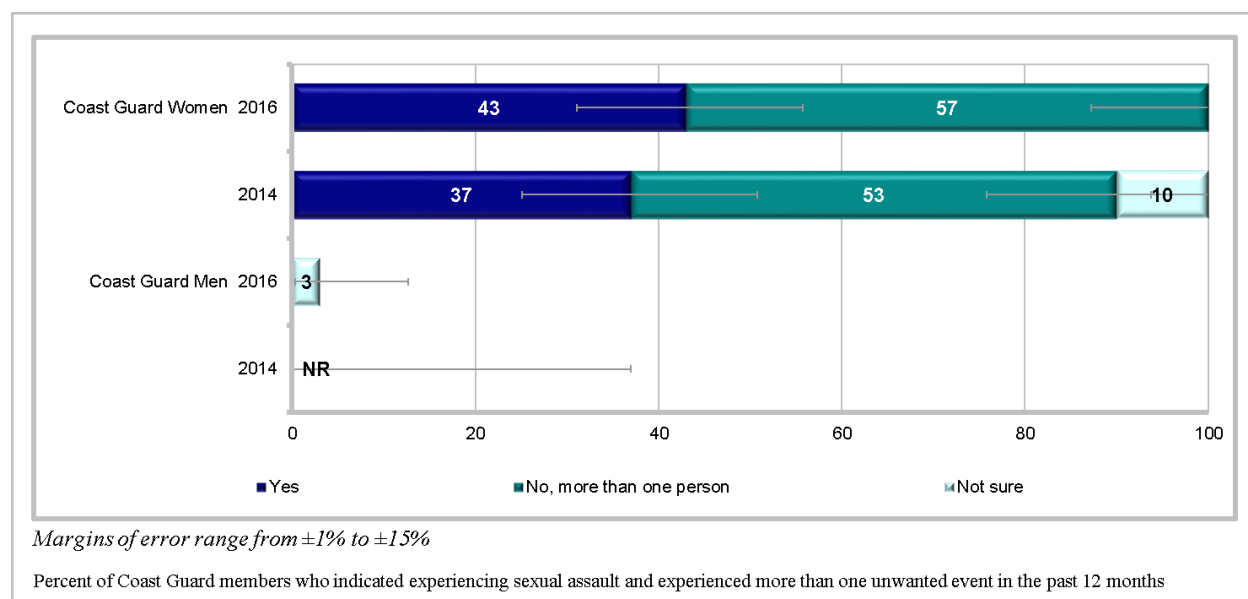
**Table 3.**  
***Unwanted Events in the Past 12 Months Done by Same Person for DoD (Q109)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div> <div></div> Higher Response           <div></div> Lower Response         </div>						
<b>Women</b>						
Yes	2016	41	47	38	28	43
	2014	39	42	37	28	46
No, more than one person	2016	58	52	62	72	55
	2014	60	58	61	71	52
Not sure	2016	1	<1	<1	NR	2
	2014	2	1	2	1	2
<i>Margins of Error</i>		±1–5	±2–8	±2–8	±3–11	±2–7
<b>Men</b>						
Yes	2016	42	54	42	NR	41
	2014	31	37	29	NR	NR
No, more than one person	2016	53	41	56	NR	59
	2014	64	NR	68	NR	NR
Not sure	2016	4	5	2	NR	NR
	2014	5	NR	3	NR	NR
<i>Margins of Error</i>		±4–11	±8–16	±5–18	NR	±16

Percent of active duty member who indicated experiencing sexual assault and experienced more than one unwanted event in the past 12 months

### Coast Guard

Of the 57% of Coast Guard women who indicated experiencing more than one unwanted event in the past 12 months, more than half (57%) indicated the unwanted events in the past 12 months were done by [more than one person](#), whereas less than half (43%) indicated the unwanted events were done by [the same person](#) (Figure 27). Data are not reportable for Coast Guard men.

**Figure 27.*****Unwanted Events in the Past 12 Months Done by Same Person for Coast Guard (Q109)***

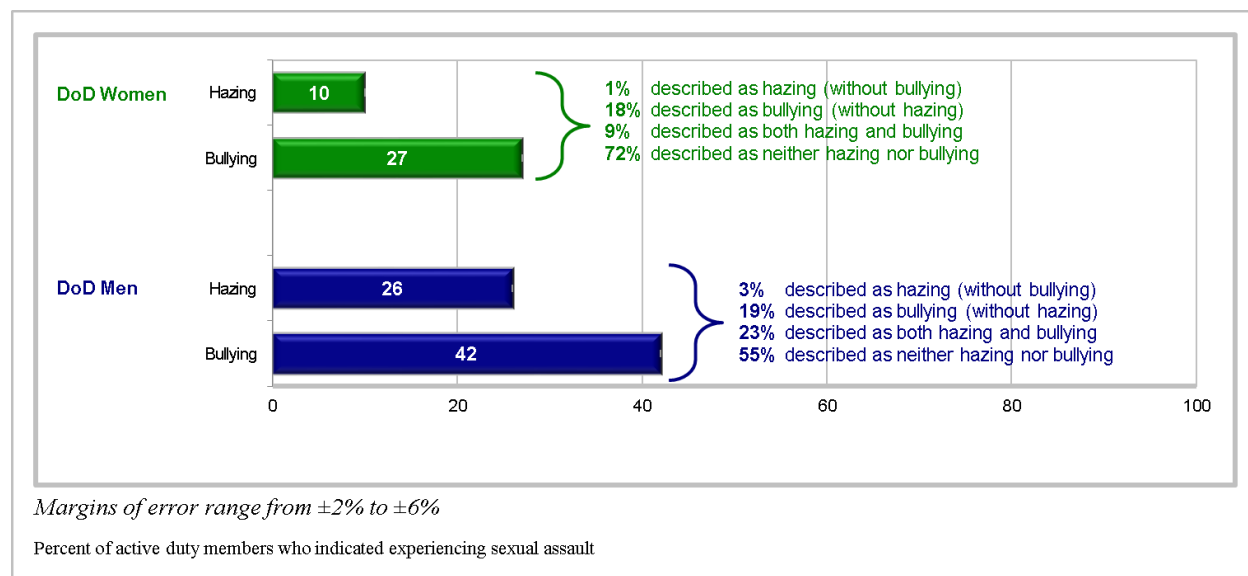
## Considered Any Unwanted Event in Past Year as Hazing and/or Bullying

The last section of this chapter addresses issues of hazing and bullying surrounding experiences of sexual assault in the military. Active duty members who indicated experiencing at least one sexual assault in the past 12 months were asked to identify if they would consider any of the events they experienced to be hazing and/or bullying. Hazing refers to things done to humiliate or “toughen up” people before accepting them into a group, whereas bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.

### DoD

Of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, 10% would describe any of the behaviors as **hazing** and 27% would consider them as **bullying** (Figure 28). When combining these behaviors to assess whether they considered any of the behaviors to be a combination of hazing and bullying, 9% of women considered any unwanted event to involve **both hazing and bullying**. The majority (72%) would **not** describe any unwanted event to be **hazing or bullying**, whereas 18% would describe them as **bullying (without hazing)** and 1% would describe the unwanted events as **hazing (without bullying)**.



Of the 0.3% of DoD men who indicated experiencing sexual assault in the past year, 26% would describe any behavior as **hazing** and 42% as **bullying** (Figure 28). When combining these behaviors to assess whether they considered any of the behaviors to be a combination of hazing and bullying, 23% of men considered any of the unwanted events to involve **both hazing and bullying**. More than half (55%) would **not** describe any unwanted event as **hazing or bullying**, whereas 19% indicated any unwanted event experienced as **bullying (without hazing)** and 3% as **hazing (without bullying)**.

**Figure 28.*****Any Unwanted Event Consider as Hazing and/or Bullying for DoD (Q110, Q121)***

As shown in Table 4, when examining the behaviors of hazing and bullying, Army women (15%) were *more likely* than women in the other Services to describe any unwanted event they experienced as **hazing**. When considering the combination of hazing and bullying behaviors experienced, Army women (14%) were *more likely* than women in the other Services to indicate experiencing **both hazing and bullying**, whereas Air Force women (6%) were *less likely*. Marine Corps women (<1%) were *less likely* than women in the other Services to indicate any unwanted event was considered to be **hazing (without bullying)**.

For DoD men, when examining the behaviors of hazing and bullying, Army men (52%) were *more likely* than men in the other Services to indicate experiencing **bullying**, whereas Air Force men (28%) were *less likely*. Air Force men (13%) were *less likely* than men in the other Services to indicate experiencing **hazing**. When considering the combination of hazing and bullying behaviors experienced, Air Force men (72%) were *more likely* than men in the other Services to indicate any unwanted event they experienced to **neither be hazing nor bullying**, and were *less likely* to indicate **both hazing and bullying** (12%) took place during any unwanted event. Army men (28%) were *more likely* than men in the other Services to indicate any unwanted event experienced to be **bullying (without hazing)**.

**Table 4.*****Any Unwanted Event Consider as Hazing and/or Bullying for DoD (Q110, Q121)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	10	15	9	6	7
Experienced bullying	27	32	25	25	24
<i>Margins of Error</i>	±3	±6	±5-6	±6-8	±4
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	1	1	1	<1	1
Bullying (without hazing)	18	18	18	19	18
Both hazing and bullying	9	14	7	6	6
Neither hazing nor bullying	72	67	74	75	75
<i>Margins of Error</i>	±2-3	±3-6	±3-6	±1-8	±3-5
<b>Men</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	26	25	26	35	13
Experienced bullying	42	52	35	45	28
<i>Margins of Error</i>	±6	±9-10	±11	±14	±10-11
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	3	1	5	3	NR
Bullying (without hazing)	19	28	13	13	16
Both hazing and bullying	23	24	22	32	12
Neither hazing nor bullying	55	47	60	52	72
<i>Margins of Error</i>	±3-6	±5-10	±8-11	±6-14	±10-11

Percent of active duty members who indicated experiencing sexual assault

**Coast Guard**

As shown in Figure 29, of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, 9% would describe any of the behaviors as **hazing** and 18% would consider any of the behaviors as **bullying**. When combining these behaviors to assess whether they considered any of the behaviors to be a combination of hazing and bullying, 9% of women considered behaviors as **both hazing and bullying**. The majority (82%) would **not** describe any unwanted event as **hazing or bullying**. Fewer (9%) would describe any unwanted events as **bullying (without hazing)**. Results for **hazing (without bullying)** are not reportable for women.

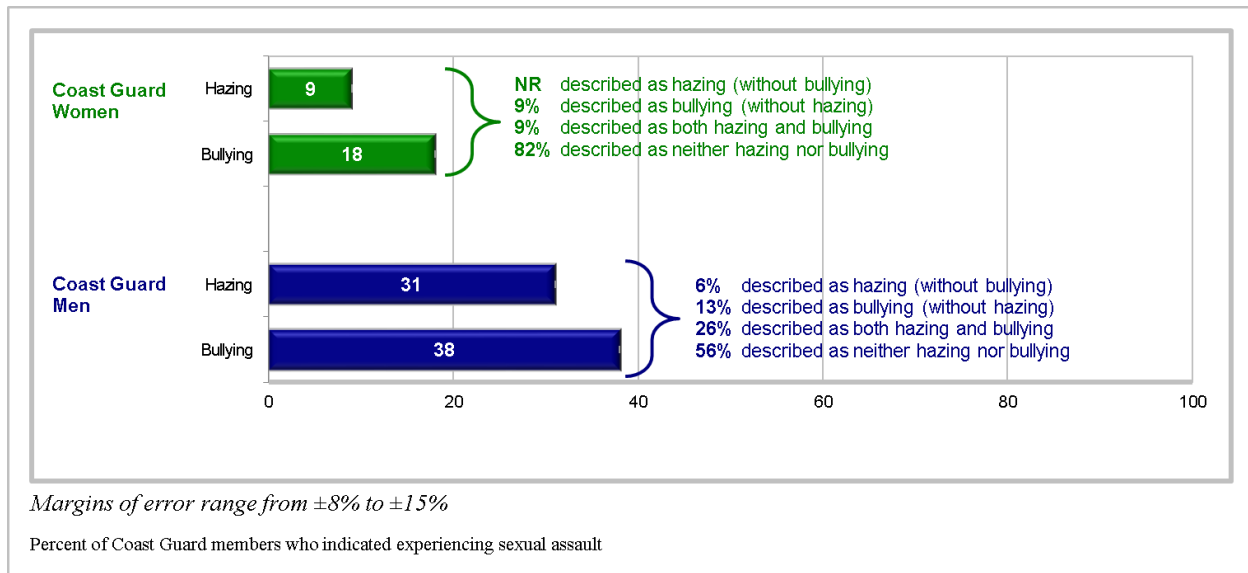
Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, 31% would describe any of the behaviors as **hazing** and 38% would consider any of the behaviors as **bullying** (Figure 29). When combining these behaviors to assess whether they considered any of the behaviors to be a combination of hazing and bullying, 26% of men considered behaviors to be **both hazing and bullying**. More than half (56%) would **not** describe any of the behaviors as



hazing or bullying, whereas 6% would describe any unwanted event they experienced as hazing (without bullying) and 13% would describe the behaviors as bullying (without hazing).

**Figure 29.**

*Any Unwanted Event Consider as Hazing and/or Bullying for Coast Guard (Q110, Q121)*



## Chapter 4: One Situation of Sexual Assault with Biggest Effect

*Ms. Lisa Davis and Ms. Amanda Grifka*

### Introduction

On the 2016 WGRA, active duty members who indicated experiencing a sexual assault that met legal criteria<sup>35</sup> were asked to consider the one situation experienced in the past 12 months that had the biggest effect on them. Members who indicated experiencing sexual assault outside of this time frame are excluded from the analysis of the one situation with the biggest effect. This chapter provides details on the circumstances in which potential sexual assault incidents occurred. Members were then asked follow-up questions about the one situation in order to provide additional detail on the circumstances surrounding the experience. This chapter addresses the following topics:

Characteristics of the Offender	<ul style="list-style-type: none"> <li>Number and gender</li> <li>Military status and rank</li> <li>Employment status</li> <li>Relationship to offender</li> </ul>
Characteristics of the Situation	<ul style="list-style-type: none"> <li>Where did the situation occur?</li> <li>When did the situation occur?</li> </ul>
Bullying/Hazing	<ul style="list-style-type: none"> <li>Situation involved bullying and/or hazing</li> </ul>
Stalking/Harassment	<ul style="list-style-type: none"> <li>Offender stalked and/or harassed member before and/or after the situation</li> </ul>
Alcohol/Drugs	<ul style="list-style-type: none"> <li>Situation involved alcohol and/or drugs</li> </ul>
Reaction to the Situation	<ul style="list-style-type: none"> <li>Made member take steps to leave or separate from the military</li> <li>Received a sexual assault forensic exam</li> <li>Satisfaction with response/services</li> </ul>

Results are reported for 2016 and trend comparisons to the 2014 RMWS are provided where data are available.

<sup>35</sup> In addition to meeting the UCMJ-based requirements, members also had to indicate that this experience happened within the past 12 months.

## Most Serious Behavior Experienced in the One Situation

The first section of this chapter examines the type of behavior active duty members indicated happened during the unwanted event with the biggest effect. Active duty members were asked to endorse the event considered as the worst or most serious (hereafter referred to as “the one situation”). Responses from this question were used to construct the three-level hierarchical variable of the most serious behavior experienced: penetrative sexual assault, attempted penetrative sexual assault, and non-penetrative sexual assault. It should be noted this hierarchy differs from that used to construct the prevalence rates of sexual assault presented in Chapter 3. The sexual assault prevalence rates hierarchy follows *2014 RMWS* (penetrative sexual assault, non-penetrative sexual assault, attempted penetrative sexual assault), whereas the most serious behavior hierarchy discussed in this chapter uses OPA metrics, which places attempted penetrative sexual assault before non-penetrative sexual assault as described below:

- Penetrative sexual assault includes individuals who indicated “Yes” to any of the items that assess penetration of the vagina, anus, or mouth.
- Attempted penetrative sexual assault includes individuals who indicated “Yes” to the item that assesses attempted sexual assault and were not previously counted as penetrative sexual assault.
- Non-penetrative sexual assault includes individuals who indicated “Yes” to either of the screener items that assess unwanted sexual touching and were not previously counted as having experienced either penetrative sexual assault or attempted penetrative sexual assault.

The most serious behavior discussed in the unwanted event with the biggest effect did not have to meet the legal criteria, as long as one of the sexual assault behaviors endorsed previously met the legal criteria for sexual assault as outlined in Chapter 1.

### DoD

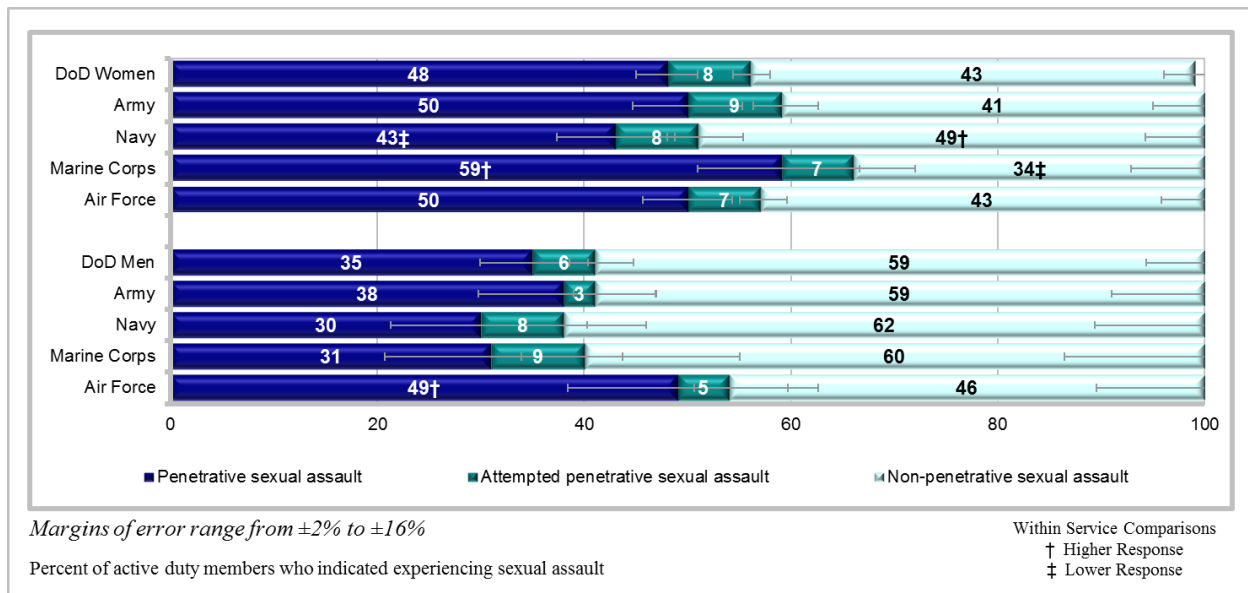
As shown in Figure 30, of the 4.3% of DoD women and 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months, a little less than half (48%) of women and more than one-third (35%) of men indicated the most serious behavior experienced was [penetrative sexual assault](#). Eight percent of women and 6% of men indicated [attempted penetrative sexual assault](#) was the most serious behavior they experienced. Furthermore, 43% of women and 59% of men indicated the most serious behavior was [non-penetrative sexual assault](#).

In 2016, Marine Corps women (59%) were *more likely* than women in the other Services to indicate the most serious behavior experienced was [penetrative sexual assault](#), whereas women in the Navy (43%) were *less likely*. Conversely, Navy women (49%) were *more likely* than women in the other Services to indicate the most serious behavior experienced was [non-penetrative sexual assault](#), whereas Marine Corps women (34%) were *less likely*.

For DoD men in 2016, Air Force men (49%) were *more likely* than men in the other Services to indicate the most serious behavior experienced was [penetrative sexual assault](#).

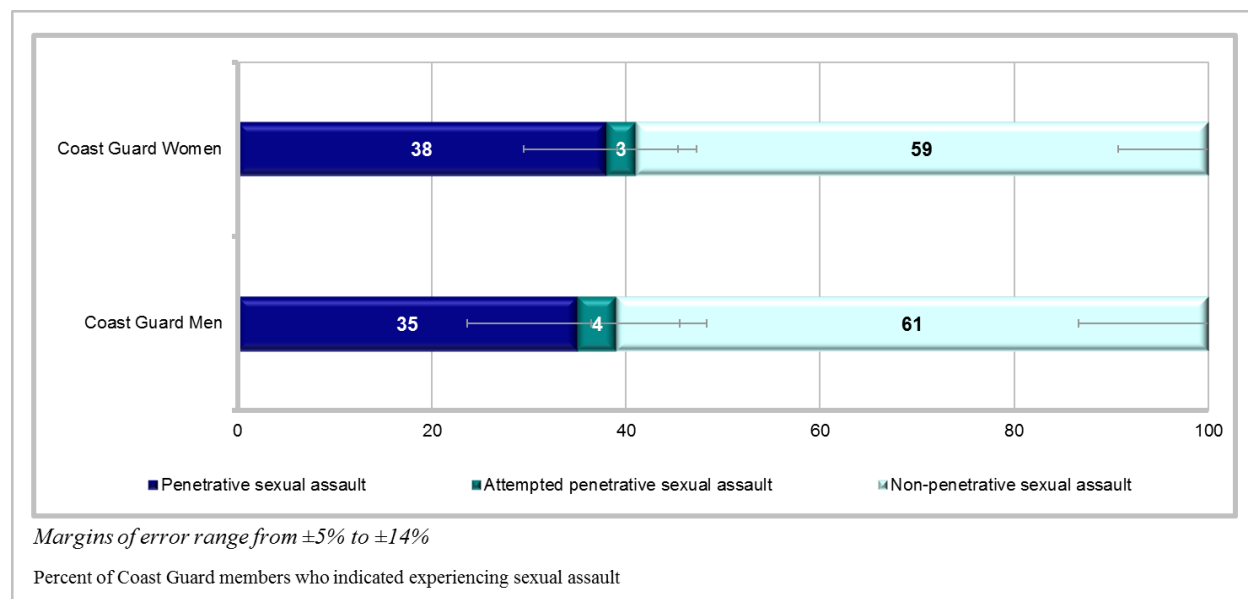
**Figure 30.**

***Most Serious Behavior Experienced in the One Situation for DoD (Q65–Q85, Q87–Q93, Q95–Q106, Q108, Q111)***



## Coast Guard

The most serious behavior experienced in the one situation for Coast Guard members is presented in Figure 31. Of the 2.0% of Coast Guard women and 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, more than one-third (38%) of women and men (35%) indicated the most serious behavior experienced was [penetrative sexual assault](#). Three percent of women and 4% of men indicated [attempted penetrative sexual assault](#) was the most serious behavior experienced. Additionally, more than half (59%) of Coast Guard women and a little less than two-thirds (61%) of Coast Guard men indicated [non-penetrative sexual assault](#) was the most serious behavior experienced.

**Figure 31.*****Most Serious Behavior Experienced in the One Situation for Coast Guard (Q111)***

## Characteristics of the Alleged Offender(s) in the One Situation

Active duty members who indicated experiencing sexual assault in the past 12 months were asked to identify various characteristics of the alleged offender(s) in the one situation that had the biggest effect on them. Characteristics of the alleged offender(s) from the one situation examined in this section include the number of alleged offenders, gender, military status, rank within the military, employment status, and the relationship of the alleged offender(s) to the member.

### Number of Alleged Offender(s) in the One Situation

#### DoD

As shown in Figure 32, of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, a little more than two-thirds (67%) indicated **one person** was involved in the one situation. A little less than one-third (31%) of women indicated **more than one person** was involved in the situation, and 2% of women indicated they were **not sure** how many offenders were involved.

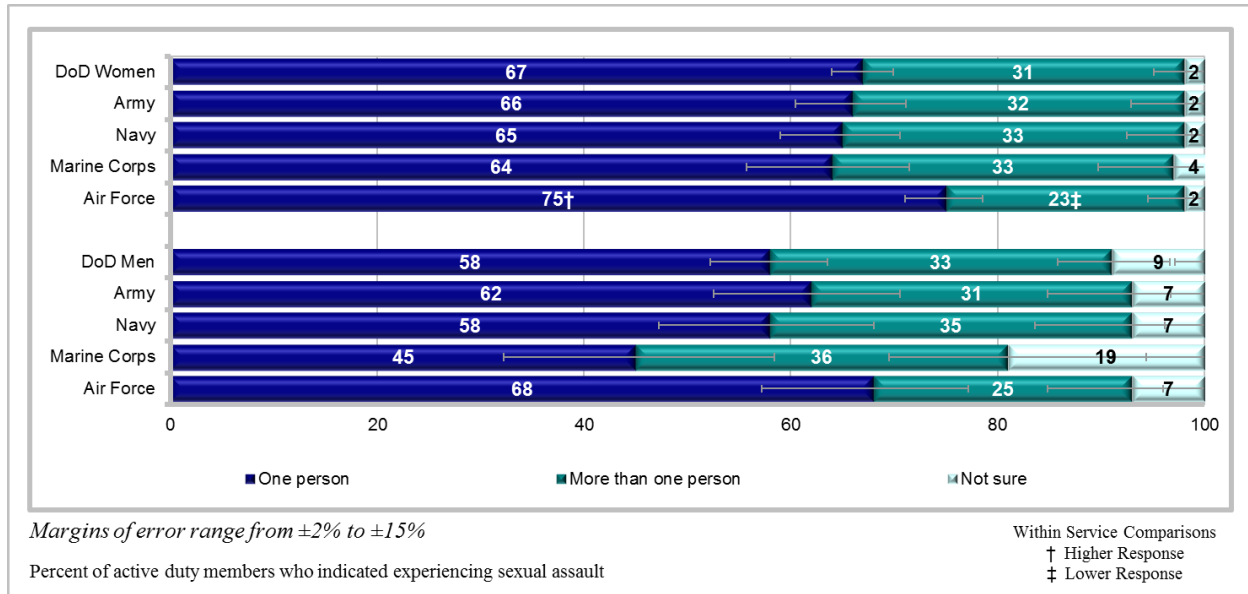
Of the 0.6% of DoD men who indicated experiencing sexual assault in the past year, more than half (58%) indicated **one person** was involved in the one situation. One-third (33%) of men indicated **more than one person** was involved in the situation, and 9% indicated they were **not sure** how many offenders were involved.

In 2016, Air Force women (75%) were *more likely* than women in the other Services to indicate the situation involved **one person** and were *less likely* than women in the other Services to

indicate **more than one person** was involved in the one situation (23%). There were no significant differences between Services for men.

**Figure 32.**

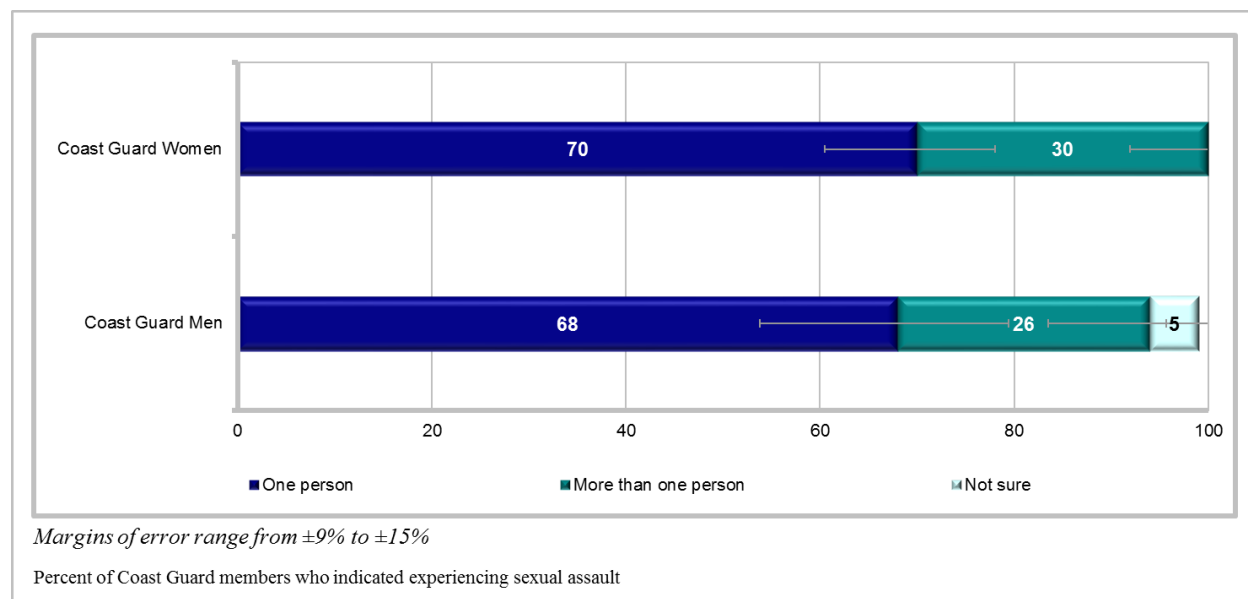
*Number of Alleged Offender(s) in the One Situation for DoD (Q112)*



## Coast Guard

Figure 33 shows the number of alleged offender(s) in the one situation for Coast Guard members. Of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, the majority (70%) of women indicated **one person** was involved in the one situation, whereas a little less than one-third (30%) indicated **more than one person** was involved.

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, a little more than two-thirds (68%) of men indicated **one person** was involved in the one situation, whereas more than one-quarter (26%) indicated **more than one person** was involved. Fewer (5%) were **not sure** of the number of offender(s) involved in the one situation.

**Figure 33.*****Number of Alleged Offender(s) in the One Situation for Coast Guard (Q112)***

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

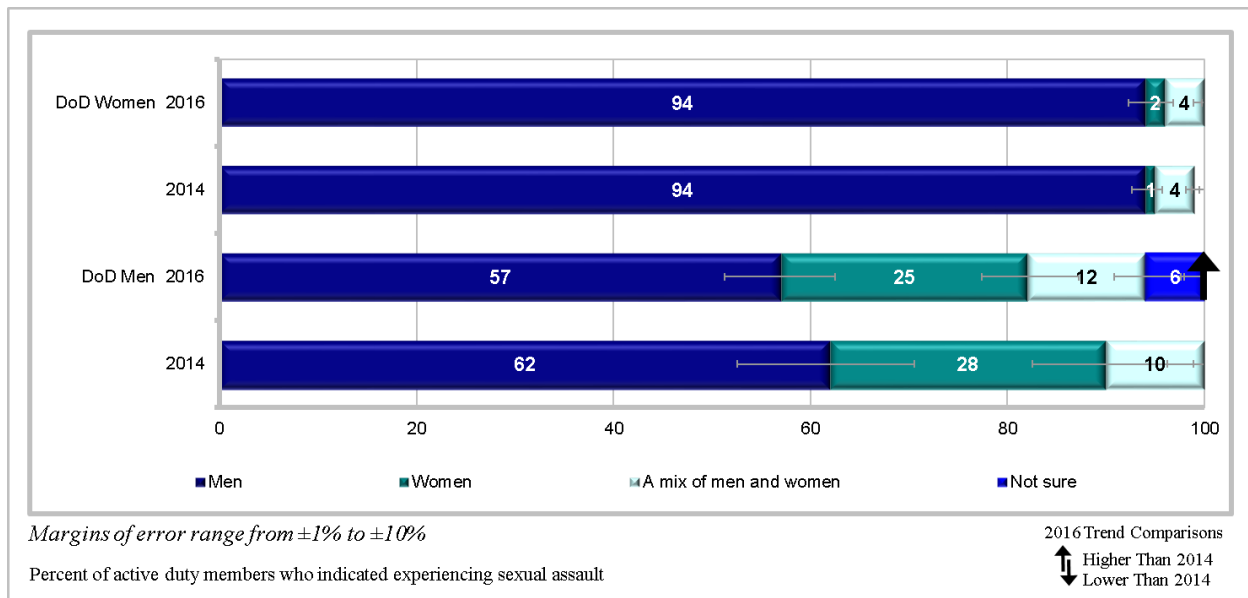
### DoD

Of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, the vast majority (94%) of women indicated the alleged offender(s) in the one situation was (were) **men** (Figure 34). Fewer indicated the alleged offender(s) in the one situation was (were) **women** (2%) or **a mix of men and women** (4%).

Of the 0.6% of DoD men who indicated experiencing sexual assault in the past year, more than half (57%) of men indicated the alleged offender(s) in the one situation was (were) **men** (Figure 34). One-quarter (25%) of men indicated the alleged offender(s) was (were) **women** and a little more than one-tenth (12%) indicated they were **a mix of men and women**. Fewer (6%) men indicated they were **not sure** of the gender of the alleged offender(s), which compared to 2014, showed a statistically significant increase in 2016 (6 percentage points).



**Figure 34.**  
**Gender of Alleged Offender(s) in the One Situation for DoD (Q113)**



In 2016, women in the Marine Corps (<1%) and Army (1%) were *less likely* than women in the other Services to indicate the gender of the alleged offender(s) was (were) **women** (Table 5). There are no significant differences between 2014 and 2016 for DoD women on gender of the alleged offender(s).

In 2016, Air Force men (1%) were *less likely* to indicate they were **not sure** of the gender of the alleged offender(s) (Table 5). Compared to 2014, the percentage of DoD men who indicated they were **not sure** of the gender of the alleged offender(s) showed a statistically significant *increase* in 2016 for Army (7 percentage points) and Marine Corps men (13 percentage points).

**Table 5.**  
**Gender of Alleged Offender(s) in the One Situation for DoD (Q113)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Within Service Comparisons				
		Survey Year	Total DoD	Army	Navy	Marine Corps
<div>Higher Response</div> <div>Lower Response</div>						
Women						
Men	2016	94	94	94	94	95
	2014	94	94	93	96	96
Women	2016	2	1	2	<1	3
	2014	1	1	2	<1	2
A mix of men and women	2016	4	5	3	5	2
	2014	4	5	5	2	2
Not sure	2016	<1	<1	1	1	1
	2014	<1	<1	<1	1	<1
Margins of Error		±1-2	±1-4	±2-4	±4-6	±1-3
Men						
Men	2016	57	59	54	60	53
	2014	62	63	66	NR	NR
Women	2016	25	25	28	16	31
	2014	28	33	23	NR	NR
A mix of men and women	2016	12	9	15	11	14
	2014	10	4	11	NR	NR
Not sure	2016	6↑	7↑	4	13↑	1
	2014	<1	<1	<1	<1	<1
Margins of Error		±4-10	±5-14	±4-17	±9-14	±1-12

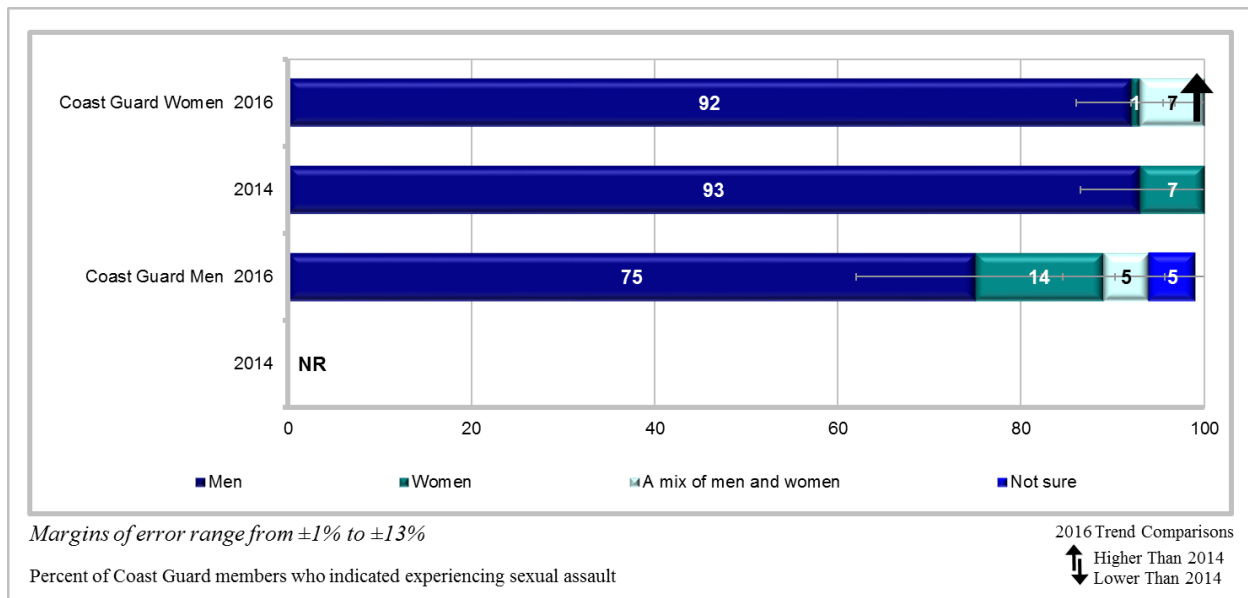
Percent of active duty members who indicated experiencing sexual assault

## Coast Guard

Of the 2% of Coast Guard women who indicated experiencing sexual assault in the past year, the vast majority (92%) indicated the alleged offender(s) in the one situation was (were) **men** (Figure 35). Fewer indicated the alleged offender(s) in the one situation was (were) **women** (1%) or **a mix of men and women** (7%). Compared to 2014, the percentage of those who indicated the alleged offenders were **a mix of men and women** showed a statistically significant *increase* in 2016 for Coast Guard women (7 percentage points).

For Coast Guard men, of the 0.3% who indicated experiencing sexual assault in the past year, the majority (75%) indicated the alleged offender(s) in the one situation was (were) **men** (Figure 35). Fourteen percent indicated the alleged offender(s) in the one situation was (were) **women**, whereas fewer indicated they were **a mix of men and women** or were **not sure** of the gender of the alleged offender(s) (both 5%). Statistical significance between 2014 and 2016 cannot be calculated because results are not reportable for Coast Guard men in 2014.

**Figure 35.**  
**Gender of Alleged Offender(s) in the One Situation for Coast Guard (Q113)**



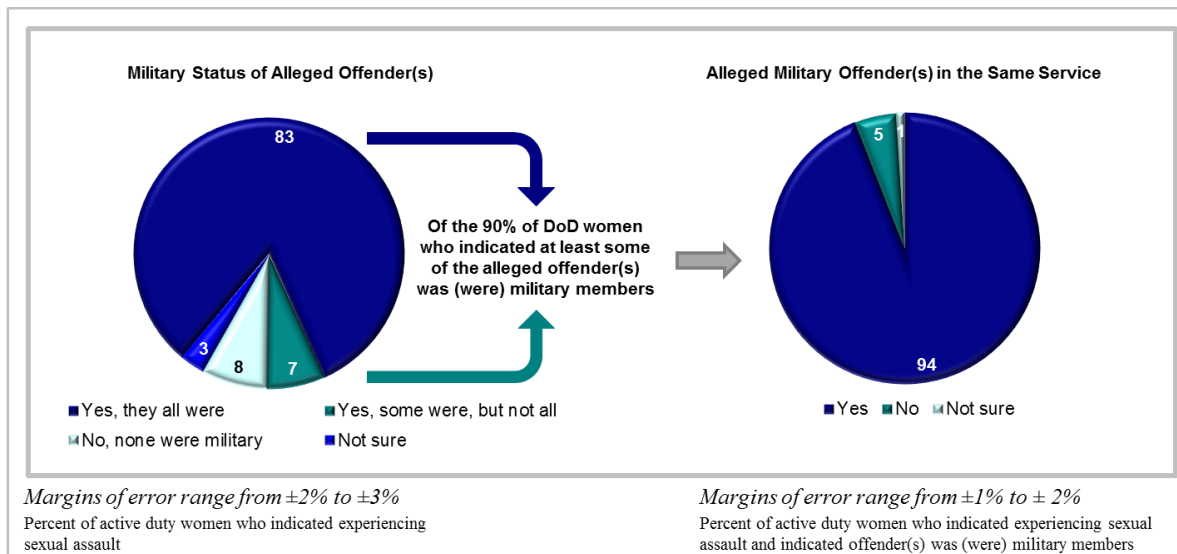
## Military Status of Alleged Offender(s) in the One Situation

Active duty members who indicated experiencing sexual assault in the past 12 months were asked to indicate if the alleged offender(s) was (were) in the military. For those who indicated some or all of the alleged offenders were in the military, they were asked if the alleged offenders were in the same Service.

### DoD

As shown in Figure 36, of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, the majority (83%) indicated **all** of the alleged offenders in the one situation **were military members**, whereas fewer (7%) indicated **some were military, but not all**. Combining these two results, 90% of DoD women indicated **some or all of the alleged offenders were military members**. Furthermore, 8% of women indicated **none** of the alleged offenders **were military members**, whereas 3% indicated they were **not sure** if the alleged offender(s) was (were) a military member.

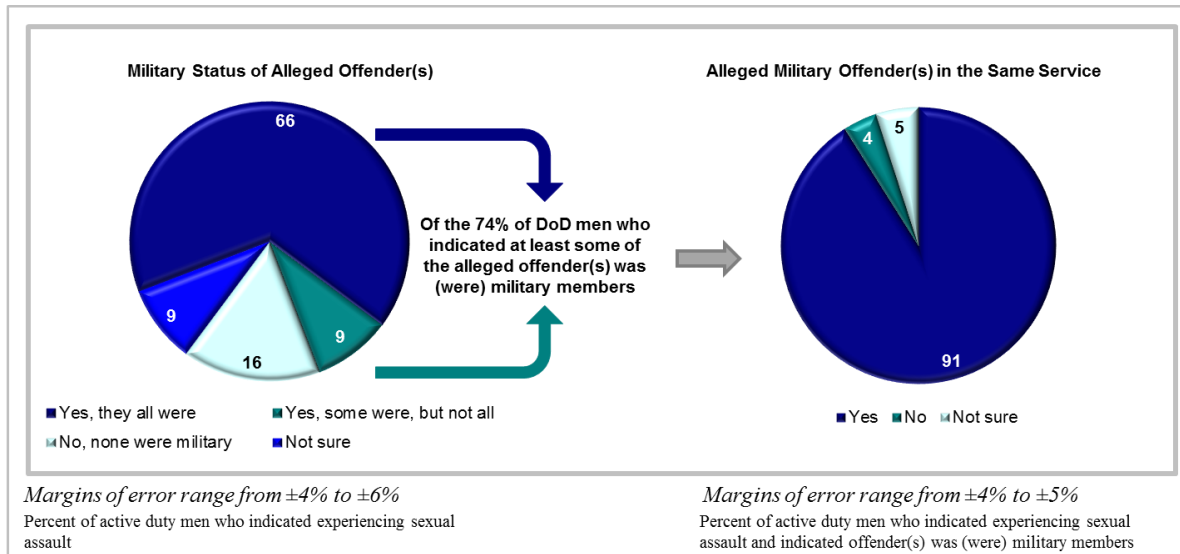
Additionally, of the 90% of DoD women who indicated the alleged offender(s) was (were) military members, the vast majority (94%) indicated the alleged military offender(s) was (were) **in the same Service** as them. Conversely, only 5% of women indicated the alleged military offender(s) was (were) **not in the same Service** and 1% of women were **not sure**.

**Figure 36.*****Military Status of Alleged Offender(s) in the One Situation for DoD Women (Q114–Q115)***

For DoD men, of the 0.6% who indicated experiencing sexual assault in the past year, two-thirds (66%) indicated **all** of the alleged offenders in the one situation **were military members**, whereas fewer (9%) indicated **some were military, but not all**. Combining these two results, 74%<sup>36</sup> of DoD men indicated **some or all of the alleged offenders were military members** (Figure 37). Sixteen percent of men indicated **none** of the alleged offenders **were military members**, whereas 9% indicated they were **not sure** if the alleged offenders were a military member.

Additionally, of the 74% of DoD men who indicated the alleged offender(s) was (were) military members, the vast majority (91%) indicated the alleged military offender(s) was (were) **in the same Service** as them. Conversely, only 4% of men indicated the alleged military offender(s) was (were) **not in the same Service** and 5% were **not sure**.

<sup>36</sup> When combining the two data points to create this estimate, it does not add up to the two data points shown due to rounding.

**Figure 37.*****Military Status of Alleged Offender(s) the One Situation for DoD Men (Q114–Q115)***

In 2016, women in the Marine Corps (92%) and Army (87%) were *more likely* than women in the other Services to indicate *all* of the alleged offenders in the one situation *were in the military*, whereas women in the Air Force (75%) were *less likely* (Table 6). Conversely, Air Force women (14%) were *more likely* than women in the other Services to indicate *none* of the alleged offenders in the one situation *were military*, whereas Marine Corps women (1%) were *less likely*. Army women (1%) were *less likely* than women in the other Services to indicate they were *not sure* of the military status of the alleged offender(s). Additionally, Air Force women (87%) were *less likely* than women in the other Services to indicate the alleged military offender(s) was (were) *in the same Service* as them.

For men in 2016, Air Force men (48%) were *less likely* than men in the other Services to indicate *all* of the alleged offenders in the one situation *were military members* (Table 6). Additionally, Air Force men (32%) were *more likely* than men in the other Services to indicate *none* of the alleged offenders *were military members*.

**Table 6.**

***Military Status of Alleged Offender(s) and Member in Same Service in the One Situation for DoD (Q114–Q115)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div> <div></div> Higher Response <div></div> Lower Response </div>					
<b>Women</b>					
<b><i>Military Status of Alleged Offender(s) in the One Situation (Q114)</i></b>					
Yes, they all were	83	87	80	92	75
Yes, some were, but not all	7	6	9	4	8
No, none were military	8	6	8	1	14
Not sure	3	1	4	3	4
Margins of Error	±2–3	±2–4	±3–5	±4–6	±3–4
<b><i>Alleged Military Offender(s) in the Same Service (Q115)</i></b>					
Yes	94	95	94	95	87
No	5	4	4	5	10
Not sure	1	1	1	1	2
Margins of Error	±1–2	±3	±2–4	±4–6	±2–4
<b>Men</b>					
<b><i>Military Status of Alleged Offender(s) in the One Situation (Q114)</i></b>					
Yes, they all were	66	68	70	62	48
Yes, some were, but not all	9	7	9	12	9
No, none were military	16	18	14	10	32
Not sure	9	8	8	15	12
Margins of Error	±4–6	±7–9	±9–11	±10–15	±8–12
<b><i>Alleged Military Offender(s) in the Same Service (Q115)</i></b>					
Yes	91	91	90	90	96
No	4	4	5	NR	NR
Not sure	5	5	5	5	NR
Margins of Error	±4–5	±6–8	±10–11	±9–13	±10

Percent of active duty members who indicated experiencing sexual assault (Q114)

Percent of active duty members who indicated experiencing sexual and indicated offender(s) was (were) a military member (Q115)

## Coast Guard

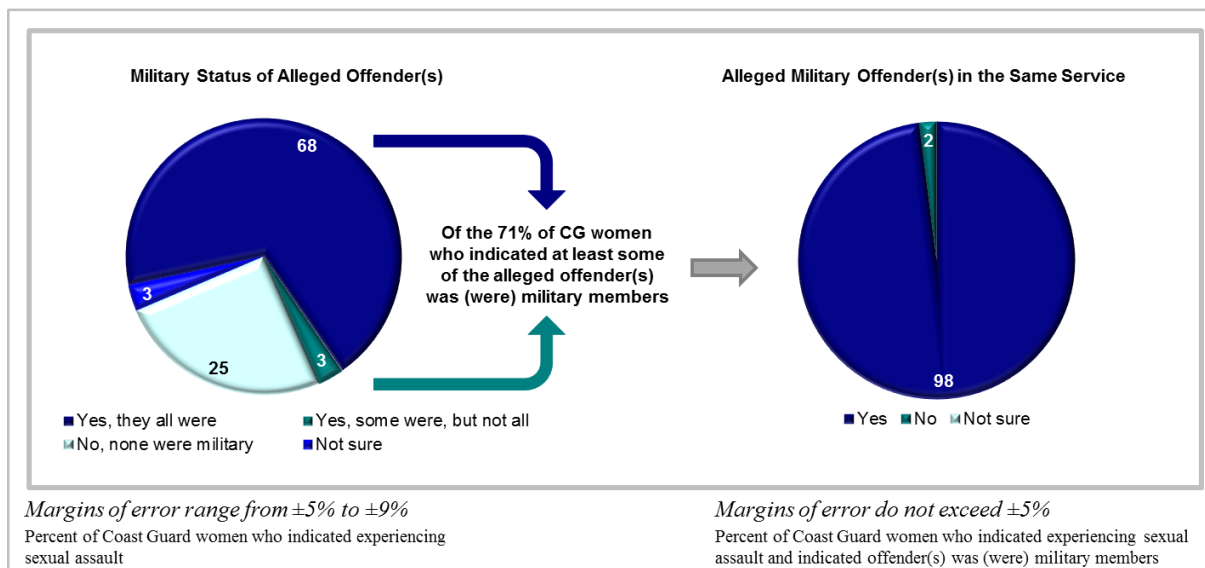
Figure 38 displays, of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, a little more than two-thirds (68%) indicated **all** of the alleged offenders in the one situation **were military members**, whereas fewer (3%) indicated **some were military, but not all**. Combining these two results, 71% of Coast Guard women indicated **some or all of the alleged offenders were military members**. One-quarter (25%) of women indicated **none** of the alleged offenders **were military members**, whereas 3% indicated they were **not sure** if the alleged offender(s) was (were) a military member.

Additionally, of the 71% of Coast Guard women who indicated the alleged offender(s) was (were) military members, the vast majority (98%) indicated the alleged military offender(s) was

(were) **in the same Service** as them. Conversely, only 2% of women indicated the alleged military offender(s) was (were) **not in the same Service**.

**Figure 38.**

***Military Status of Alleged Offender(s) in the One Situation for Coast Guard Women (Q114–Q115)***

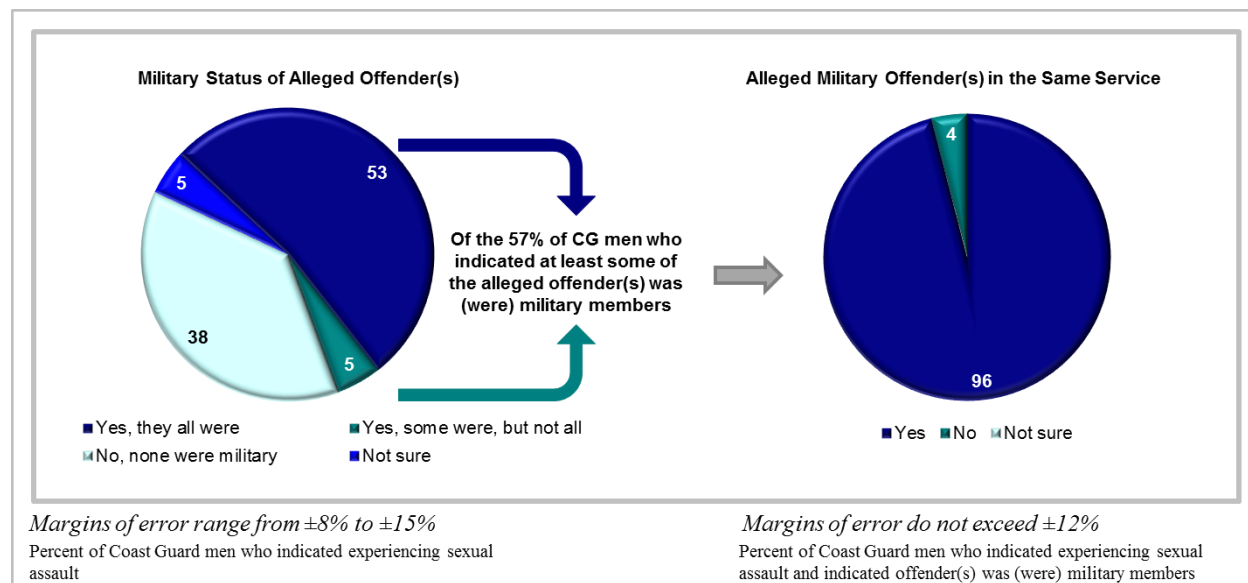


As shown in Figure 39, of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, a little more than half (53%) indicated **all** of the alleged offenders in the one situation **were military members**, whereas fewer (5%) indicated **some were military, but not all**. Combining these two results, 57%<sup>37</sup> of Coast Guard men indicated **some or all of the alleged offenders were military members**. More than one-third (38%) of men indicated **none** of the alleged offenders **were military members**, whereas 5% indicated they were **not sure** if the alleged offender(s) was (were) in the military.

Additionally, of the 57% of Coast Guard men who indicated the alleged offender(s) was (were) military members, the vast majority (96%) indicated the alleged military offender(s) was (were) **in the same Service** as them. Conversely, only 4% of men indicated the alleged military offender(s) was (were) **not in the same Service**.

<sup>37</sup> When combining the two data points to create this estimate, it does not add up to the two data points shown due to rounding.

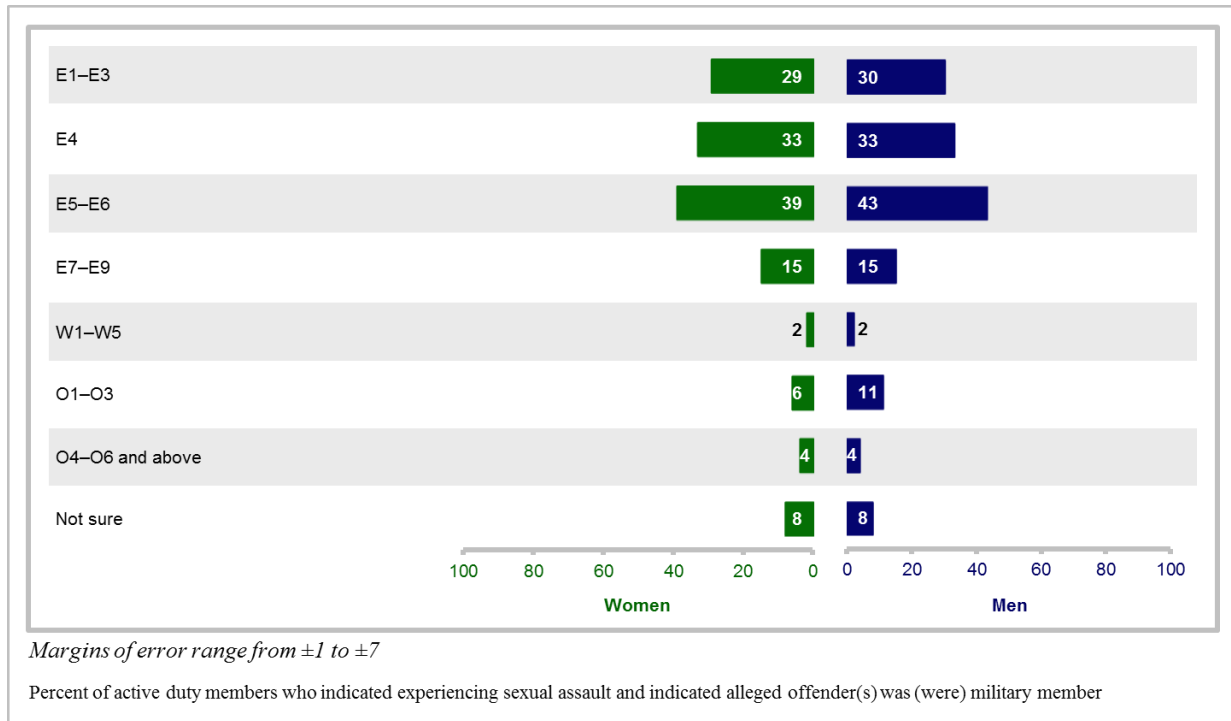


**Figure 39.*****Military Status of Alleged Offender(s) in the One Situation for Coast Guard Men (Q114–Q115)******Rank of Alleged Military Offender(s)***

Members who indicated at least some or all of the alleged offender(s) were in the military were asked to indicate the rank of the alleged offender(s). Members could mark all of the ranks applicable for the alleged offender(s).

***DoD***

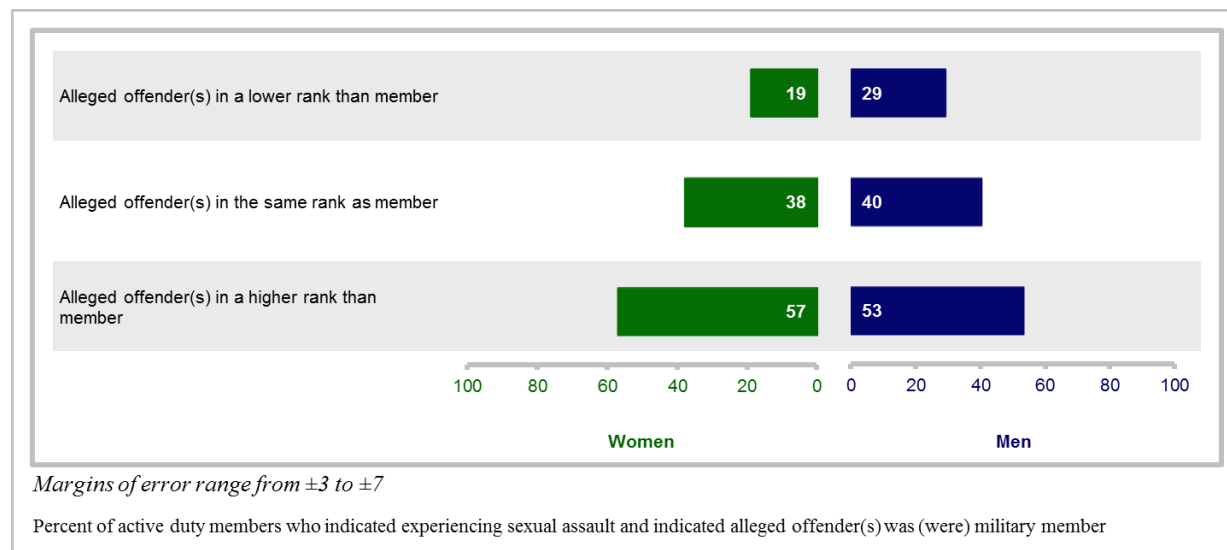
As shown in Figure 40, of the 90% of DoD women and 74% of DoD men who indicated the alleged offender(s) was (were) in the military, more than one-third (39%) of women and less than half (43%) of men indicated the alleged offender(s) was (were) ranked **E5–E6**. One-third of women and men (both 33%), indicated the alleged offender(s) in the one situation was (were) ranked **E4**, whereas 29% of women and 30% of men indicated the alleged offender(s) was (were) ranked **E1–E3**. Fifteen percent of women and men indicated the alleged offender(s) was (were) ranked **E7–E9**, whereas 6% of women and 11% of men indicated the alleged offender(s) was (were) ranked **O1–O3**. Fewer women and men (both 4%) indicated the alleged offender(s) in the one situation was (were) ranked **O4–O6 and above**, and 2% of women and men indicated the alleged offender(s) was (were) ranked **W1–W5**. Eight percent of both women and men indicated they were **not sure** of the rank of the alleged offender(s).

**Figure 40.*****Rank of Alleged Military Offender(s) in the One Situation for DoD (Q116)***

Comparing the rank of the member to the rank of the alleged offender(s) in the one situation, 57% of DoD women and 53% of DoD men indicated the alleged offender(s) was (were) in a **higher rank** than them (Figure 41). A little more than one-third (38%) of women and 40% of men indicated the alleged offender(s) was (were) in **the same rank** as them and a little less than one-fifth (19%) of women and a little more than one-quarter (29%) of men indicated the alleged offender(s) was (were) in a **lower rank** than them.

**Figure 41.**

**Rank of Member Compared to Rank of Alleged Military Offender(s) in the One Situation for DoD (Q116)**





As shown in Table 7, in 2016, Marine Corps women (43%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) ranked [E1–E3](#). Air Force women were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) ranked [O4–O6 and above](#) (7%) as well as were *not sure* (15%) of the rank of the offender(s), but were *less likely* (25%) to indicate the alleged offender(s) was (were) ranked [E4](#). Navy women (51%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) ranked [E5–E6](#), whereas women in the Marine Corps and Air Force (both 27%) were *less likely*. Army women (19%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) ranked [E7–E9](#), whereas Marine Corps (10%) were *less likely*.

When comparing the rank of the member to the rank of the alleged offender(s), Navy women (63%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) in a [higher rank](#) than them, while Air Force women (45%) were *less likely* (Table 7).

In 2016, Navy men (58%) were *more likely* than men in the other Services to indicate the alleged offender(s) was (were) ranked [E5–E6](#), whereas Army men (32%) were *less likely* (Table 7). Marine Corps men (4%) were *less likely* than men in the other Services to indicate the alleged offender(s) was (were) ranked [O1–O3](#). There were no significant differences between Services for men when comparing the rank of the member to the rank of the alleged offender(s).

**Table 7.**  
**Rank of Alleged Military Offender(s) in the One Situation for DoD (Q116)**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
<b>Rank of Alleged Offender(s)</b>					
E1–E3	29	28	26	43	28
E4	33	36	32	38	25
E5–E6	39	37	51	27	27
E7–E9	15	19	13	10	13
W1–W5	2	2	1	2	1
O1–O3	6	6	5	6	9
O4–O6 and above	4	3	2	3	7
Not sure	8	7	6	7	15
Margins of Error	±1–4	±2–7	±2–7	±3–9	±4–5
<b>Rank of Alleged Offender(s) Compared to Rank of Member</b>					
Alleged offender(s) in a lower rank than member	38	37	36	47	39
Alleged offender(s) in the same rank as member	19	21	16	21	17
Alleged offender(s) in a higher rank than member	57	60	63	52	45
Margins of Error	±3–4	±6	±5–7	±8–9	±5
<b>Men</b>					
<b>Rank of Alleged Offender(s)</b>					
E1–E3	30	25	30	43	31
E4	33	36	27	43	21
E5–E6	43	32	58	35	44
E7–E9	15	18	16	9	10
W1–W5	2	4	1	NR	NR
O1–O3	11	17	9	4	8
O4–O6 and above	4	5	2	3	5
Not sure	8	10	4	14	9
Margins of Error	±3–7	±8–11	±4–14	±9–17	±12–16
<b>Rank of Alleged Offender(s) Compared to Rank of Member</b>					
Alleged offender(s) in a lower rank than member	40	37	42	45	37
Alleged offender(s) in the same rank as member	29	30	32	19	34
Alleged offender(s) in a higher rank than member	53	51	55	56	46
Margins of Error	±7	±11–12	±12–13	±14–16	±15

Percent of active duty members who indicated experiencing sexual assault and indicated alleged offender(s) was (were) military member

### Coast Guard

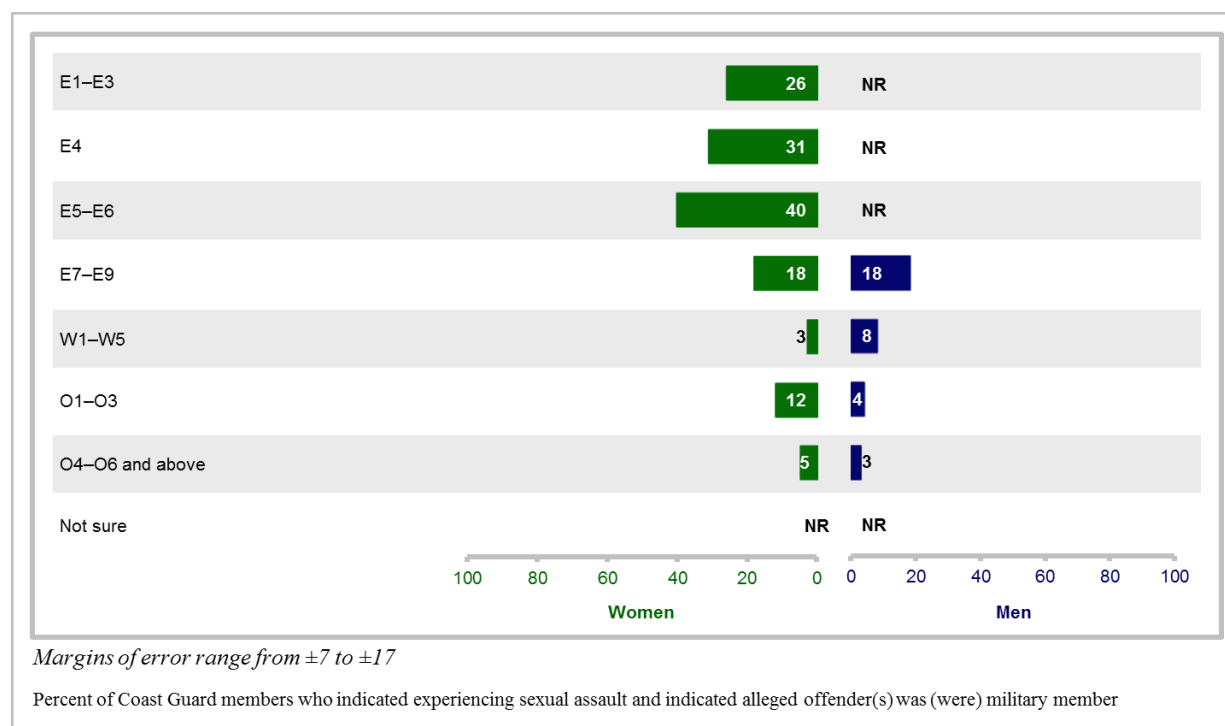
As shown in Figure 42, of the 71% of Coast Guard women who indicated the alleged offender(s) was (were) in the military, 40% of women indicated the alleged offender(s) was (were) ranked E5–E6, a little less than one-third (31%) indicated the alleged offender(s) was (were) ranked E4, and more than one-quarter (26%) indicated the alleged offender(s) was (were) ranked E1–E3. A

little less than one-fifth (18%) of women indicated the alleged offender(s) was (were) ranked **E7–E9**, while 12% indicated the alleged offender(s) was (were) ranked **O1–O3**, and fewer indicated the alleged offender(s) was (were) ranked **O4–O6 and above** (5%) or ranked **W1–W5** (3%).

Of the 57% of Coast Guard men who indicated the alleged offender(s) was (were) in the military, a little less than one-fifth (18%) of men indicated the alleged offender(s) was (were) ranked **E7–E9**, 8% indicated the alleged offender(s) was (were) ranked **W1–W5**, and fewer indicated the alleged offender(s) was (were) ranked **O1–O3** (4%) or ranked **O4–O6 and above** (3%). Data for the other ranks of alleged offender(s) were not reportable for Coast Guard men.

**Figure 42.**

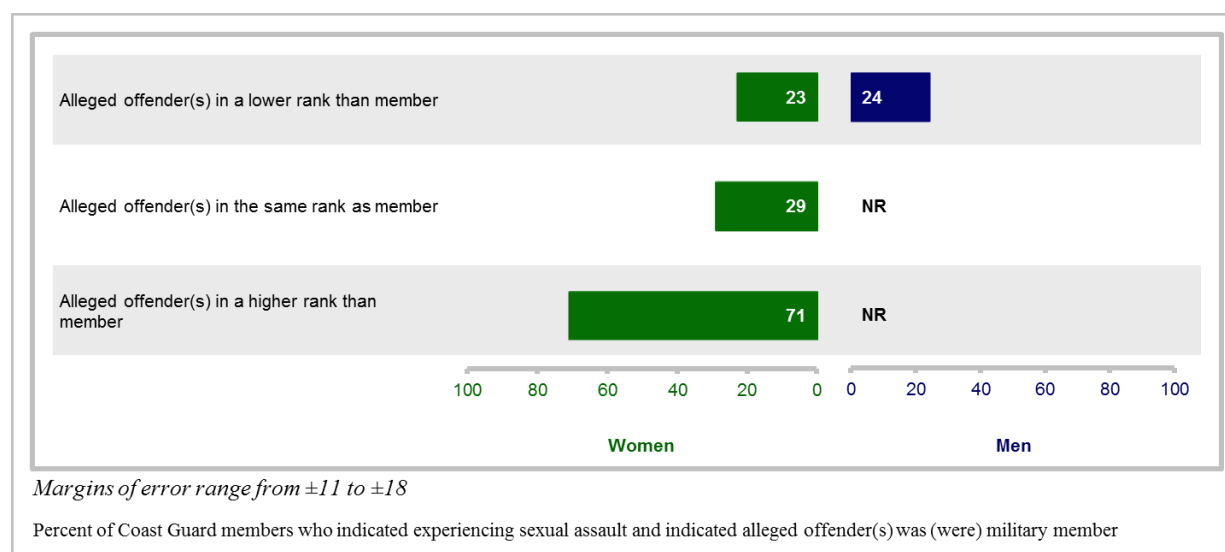
***Rank of Alleged Military Offender(s) in the One Situation for Coast Guard (Q116)***



Comparing the rank of the member to the rank of the alleged offender(s) in the one situation, 71% of Coast Guard women indicated the alleged offender(s) was (were) in a **higher rank** than them (results for Coast Guard men are not reportable, Figure 43). More than one-quarter (29%) of women indicated the alleged offender(s) was (were) in **the same rank** as them (results for men are not reportable) and a little less than one-quarter (23%) of women and men (24%) indicated the alleged offender(s) was (were) in a **lower rank** than them.

**Figure 43.**

**Rank of Member Compared to Rank of Alleged Military Offender(s) in the One Situation for Coast Guard (Q116)**



## Status of Alleged Offender(s) in the One Situation

Active duty members were asked to indicate the employment status of the alleged offender(s). Members were asked to mark all applicable statuses of the alleged offender(s) involved in the one situation.

### DoD

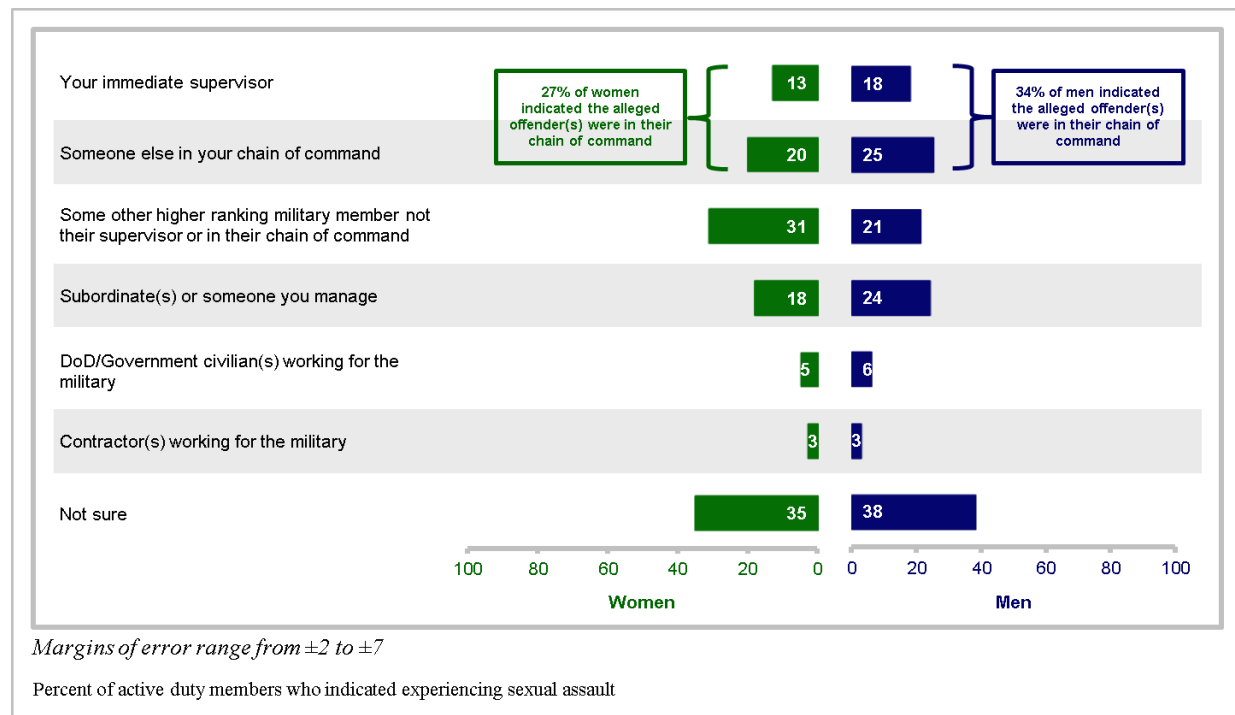
As shown in Figure 44, of the 4.3% of DoD women who indicated experiencing sexual assault in the past 12 months, more than one-third (35%) indicated they were **not sure** about the status of the alleged offender(s). A little less than one-third (31%) indicated the alleged offender(s) was (were) **some other higher ranking military member not their supervisor or in their chain of command** and 20% indicated the alleged offender(s) was (were) **someone else in their chain of command (excluding their immediate supervisor)**. Additionally, 18% of women indicated the alleged offender(s) was (were) **subordinate(s) or someone they manage**, whereas 13% indicated the alleged offender(s) was (were) **their immediate supervisor**. Fewer women indicated the alleged offender(s) was (were) **DoD or government civilians working for the military** (5%) or **contractor(s) working for the military** (3%). Combining those who indicated the alleged offender(s) was (were) their immediate supervisor or someone else in their chain of command (excluding their immediate supervisor), 27% of women indicated the alleged offender(s) was (were) **in their chain of command**.

Across the 0.6% of DoD men who indicated experiencing sexual assault in the past year, more than one-third (38%) indicated they were **not sure** about the status of the alleged offender(s). One-quarter (25%) of men indicated the alleged offender(s) was (were) **someone else in their chain of command (excluding their immediate supervisor)**, and 24% indicated the alleged offender(s) was (were) **subordinate(s) or someone they manage**. Additionally, 21% of men

indicated the alleged offender(s) was (were) *some other higher ranking military member not their supervisor or in their chain of command*, whereas 18% indicated the alleged offender(s) was (were) *their immediate supervisor*. Fewer men indicated the alleged offender(s) was (were) *DoD or government civilians working for the military* (6%) or *contractor(s) working for the military* (3%). Combining those who indicated the alleged offender(s) was (were) their immediate supervisor or someone else in their chain of command (excluding their immediate supervisor), 34% of men indicated the alleged offender(s) was (were) *in their chain of command*.

**Figure 44.**

*Status of Alleged Offender(s) in the One Situation for DoD (Q117)*





In 2016, as shown in Table 8, Air Force women (50%) were *more likely* than women in the other Services to indicate they were *not sure* of the status of the alleged offender(s), but were *less likely* to indicate the alleged offender(s) was (were) *subordinate(s) or someone they manage* (10%) or *their immediate supervisor* (8%). Marine Corps women (1%) were *less likely* than women in the other Services to indicate the alleged offender(s) was (were) *DoD or government civilian(s) working for the military*. Marine Corps and Army women (both 1%) were *less likely* than women in the other Services to indicate the alleged offender(s) was (were) *contractor(s) working for the military*.

In 2016, men in the Air Force (8%) were *less likely* than men in the other Services to indicate the alleged offender(s) was (were) *their immediate supervisor* (Table 8). Men in the Army (3%) were *less likely* than men in the other Services to indicate the alleged offender(s) was (were) *DoD or government civilian(s) working for the military*.



**Table 8.****Status of Alleged Offender(s) in the One Situation for DoD (Q117)**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Your immediate supervisor	13	15	13	13	8
Someone else in your chain of command	20	19	22	23	16
Some other higher ranking military member not their immediate supervisor or in their chain of command	31	30	34	31	27
Subordinate(s) or someone you manage	18	21	18	23	10
DoD/Government civilian(s) working for the military	5	3	7	1	5
Contractor(s) working for the military	3	1	5	1	4
Not sure	35	35	31	31	50
<i>Margins of Error</i>	±2–4	±2–6	±5–7	±4–9	±3–6
<b>Men</b>					
Your immediate supervisor	18	13	23	22	8
Someone else in your chain of command	25	20	28	32	22
Some other higher ranking military member not their immediate supervisor or in their chain of command	21	21	19	23	22
Subordinate(s) or someone you manage	24	26	22	28	16
DoD/Government civilian(s) working for the military	6	3	5	10	13
Contractor(s) working for the military	3	4	3	2	2
Not sure	38	41	36	35	45
<i>Margins of Error</i>	±3–7	±4–11	±5–13	±8–16	±8–13

Percent of active duty members who indicated experiencing sexual assault

**Coast Guard**

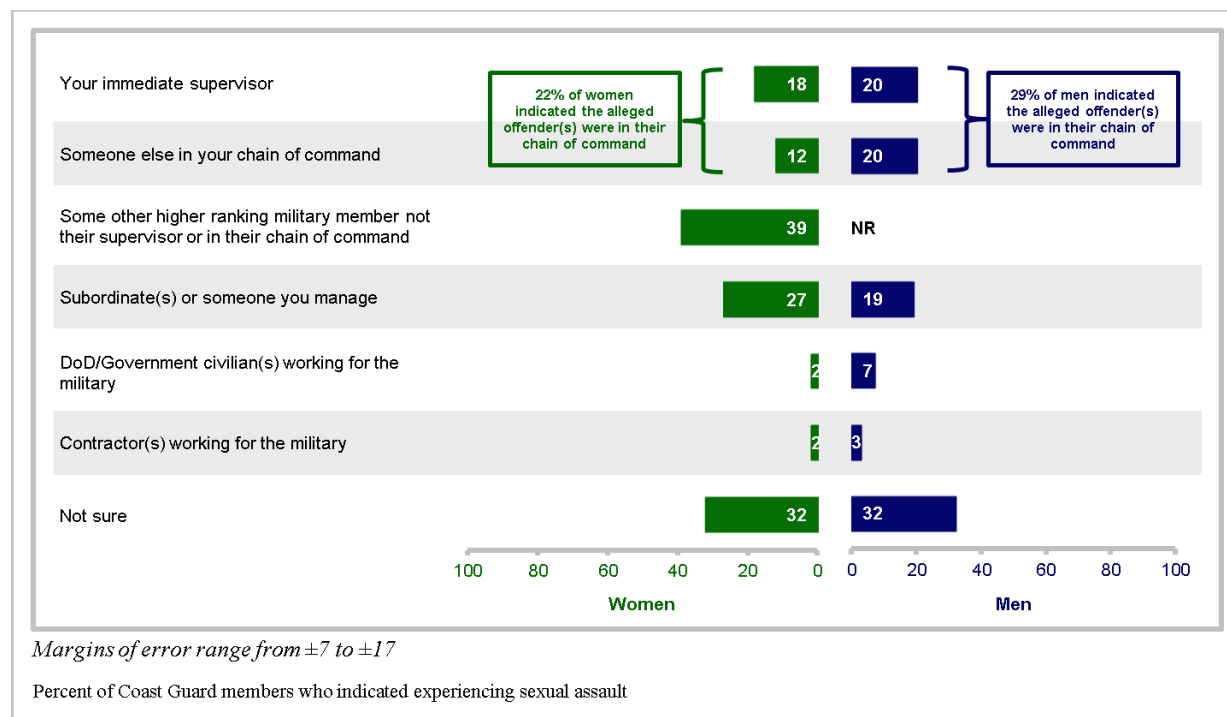
Of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, more than one-third (39%) indicated the alleged offender(s) was (were) **some other higher ranking military member (not their supervisor or in their chain of command)**; Figure 45). A little less than one-third (32%) indicated they were **not sure** of the status of the alleged offender(s), 27% indicated the alleged offender(s) was (were) **subordinate(s) or someone they manage**, and 18% indicate the alleged offender(s) was (were) **their immediate supervisor**. Additionally, 12% of women indicated the alleged offender(s) was (were) **someone else in their chain of command (excluding their immediate supervisor)**, and fewer indicated the alleged offender(s) was (were) **DoD or government civilian(s) working for the military** or **contractor(s) working for the military** (both 2%). Combining those who indicated the alleged offender(s) was (were) their immediate supervisor or someone else in their chain of command (excluding their immediate supervisor), 22% of women indicated the alleged offender(s) was (were) **in their chain of command**.

Also shown in Figure 43, of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, a little less than one-third (32%) indicated they were **not sure** of the status of the alleged offender(s) (Figure 45). One-fifth (20%) of men indicated the alleged

offender(s) was (were) [their immediate supervisor](#) or [someone else in their chain of command \(excluding their immediate supervisor\)](#), whereas 19% indicated the alleged offender(s) was (were) [subordinate\(s\) or someone they manage](#). Fewer men indicated the alleged offender(s) was (were) [DoD or government civilian\(s\) working for the military](#) (7%) or [contractor\(s\) working for the military](#) (3%). Combining those who indicated the alleged offender(s) was (were) their immediate supervisor or someone else in their chain of command (excluding their immediate supervisor), 29% of men indicated the alleged offender(s) was (were) [in their chain of command](#).

**Figure 45.**

*Status of Alleged Offender(s) in the One Situation for Coast Guard (Q117)*



## Relationship to Alleged Offender(s) in the One Situation

To assess whether members who indicated experiencing sexual assault in the past 12 months knew the alleged offender(s), they were asked to indicate the relationship(s) they have with the alleged offender(s). Members were asked to mark all applicable relationships they had with the alleged offender(s).

### DoD

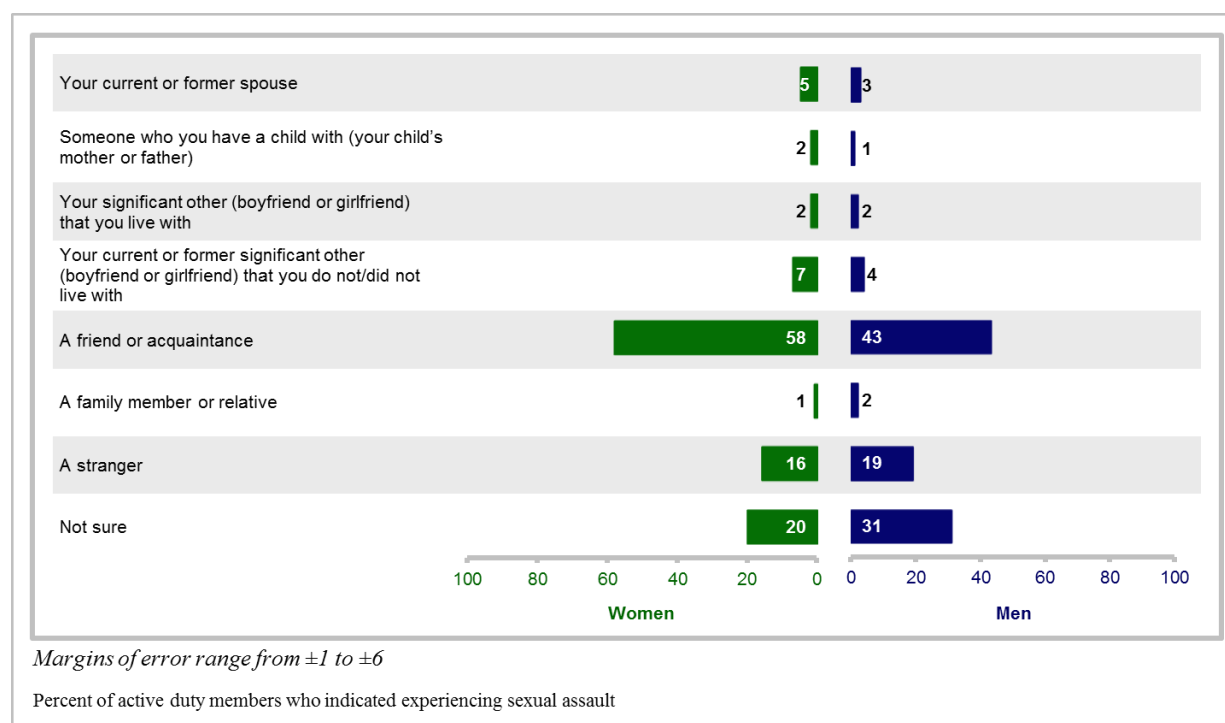
As shown in Figure 46, of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, more than half (58%) indicated the alleged offender(s) in the one situation was (were) [a friend or acquaintance](#). One-fifth (20%) indicated they were [not sure](#) if they had a relationship with the alleged offender(s), and 16% indicated the alleged offender(s) was (were) [a](#)

stranger. Fewer women indicated the alleged offender(s) was (were) a **current or former significant other (boyfriend or girlfriend) they do not or did not live with** (7%) or **their current or former spouse** (5%). Two percent of women indicated the alleged offender(s) was (were) **someone they have a child with** or a **significant other (boyfriend or girlfriend) they live with**, and one percent indicated the alleged offender(s) was (were) a **family member or relative**.

Similar results are shown for DoD men (Figure 46). Of the 0.6% of DoD men who indicated experiencing sexual assault in the past year, less than half (43%) indicated the alleged offender(s) in the one situation was (were) a **friend or acquaintance**. A little less than one-third (31%) indicated they were **not sure** if they had a relationship with the alleged offender(s), and 19% indicated the alleged offender(s) was (were) a **stranger**. Fewer men indicated the alleged offender(s) was (were) a **current or former significant other (boyfriend or girlfriend) they do not or did not live with** (4%) or **their current or former spouse** (3%). Two percent of men indicated the alleged offender(s) was (were) a **family member or relative** or a **significant other (boyfriend or girlfriend) they live with**, and one percent indicated the alleged offender(s) was (were) **someone they have a child with**.

**Figure 46.**



***Relationship to Alleged Offender(s) in the One Situation for DoD (Q118)***



In 2016, Air Force women (16%) were *less likely* than women in the other Services to indicate they were **not sure** of the relationship they had with the alleged offender(s) (Table 9). Women in the Navy were *less likely* than women in the other Services to indicate the alleged offender(s) was (were) **their current or former spouse** (3%) or a **family member or relative** (<1%).

In 2016, Navy men (1%) were *less likely* than men in the other Services to indicate the alleged offender(s) was (were) their **current or former significant other (boyfriend or girlfriend) they do not or did not live with** (Table 9).

**Table 9.*****Relationship to Alleged Offender(s) in the One Situation for DoD (Q118)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Your current or former spouse	5	8	3	4	4
Someone who you have a child with (your child's mother or father)	2	3	1	2	2
Your significant other (boyfriend or girlfriend) that you live with	2	3	2	2	2
Your current or former significant other (boyfriend or girlfriend) that do not/did not live with	7	7	6	8	9
A friend or acquaintance	58	55	63	57	57
A family member or relative	1	2	<1	1	<1
A stranger	16	17	15	19	17
Not sure	20	22	20	23	16
<i>Margins of Error</i>	$\pm 1-4$	$\pm 3-6$	$\pm 1-6$	$\pm 4-9$	$\pm 1-5$
<b>Men</b>					
Your current or former spouse	3	4	1	3	2
Someone who you have a child with (your child's mother or father)	1	2	<1	2	2
Your significant other (boyfriend or girlfriend) that you live with	2	2	1	3	2
Your current or former significant other (boyfriend or girlfriend) that do not/did not live with	4	5	1	8	6
A friend or acquaintance	43	43	41	47	46
A family member or relative	2	1	1	4	1
A stranger	19	16	23	16	24
Not sure	31	31	36	25	22
<i>Margins of Error</i>	$\pm 2-6$	$\pm 5-10$	$\pm 2-12$	$\pm 7-15$	$\pm 6-12$

Percent of active duty members who indicated experiencing sexual assault

**Coast Guard**

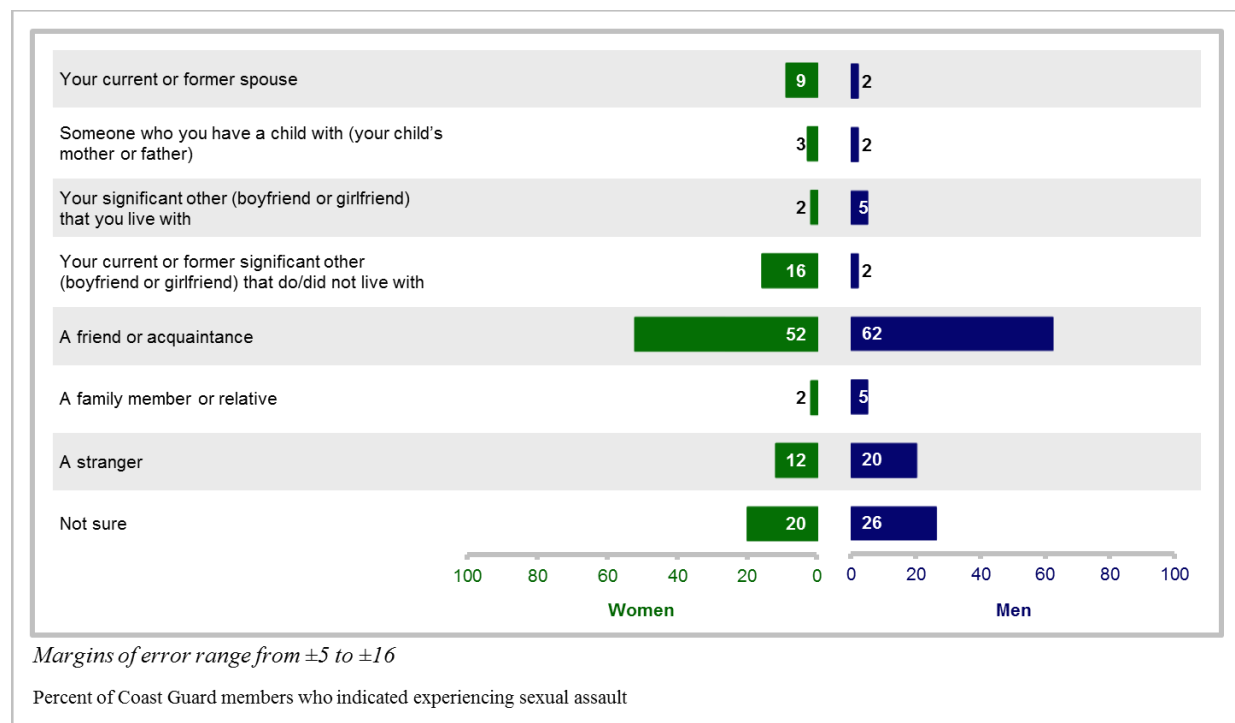
Figure 47 shows of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, a little more than half (52%) indicated the alleged offender(s) in the one situation was (were) **a friend or acquaintance**. One-fifth (20%) of women indicated they were **not sure** of the relationship they had with the alleged offender(s), whereas 16% indicated the alleged offender(s) was (were) **their current or former significant other (boyfriend or girlfriend) they do not or did not live with**. A little more than one-tenth (12%) indicated the alleged

offender(s) was (were) **a stranger**, and 9% indicated the alleged offender(s) was (were) **their current or former spouse**. Additionally, fewer Coast Guard women indicated the offender(s) was (were) **someone they have a child with** (3%), **their significant other (boyfriend or girlfriend) they live with** (2%), or **a family member or relative** (2%).

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, a little less than two-thirds (62%) indicated the alleged offender(s) in the one situation was (were) **a friend or acquaintance** (Figure 47). More than one-quarter (26%) of men indicated they were **not sure** of the relationship they had with the alleged offender(s) and 20% indicated the alleged offender(s) was (were) **a stranger**. Fewer men indicated the alleged offender(s) was (were) **their significant other (boyfriend or girlfriend) they live with** (5%) or **a family member or relative** (5%). Two percent of men indicated the alleged offender(s) was (were) **their current or former significant other (boyfriend or girlfriend) they do not or did not live with**, **their current or former spouse**, or **someone they have a child with**.

**Figure 47.**

***Relationship to Alleged Offender(s) in the One Situation for Coast Guard (Q118)***



## Where and When the One Situation Occurred

Active duty members who indicated experiencing sexual assault in the past 12 months were asked to identify where and when the one situation with the biggest effect took place. This section aims to assess whether the situation occurred while on a military location (where) and during various types of events (when).

## Location Where the One Situation Occurred

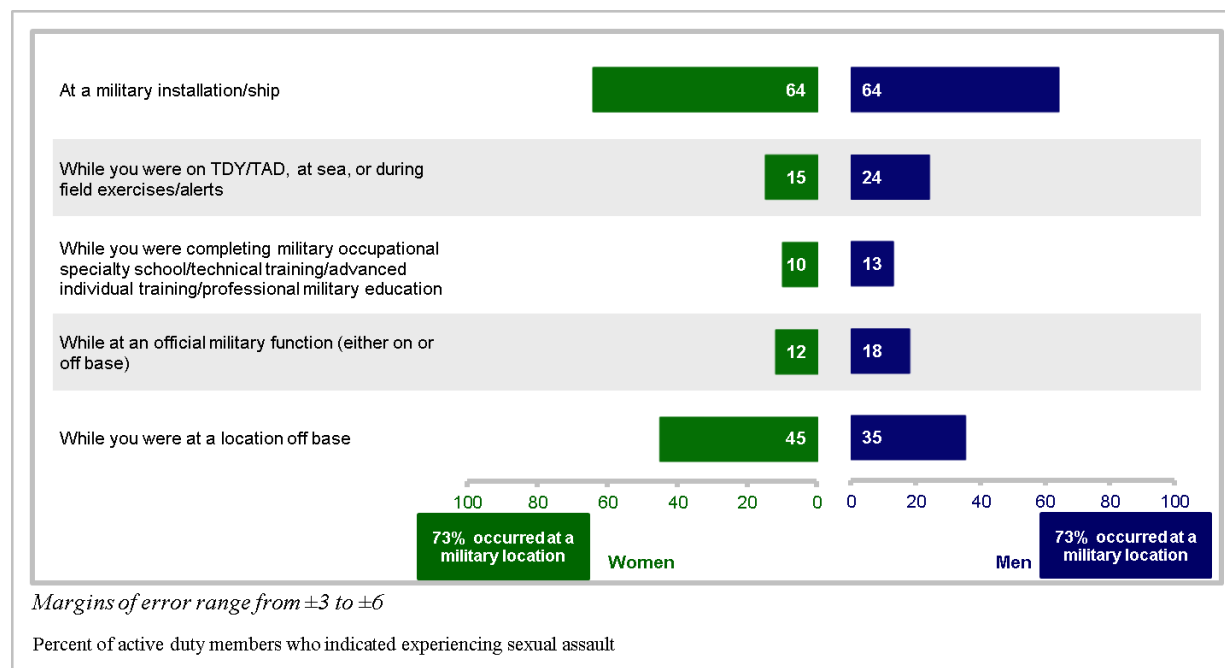
Members were asked to indicate “Yes” or “No” to a series of locations where the one situation may have occurred. Response options were then categorized as either a military location, civilian location, both military and civilian locations, or no location was disclosed. Because the locations are not mutually exclusive, members could select more than one location as “Yes.” Members were instructed to indicate “No” for locations they had not visited or had not performed the indicated activities during the past 12 months.

### DoD

In Figure 48, the top five locations (out of 12) where the one situation occurred are shown for the 4.3% of DoD women and 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months. A little less than two-thirds (64%) of both women and men indicated the situation occurred [at a military installation/ship](#). A little less than half (45%) of women and more than one-third (35%) of men indicated the one situation occurred [while at a location off base](#). Fifteen percent of women and 24% of men indicated the situation occurred [while on TDY/TAD, at sea, or during field exercises/alerts](#), whereas 12% of women and 18% of men indicated it occurred while [at an official military function \(either on or off base\)](#), and 10% of women and 13% of men indicated it occurred [while completing military occupational specialty school/technical training/advanced individual training/professional military education](#). When combining response across military locations, 73% of women and men indicated the unwanted event occurred [at a military location](#).



**Figure 48.**

*Top Five Locations Where One Situation Occurred for DoD (Q119)*



In 2016, Army women (72%) were *more likely* than women in the other Services to indicate the situation occurred *at a military installation/ship*, whereas Air Force women (51%) were *less likely* (Table 10). Navy women (13%) were *more likely* than women in the other Services to indicate the situation occurred *during an overseas port visit while deployed*, whereas Army and Air Force women (both 2%) were *less likely*. Army women (6%) were *more likely* to indicate the situation occurred *while in recruit or basic training*, whereas Navy women (1%) were *less likely*. Army women (40%) were *less likely* than women in the other Services to indicate the situation occurred *while at a location off base*. Air Force women were *less likely* than women in the other Services to indicate the situation occurred at the following locations: *while on TDY/TAD, at sea, or during field exercises or alerts* (11%), *while at an official military function (either on or off base)* (7%), or *while transitioning between operational theaters* (1%). Army women (79%) were *more likely* than women in the other Services to indicate the situation occurred *at a military location*, while Air Force women (61%) were *less likely*.

**Table 10.**  
*Location Where One Situation Occurred for DoD Women (Q119)*

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
		 Higher Response	 Lower Response		
At a military installation/ship	64	72	63	69	51
While you were on TDY/TAD, at sea, or during field exercises/alerts	15	14	19	17	11
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	6	8	6	5	5
During an overseas port visit while deployed	6	2	13	3	2
While transitioning between operational theaters	5	5	8	5	1
While you were in a delayed entry program	3	3	3	4	1
While you were in recruit training/basic training	3	6	1	1	1
While you were in any other type of military combat training	4	4	4	3	2
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	2	5	1	2	1
While you were completing military occupational specialty school/technical training/advanced individual training/professional military education	10	11	9	11	10
While at an official military function (either on or off base)	12	14	12	13	7
While you were at a location off base	45	40	49	45	49
<b><i>Situation occurred at a military location</i></b>	<b>73</b>	<b>79</b>	<b>72</b>	<b>77</b>	<b>61</b>
<i>Margins of Error</i>	±2-4	±4-6	±3-6	±4-9	±2-5

Percent of active duty women who indicated experiencing sexual assault

For DoD men in 2016, Navy men (17%) were *more likely* than men in the other Services to indicate the situation occurred *during an overseas port visit while deployed*, whereas men in the Army (5%) and Air Force (3%) were *less likely* (Table 11). Air Force men (51%) were *more likely* than men in the other Services to indicate the situation occurred *while at a location off*



**Table 11.**  
*Location Where One Situation Occurred for DoD Men (Q119)*

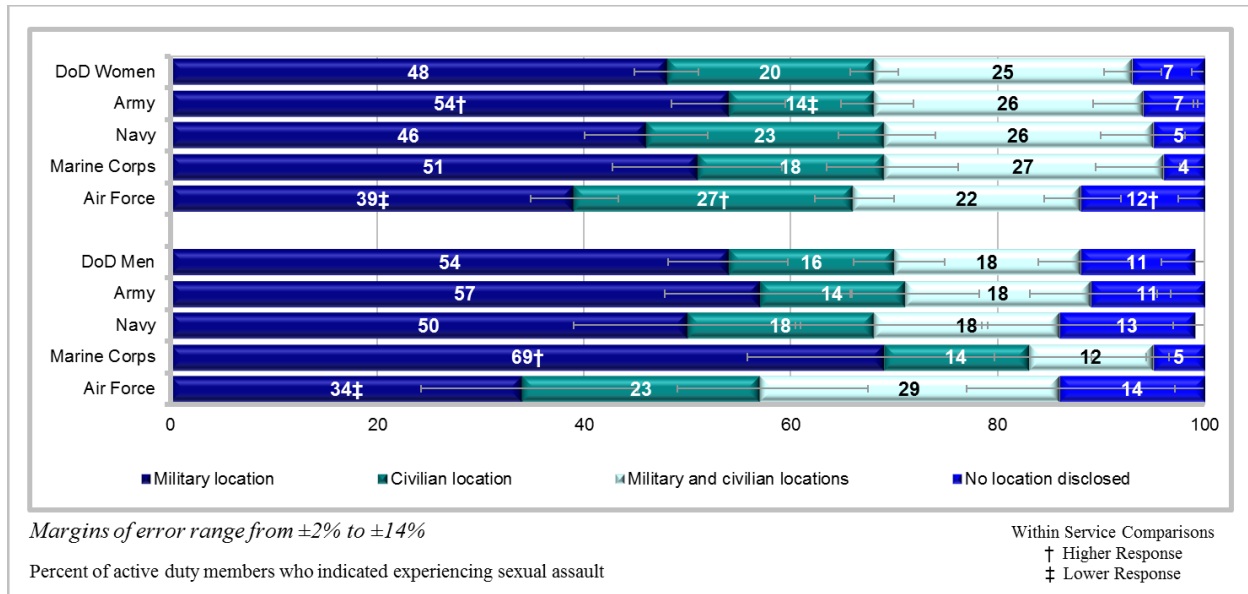
Percent of active duty men who indicated experiencing sexual assault

In 2016, Army women (54%) were *more likely* than women in the other Services to indicate the situation occurred at a **military location**, whereas Air Force women (39%) were *less likely* (Figure 49). Conversely, Air Force women (27%) were *more likely* than women in the other Services to indicate the situation occurred at a **civilian location**, whereas Army women (14%) were *less likely*. Air Force women (12%) were also *more likely* than women in the other Services to **not disclose** where the situation occurred.

For men in 2016, Marine Corps men (69%) were *more likely* than men in the other Services to indicate the situation occurred at a [military location](#), whereas Air Force men (34%) were *less likely*.

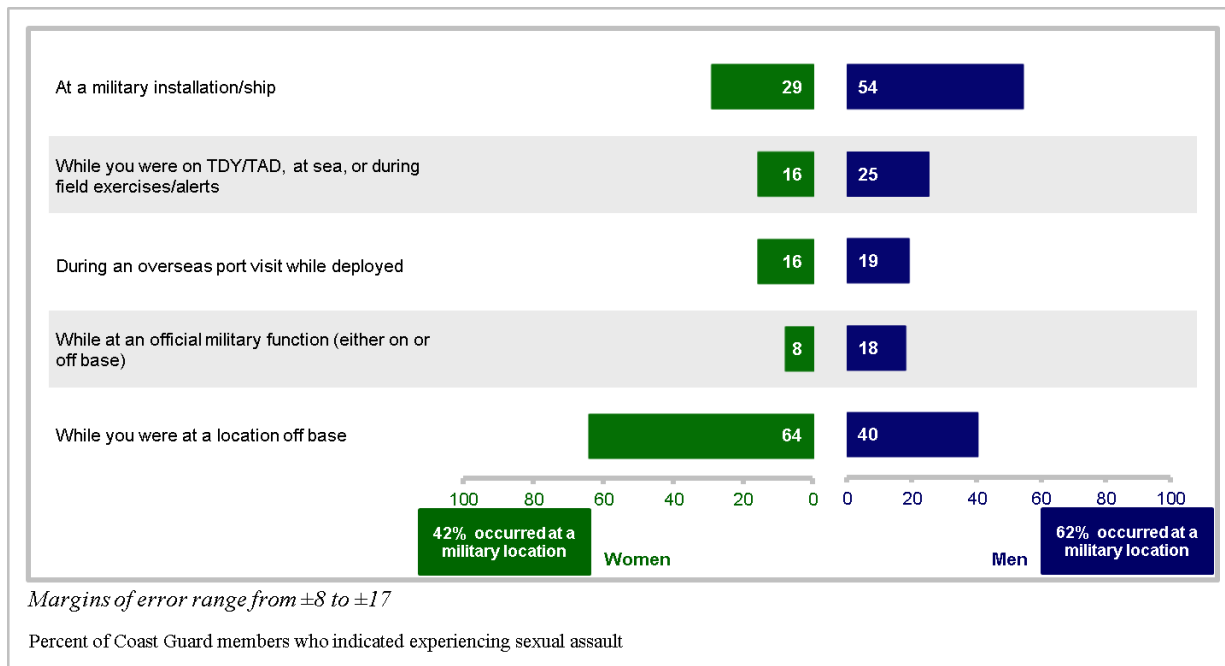
**Figure 49.**

*Combinations of Locations Where One Situation Occurred for DoD (Q119)*



## Coast Guard

The top five locations where the one situation occurred for Coast Guard women and men are displayed in Figure 50. Of the 2.0% of Coast Guard women and 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, a little less than two-thirds (64%) of women and 40% of men indicated the situation occurred [while at a location off base](#). More than one-quarter (29%) of women and more than half (54%) of men indicated the situation occurred [at a military installation/ship](#), whereas 16% of women and 25% of men indicated it occurred [while on TDY/TAD, at sea, or during field exercises/alerts](#). Sixteen percent of women and 19% of men indicated the situation occurred [during an overseas port visit while deployed](#), whereas 8% of women and 18% of men indicated it occurred [while at an official military function](#) (either on or off base). When combining response across military locations, 42% of women and 62% of men indicated the unwanted event occurred [at a military location](#). Table 12 displays results for all 12 locations for Coast Guard women and men.

**Figure 50.*****Top Five Locations Where One Situation Occurred for Coast Guard (Q119)*****Table 12.*****Location Where One Situation Occurred for Coast Guard (Q119)***

	CG Women	CG Men
At a military installation/ship	29	54
While you were on TDY/TAD, at sea, or during field exercises/alerts	16	25
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	2	2
During an overseas port visit while deployed	16	19
While transitioning between operational theaters	4	5
While you were in a delayed entry program	2	5
While you were in recruit training/basic training	2	2
While you were in any other type of military combat training	4	2
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	2	2
While you were completing military occupational specialty school/technical training/advanced individual training/professional military education	6	6
While at an official military function (either on or off base)	8	18
While you were at a location off base	64	40
Margins of Error	$\pm 5-10$	$\pm 6-17$

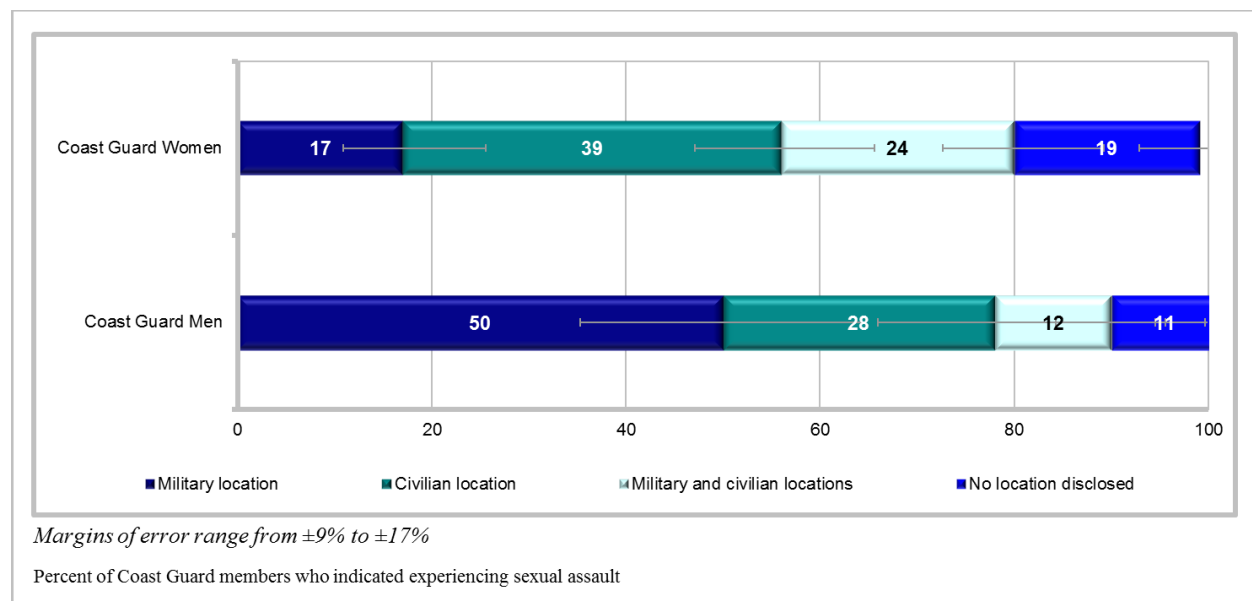
Percent of Coast Guard members who indicated experiencing sexual assault

Coast Guard members could select more than one location where the one situation occurred. Figure 51 displays whether Coast Guard members indicated the situation occurred at a military location, a civilian location, both military and civilian locations, or did not endorse any location.

As shown in Figure 51, a little less than one-fifth (17%) of Coast Guard women and half (50%) of Coast Guard men indicated the situation occurred at a [military location](#), 39% of women and 28% of men indicated it occurred at a [civilian location](#), and 24% of women and 12% of men indicated this situation occurred at [both military and civilian locations](#). A little less than one-fifth (19%) of women and 11% of men [did not disclose](#) where the situation occurred.

**Figure 51.**

*Combinations of Locations Where One Situation Occurred for Coast Guard (Q119)*



## When the One Situation Occurred

After indicating where the one situation occurred, members were asked to identify when (or in what context) the one situation occurred. Response options included: out with friends or at a party that was not an official military function, on a date, at work during duty hours, on approved leave, while being intimate with the other person, and while in member's or someone else's home or quarters. Because the situations are not mutually exclusive, members could select more than one option.

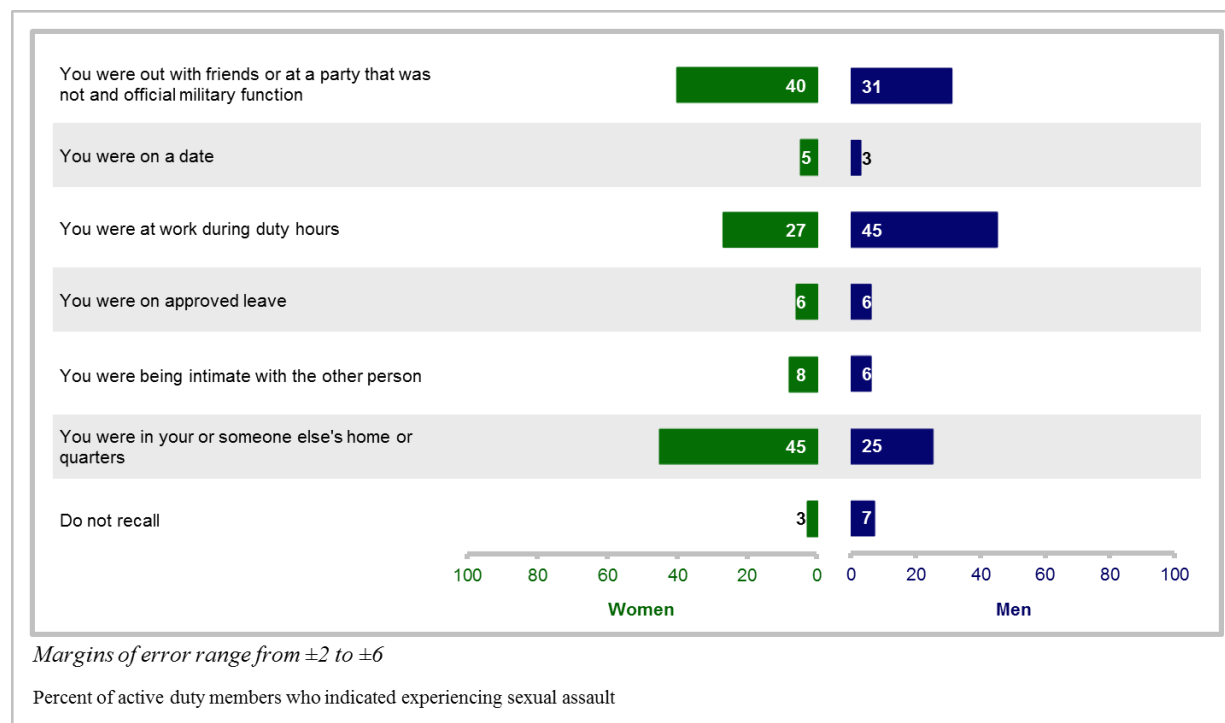
### DoD

As shown in Figure 52, of the 4.3% of DoD women who indicated experiencing sexual assault in the past 12 months, less than half (45%) indicated the unwanted event occurred [when they were in their or someone else's home or quarters](#). Forty percent of women indicated the situation happened [when they were out with friends or at a party that was not an official military function](#), whereas more than one-quarter (27%) indicated it happened [when they were at work during duty](#)

hours. Fewer women indicated the situation happened *when they were being intimate with the other person* (8%), *when on approved leave* (6%), or *when on a date* (5%). Three percent of women *could not recall* the context in which the situation occurred.



Of the 0.6% of DoD men who indicated experiencing sexual assault in the past year, less than half (45%) indicated the unwanted event occurred *when they were at work during duty hours*. A little less than one-third (31%) of men indicated the situation happened *when they were out with friends or at a party that was not an official military function*, whereas 25% indicated it happened *when they were in their or someone else's home or quarters*. Fewer men indicated the situation happened *when they were being intimate with the other person* (6%), *when on approved leave* (6%), or *when on a date* (3%). Seven percent of men *could not recall* the context in which the situation occurred.

**Figure 52.**  
*When the One Situation Occurred for DoD (Q120)*



In 2016, Navy women (33%) were *more likely* than women in the other Services to indicate the situation happened *when at work during duty hours*, whereas women in the Air Force (16%) and Marine Corps (14%) were *less likely* (Table 13). For men, those in the Air Force were *more likely* than men in the other Services to indicate the situation happened *when out with friends or at a party that was not an official military function* (45%) as well as when *they were in their or someone else's home or quarters* (38%), but were *less likely* to indicate the situation happened *when at work during duty hours* (23%). Men in the Navy (<1%) were *less likely* than men in the other Services to indicate the situation occurred *when on a date*.

**Table 13.**  
**When the One Situation Occurred for DoD (Q120)**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
You were out with friends or at a party that was not an official military function	40	41	37	43	40
You were on a date	5	6	4	4	5
You were at work during duty hours	27	30	33	14	16
You were on approved leave	6	7	6	5	6
You were being intimate with the other person	8	9	6	6	9
You were in your or someone else's home or quarters	45	44	42	49	47
Do not recall	3	2	3	3	3
<i>Margins of Error</i>	±2–4	±2–6	±4–7	±5–9	±3–5
<b>Men</b>					
You were out with friends or at a party that was not an official military function	31	29	31	27	45
You were on a date	3	4	<1	4	9
You were at work during duty hours	45	48	54	36	23
You were on approved leave	6	7	6	7	6
You were being intimate with the other person	6	8	4	5	10
You were in your or someone else's home or quarters	25	22	22	26	38
Do not recall	7	6	7	NR	5
<i>Margins of Error</i>	±3–6	±6–10	±7–13	±7–14	±7–12

Percent of active duty members who indicated experiencing sexual assault

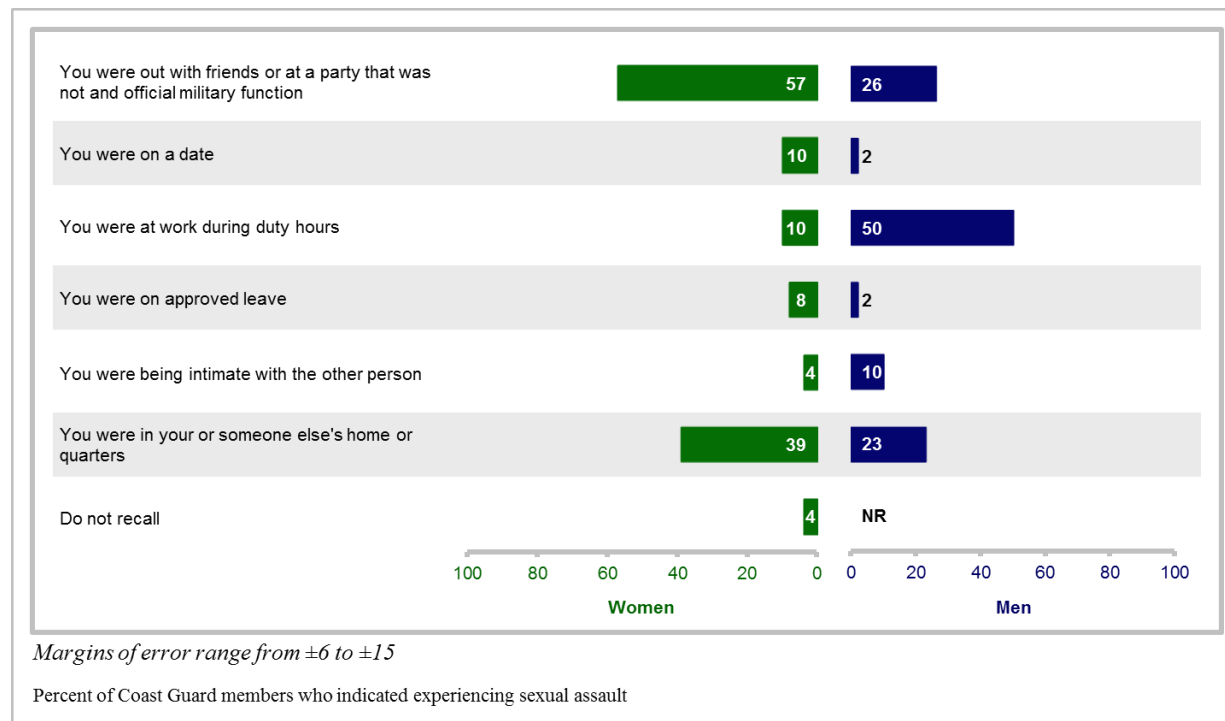
### Coast Guard

Figure 53 shows of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past 12 months, more than half (57%) indicated the unwanted event occurred [when they were out with friends or at a party that was not an official military function](#). More than one-third (39%) indicated it happened [when they were in their or someone else's home or quarters](#), whereas 10% of women indicated it happened [when on a date](#) or [at work during duty hours](#). Fewer women indicated the situation happened [when on approved leave](#) (8%). Four percent indicated they did [not recall](#) the context in which the situation occurred or it happened [when they were being intimate with the other person](#).

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, half (50%) indicated the unwanted event occurred [when they were at work during duty hours](#) (Figure 53). More than one-quarter (26%) indicated it happened [when they were out with friends or at a party that was not an official military function](#), and a little less than one-quarter (23%) indicated it happened [when they were in their or someone else's home or quarters](#). One-tenth (10%) of Coast Guard men indicated the situation occurred [when they were being intimate](#)

with the other person, whereas fewer indicated it occurred when on approved leave (2%) or when on a date (2%).

**Figure 53.**  
*When the One Situation Occurred for Coast Guard (Q120)*



## Considered the One Situation as Hazing and/or Bullying

Active duty members who indicated experiencing sexual assault in the past 12 months were asked to indicate if the one situation with the biggest effect could be described as hazing and/or bullying. Hazing refers to things done to humiliate or "toughen up" people before accepting them into a group. Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.

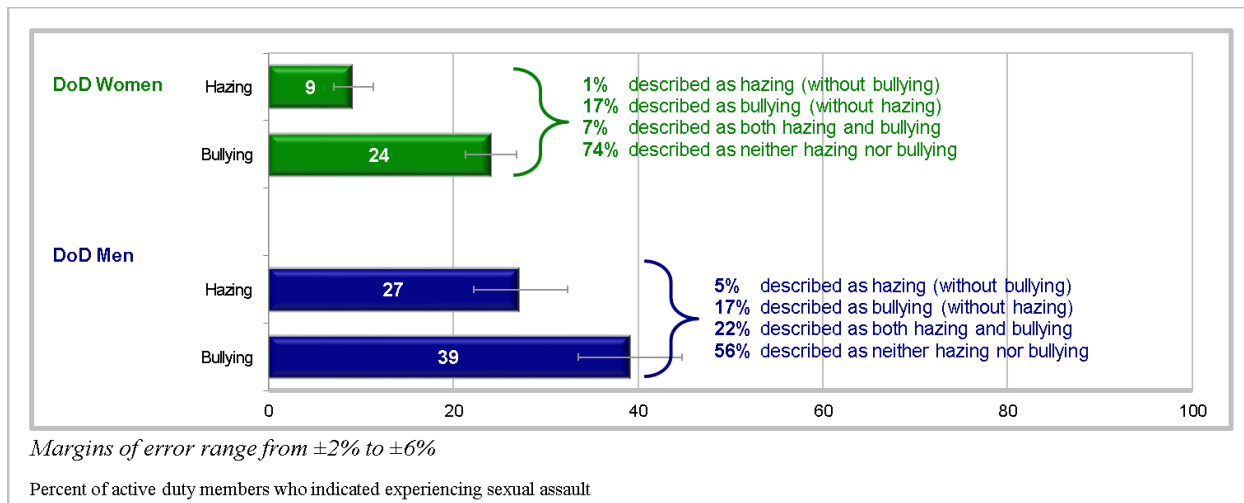
### DoD

As shown in Figure 54, of the 4.3% of DoD women who indicated experiencing sexual assault in the past 12 months, 9% indicated they considered the situation to be hazing and a little less than one-quarter (24%) indicated they considered it to be bullying. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 7% of women considered it to be both hazing and bullying. The majority (74%) would not describe the unwanted event as hazing or bullying, whereas 17% would describe the unwanted event as bullying (without hazing) and 1% would describe the unwanted event as hazing (without bullying).





Of the 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months, more than one-quarter (27%) indicated they considered the situation to be **hazing** and more than one-third (39%) indicated they considered it to be **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 22% of men considered it as involving **both hazing and bullying** (Figure 54). More than half (56%) would **not** describe the unwanted event as **hazing or bullying**, whereas 17% would describe the unwanted event as **bullying (without hazing)** and 5% would describe the unwanted event as **hazing (without bullying)**.

**Figure 54.**  
*Considered One Situation as Hazing and/or Bullying for DoD (Q121)*



As displayed in Table 14, in 2016, Air Force men were *less likely* than men in the other Services to indicate they considered the one situation to be **hazing** (13%) or **bullying** (24%). When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, Air Force men (73%) were *more likely* than men in the other Services to **not** consider the one situation to be **hazing or bullying** and were *less likely* to indicate the one situation involved **both hazing and bullying** (11%). In 2016, there were no significant differences between Services for DoD women on considering the one situation to be hazing and/or bullying.

**Table 14.**  
***Considered One Situation as Hazing and/or Bullying for DoD (Q121)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	9	12	8	6	7
Experienced bullying	24	28	23	21	21
<i>Margins of Error</i>	±3	±6	±5-6	±5-8	±4
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	1	1	2	1	2
Bullying (without hazing)	17	17	16	16	17
Both hazing and bullying	7	11	6	5	5
Neither hazing nor bullying	74	71	76	78	77
<i>Margins of Error</i>	±2-3	±3-6	±3-6	±3-8	±3-5
<b>Men</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	27	27	28	34	13
Experienced bullying	39	46	33	45	24
<i>Margins of Error</i>	±6	±9-10	±11	±14	±10-11
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	5	3	7	4	2
Bullying (without hazing)	17	22	13	16	13
Both hazing and bullying	22	24	20	29	11
Neither hazing nor bullying	56	51	59	50	73
<i>Margins of Error</i>	±4-6	±7-10	±10-12	±7-14	±7-11

Percent of active duty members who indicated experiencing sexual assault

## Coast Guard

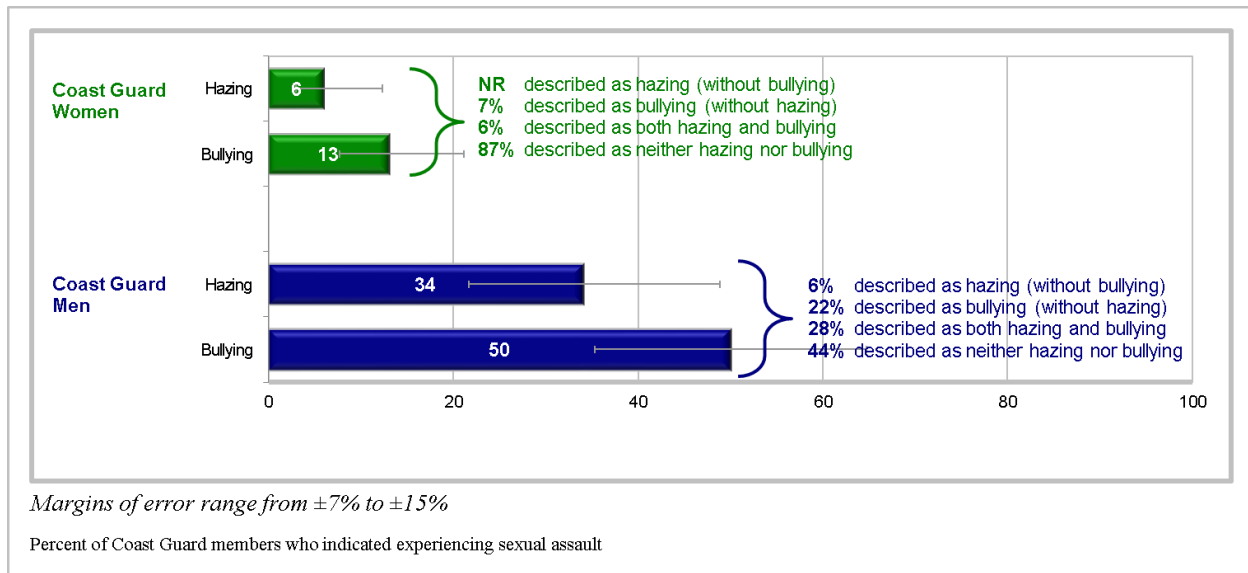
As shown in Figure 55, of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past 12 months, 6% indicated they considered the situation to be **hazing** and 13% indicated they considered it to be **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 6% of women considered it to be **both hazing and bullying**, while the majority (87%) would **not** describe the unwanted event as **hazing or bullying**, whereas 7% would describe the unwanted event as **bullying (without hazing)**.

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, more than one-third (34%) indicated they considered the situation to be **hazing** and half (50%) indicated they considered it to be **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 28% of men considered it to involve **both hazing and bullying** (Figure 55). Less than half (44%) would **not** describe the unwanted event as **hazing or bullying**, whereas 22% would describe the

unwanted event as **bullying (without hazing)** and 6% would describe the unwanted event as **hazing (without bullying)**.

**Figure 55.**

***Considered One Situation as Hazing and/or Bullying for Coast Guard (Q121)***



## Experience of Sexual Harassment and/or Stalking Before or After the One Situation

The next section examines whether sexual harassment and/or stalking happened in the time leading up to and/or after the one situation of sexual assault. Active duty members who indicated experiencing sexual assault in the past 12 months were asked whether they experienced sexual harassment or stalking before the situation and/or after the situation.

### DoD

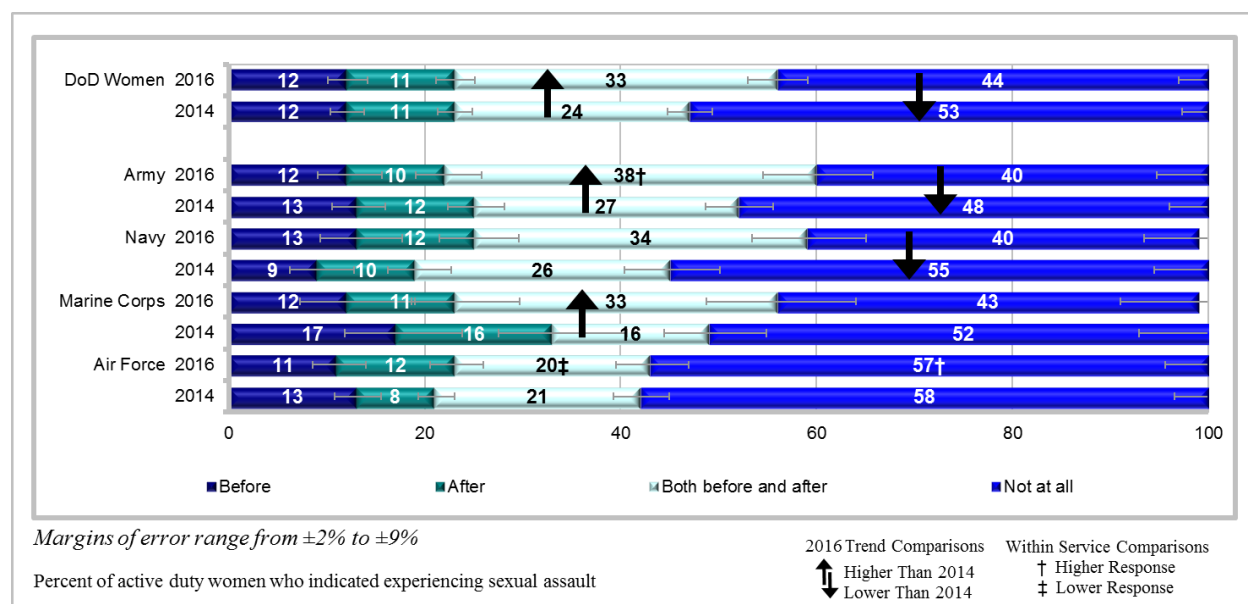
Figure 56 shows of the 4.3% of DoD women who indicated experiencing sexual assault in the past 12 months, a little more than one-tenth (12%) indicated they were **sexually harassed and/or stalked** by the alleged offender(s) **before** the one situation, whereas 11% indicated they were **sexually harassed and/or stalked after** the situation. One-third (33%) of women indicated they were **sexually harassed and/or stalked both before and after** the one situation by the alleged offender(s). This percentage represents a statistically significant *increase* of 9 percentage points for DoD women in 2016 compared to 2014. Less than half (44%) of women indicated they were **not harassed or stalked before or after** the one situation, which showed a statistically significant *decrease* compared to 2014 of 9 percentage points.

In 2016, Army women (38%) were *more likely* than women in the other Services to indicate they experienced **sexual harassment and/or stalking both before and after** the one situation, whereas Air Force women (20%) were *less likely*. Air Force women (57%) were *more likely* than women

in the other Services to indicate they were *not harassed or stalked before or after* the one situation. Compared to 2014, the percentage of women who indicated they were *sexually harassed and/or stalked both before and after* the one situation showed a statistically significant *increase* for Army and Marine Corps women (11 percentage points for Army and 17 percentage points for Marine Corps). The percentage of women who indicated they were *not sexually harassed or stalked before or after* the situation showed a statistically significant *decrease* compared to 2014 for Army and Navy women (8 percentage points for Army and 15 percentage points for Navy).

**Figure 56.**

*Experienced Sexual Harassment and/or Stalking Before or After the One Situation for DoD Women (Q122)*

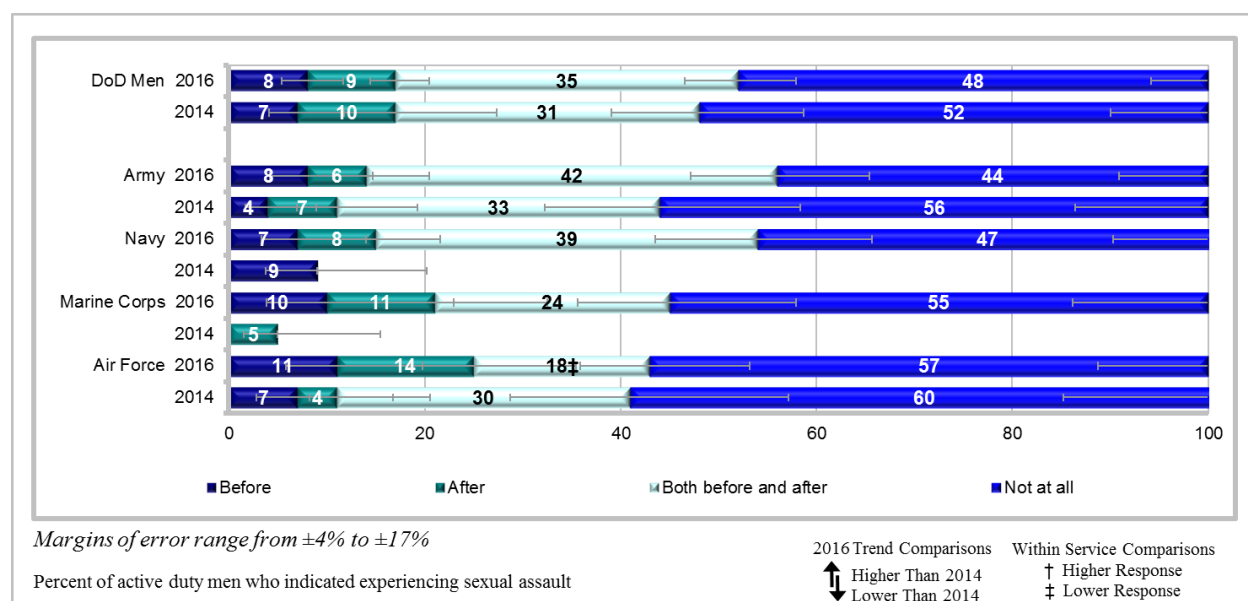


As shown in Figure 57, of the 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months, 8% indicated they were *sexually harassed and/or stalked* by the alleged offender(s) *before* the one situation, whereas 9% indicated they were *sexually harassed and/or stalked after* the situation. More than one-third (35%) of men indicated they were *sexually harassed and/or stalked both before and after* the one situation by the alleged offender(s), whereas a little less than half (48%) indicated they were *not sexually harassed or stalked before or after* the one situation.

In 2016, men in the Air Force (18%) were *less likely* than men in the other Services to indicate they were *sexually harassed and/or stalked both before and after* the one situation by the alleged offender(s). There were no significant differences between 2016 and 2014 for men experiencing sexual harassment and/or stalking before and/or after the one situation.

**Figure 57.**

***Experienced Sexual Harassment and/or Stalking Before or After the One Situation for DoD Men (Q122)***



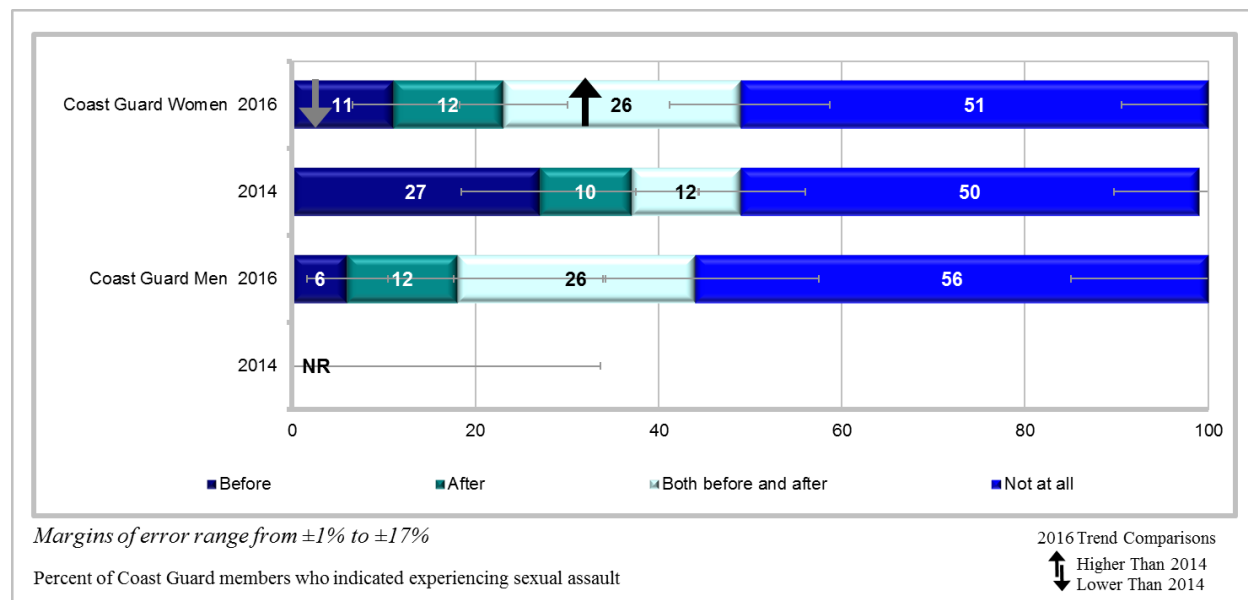
## Coast Guard

As shown in Figure 58, of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past 12 months, 11% indicated they were **sexually harassed and/or stalked** by the alleged offender(s) **before** the one situation, which showed a statistically significant *decrease* of 16 percentage points compared to 2014. Twelve percent of Coast Guard women indicated they were **sexually harassed and/or stalked after** the one situation. More than one-quarter (26%) of women indicated they were **sexually harassed and/or stalked both before and after** the one situation by the alleged offender(s), which showed a statistically significant *increase* of 14 percentage points for Coast Guard women in 2016 compared to 2014. A little more than half (51%) of women indicated they were **not sexually harassed or stalked before or after** the one situation.

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, 6% indicated they were **sexually harassed and/or stalked** by the alleged offender(s) **before** the one situation, whereas 12% indicated they were **sexually harassed and/or stalked after** the one situation. More than one-quarter (26%) of men indicated they were **sexually harassed and/or stalked both before and after** the one situation by the alleged offender(s) and more than half (56%) indicated they were **not sexually harassed or stalked before or after** the one situation. Significance between 2014 and 2016 cannot be determined for Coast Guard men due to results for 2014 being not reportable.

**Figure 58.**

*Experienced Sexual Harassment and/or Stalking Before or After the One Situation for Coast Guard (Q122)*



## Alcohol and/or Drug Involvement in the One Situation

Active duty members who indicated they experienced a sexual assault in the past 12 months were asked about alcohol and drug involvement during the one situation. Members were asked whether they or the alleged offender(s) had been drinking alcohol, whether the alleged offender(s) bought them alcohol, and whether they thought they may have been given a drug without knowledge or consent before the sexual assault discussed in the one situation.

### DoD

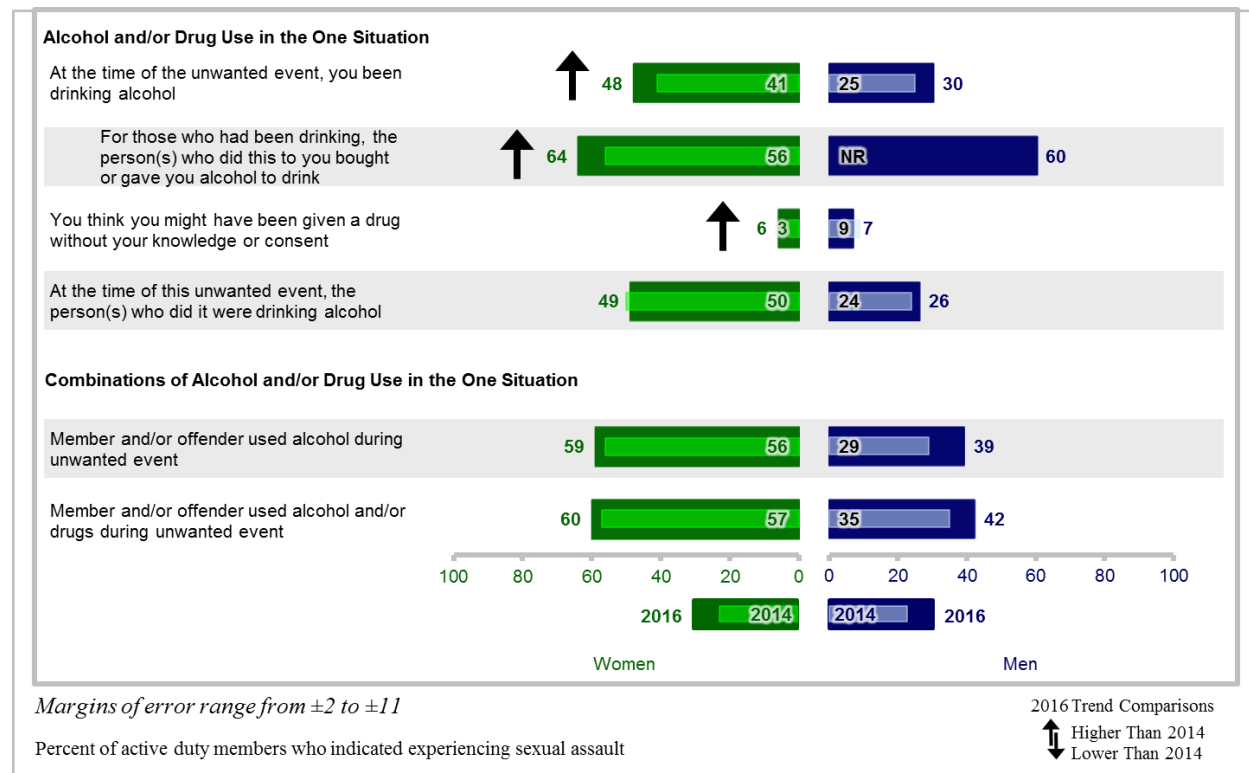
Of the 4.3% of DoD women who indicated experiencing sexual assault in the past year, a little less than half (48%) indicated [they had been drinking alcohol at the time of the unwanted event](#), which showed a statistically significant *increase* of 7 percentage points since 2014. Of those who indicated they had been drinking alcohol at the time of the unwanted event, a little less than two-thirds (64%) indicated the [alleged offender\(s\) had bought or gave them alcohol to drink](#), which showed a statistically significant *increase* of 8 percentage points since 2014 (Figure 59). A little less than half (49%) of women indicated the [alleged offender\(s\) had been drinking alcohol](#), whereas fewer (6%) [thought they may have been given a drug without their knowledge or consent](#) (a statistically significant *increase* of 3 percentage points since 2014). Combining alcohol use by the alleged offender(s) and/or member, more than half (59%) of DoD women indicated [they and/or the person\(s\) who did this to them had been drinking alcohol at the time of the unwanted event](#). When adding in the possibility of being given a drug without their knowledge or consent, 60% of women indicated [drugs and/or alcohol were involved in the one situation](#).

As shown in Table 15, Marine Corps women (58%) were *more likely* than women in the other Services to indicate *they drank alcohol before the situation*. Navy women (3%) were *less likely* than women in the other Services to indicate *they may have been given a drug without their knowledge or consent*. Compared to 2014, the percentage of women who indicated the *person(s) who did this to them bought or gave them alcohol to drink* showed a statistically significance *increase* in 2016 for Navy women (19 percentage points). The percentage of women who indicated *they might have been given a drug without their knowledge or consent* showed a statistically significant *increase* in 2016 for Air Force women (3 percentage points). Additionally, Marine Corps women (73% for both) were *more likely* than women in the other Services to indicate *they and/or the offender(s) used alcohol during the unwanted event* and *they and/or offender(s) used alcohol and/or drugs during the unwanted event*, which showed a statistically significant *increase* in 2016 for Marine Corps women (17 percentage points and 15 percentage points, respectively).

Of the 0.6% of DoD men who indicated experiencing sexual assault in the past year, a little less than one-third (30%) indicated *they had been drinking alcohol at the time of the unwanted event*, of which, more than half (60%) indicated the *alleged offender(s) had bought or gave them alcohol to drink* (Figure 59). More than one-quarter (26%) of men indicated the *alleged offender(s) had been drinking alcohol*, whereas fewer (7%) *thought they may have been given a drug without their knowledge or consent*. Combining alcohol use by the alleged offender(s) and/or member, more than one-third (39%) of DoD men indicated *they and/or the person(s) who did this to them had been drinking alcohol at the time of the unwanted event*. When adding in the possibility of being given a drug without their knowledge or consent, 42% of men indicated *drugs and/or alcohol were involved in the one situation*.

As shown in Table 15, in 2016, Air Force men (56%) were *more likely* than men in the other Services to indicate *they and/or offender used alcohol and/or drugs during the unwanted event*. Compared to 2014, the percentage of men who indicated *they drank alcohol before the situation* showed a statistically significance *decrease* in 2016 for Army men (16 percentage points).



**Figure 59.*****Alcohol and/or Drug Involvement in the One Situation for DoD (Q123–Q125)***

**Table 15.**  
***Alcohol and/or Drug Involvement in the One Situation for DoD (Q123–Q125)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div><div></div> Higher Response</div> <div><div></div> Lower Response</div>						
Women						
Alcohol and Drug Use During the One Situation						
Drank alcohol before the situation	2016	48↑	45	45	58	50
	2014	41	38	39	46	50
For those who had been drinking, the person(s) who did this bought or gave you alcohol to drink	2016	64↑	60	70↑	64	62
	2014	56	60	51	61	53
Might have been given a drug without knowledge or consent	2016	6↑	9	3	6	6↑
	2014	3	4	3	4	3
Person(s) who did this had been drinking	2016	49	47	46	58	51
	2014	50	46	51	52	55
Combinations of Alcohol and/or Drug Use During the One Situation						
Member and/or offender used alcohol during unwanted event	2016	59	56	56	73↑	61
	2014	56	52	57	56	62
Member and/or offender used alcohol and/or drugs during unwanted event	2016	60	57	56	73↑	62
	2014	57	52	57	58	62
Margins of Error		±2–5	±2–9	±3–8	±4–12	±2–6
Men						
Alcohol and Drug Use During the One Situation						
Drank alcohol before the situation	2016	30	33↓	25	29	38
	2014	25	17	NR	NR	36
For those who had been drinking, the person(s) who did this bought or gave you alcohol to drink	2016	60	68	NR	NR	NR
	2014	NR	NR	NR	NR	NR
Might have been given a drug without knowledge or consent	2016	7	7	8	4	9
	2014	9	11	2	NR	NR
Person(s) who did this had been drinking	2016	26	26	26	24	35
	2014	24	20	NR	NR	34
Combinations of Alcohol and/or Drug Use During the One Situation						
Member and/or offender used alcohol during unwanted event	2016	39	39	35	38	49
	2014	29	23	NR	NR	41
Member and/or offender used alcohol and/or drugs during unwanted event	2016	42	42	38	40	56
	2014	35	30	NR	NR	43
Margins of Error		±4–11	±8–17	±5–12	±7–14	±9–17

Percent of active duty members who indicated experiencing sexual assault

## Coast Guard

Of the 2.0% of Coast Guard women who indicated experiencing sexual assault in the past year, a little less than two-thirds (64%) indicated [they had been drinking alcohol at the time of the](#)

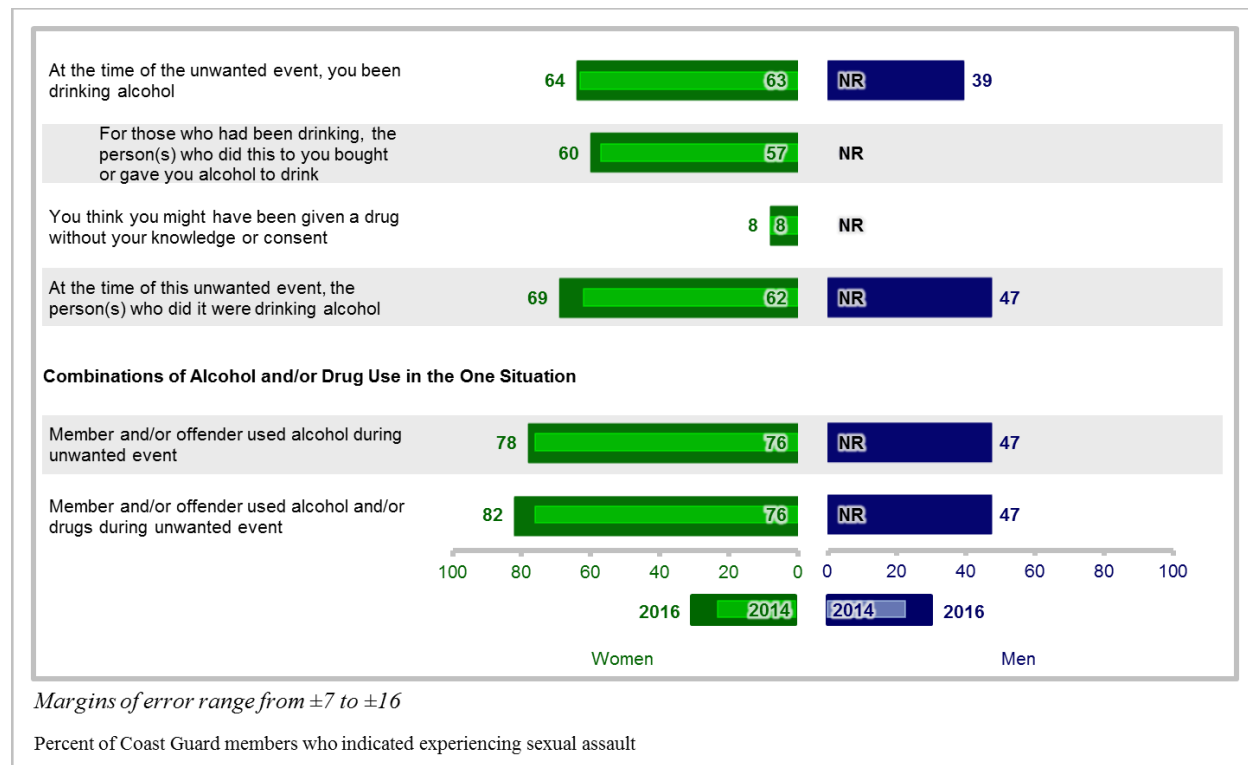
unwanted event, of which, more than half (60%) indicated the alleged offender(s) had bought or gave them alcohol to drink (Figure 60). A little less than two-thirds (69%) of women indicated the alleged offender(s) had been drinking alcohol, whereas fewer (8%) thought they may have been given a drug without their knowledge or consent. Combining alcohol use by the alleged offender(s) and/or member, the majority (78%) of Coast Guard women indicated they and/or the person(s) who did this to them had been drinking alcohol at the time of the unwanted event. When adding in the possibility of being given a drug without their knowledge or consent, 82% of women indicated drugs and/or alcohol were involved in the one situation.

Of the 0.3% of Coast Guard men who indicated experiencing sexual assault in the past year, more than one-third (39%) indicated they had been drinking alcohol at the time of the unwanted event (Figure 58). A little less than half (47%) of men indicated the alleged offender(s) had been drinking alcohol. Combining alcohol use by the alleged offender(s) and/or member, a little less than half (47%) of Coast Guard men indicated they and/or the person(s) who did this to them had been drinking alcohol at the time of the unwanted event. When adding in the possibility of being given a drug without their knowledge or consent, 47% of men indicated drugs and/or alcohol were involved in the one situation.

There were no significant differences in responses between 2014 and 2016 for Coast Guard women and Coast Guard men on alcohol and/or drug use during the one situation.

**Figure 60.**

*Alcohol and/or Drug Involvement in the One Situation for Coast Guard (Q123–Q125)*



## Outcomes of the One Situation

The last section of this chapter details the outcomes associated with the one situation with the biggest effect. Active duty members who indicated experiencing sexual assault in the past 12 months were asked questions about whether the unwanted event made them take steps to leave the military, if they received a sexual assault forensic exam, and how satisfied they were with the responses/services received regarding the one situation.

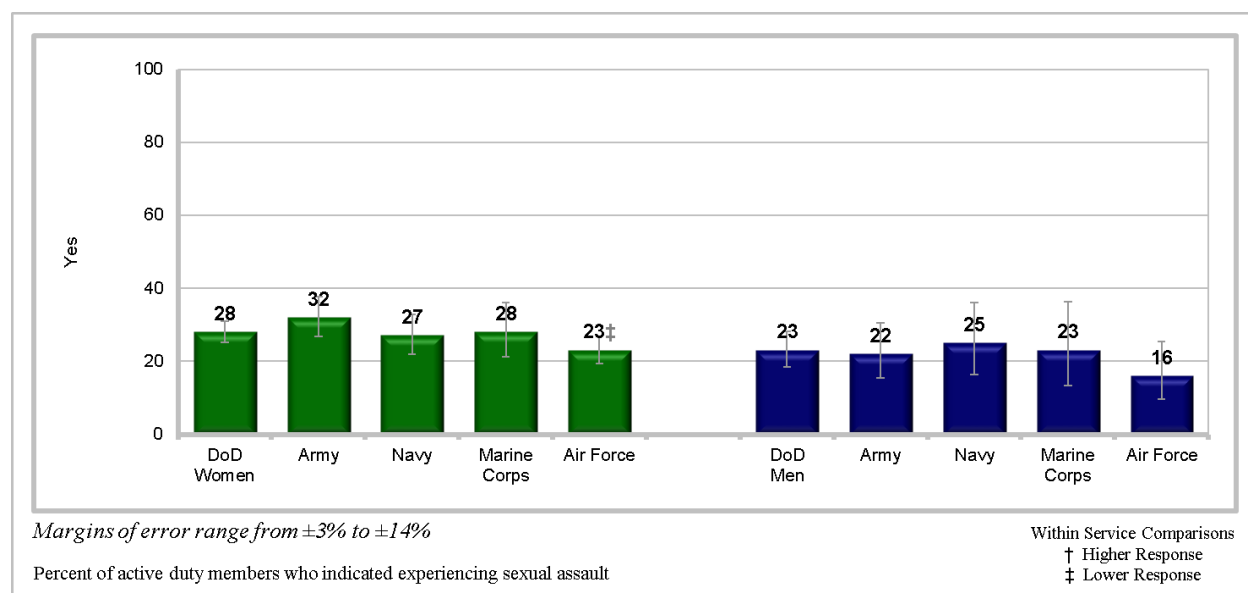
### Made Member Take Steps to Leave/Separate From the Military

#### DoD

As shown in Figure 61, of the 4.3% of DoD women and 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months, more than one-quarter (28%) of women and a little less than one-quarter (23%) of men indicated the [unwanted event made them take steps to leave or separate from the military](#). Air Force women (23%) were *less likely* than women in the other Services to indicate the [unwanted event made them take steps to leave or separate from the military](#). There were no significant differences between Services for DoD men.

**Figure 61.**

***One Situation Made Member Take Steps To Leave/Separate From the Military for DoD (Q126)***

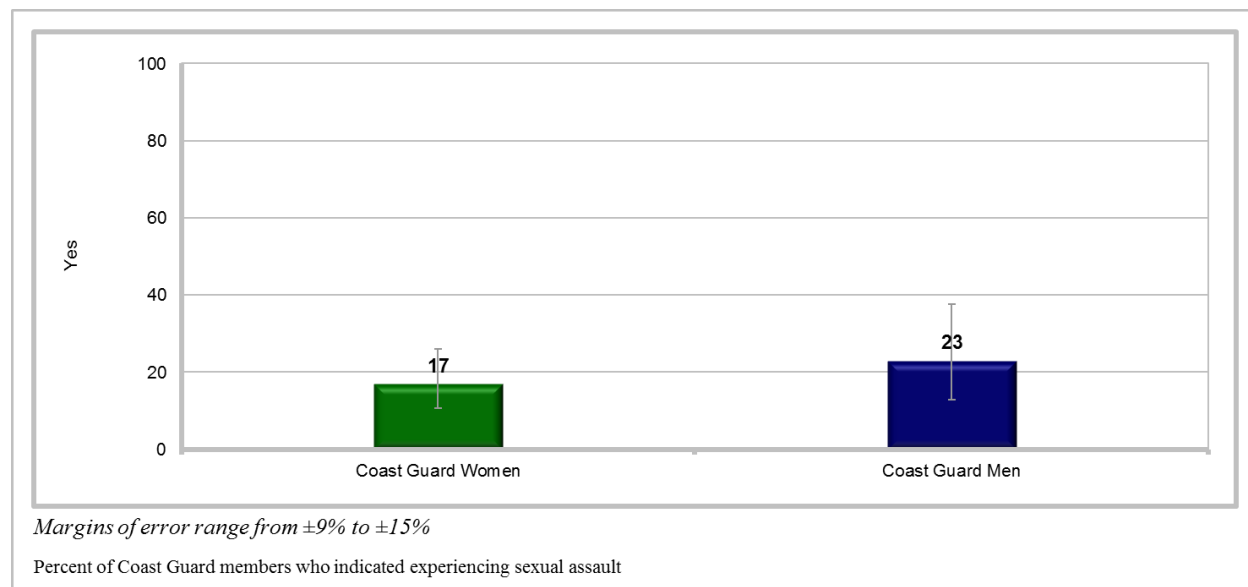


#### Coast Guard

Figure 62 shows of the 2.0% of Coast Guard women and 0.3% of Coast Guard men who indicated experiencing sexual assault in the past 12 months, 17% of women and a little less than one-quarter (23%) of men indicated the [unwanted event made them take steps to leave or separate from the military](#).

**Figure 62.**

***One Situation Made Member Take Steps To Leave/Separate From the Military Coast Guard (Q126)***

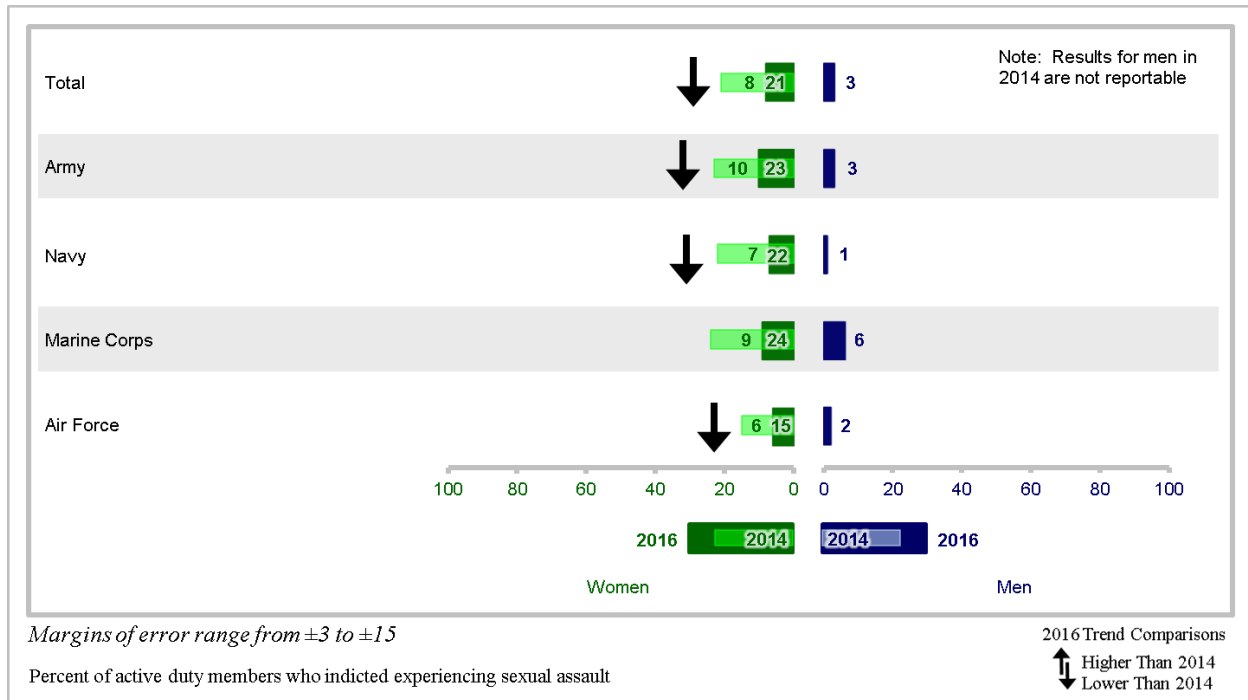


## Received a Sexual Assault Forensic Exam

### DoD

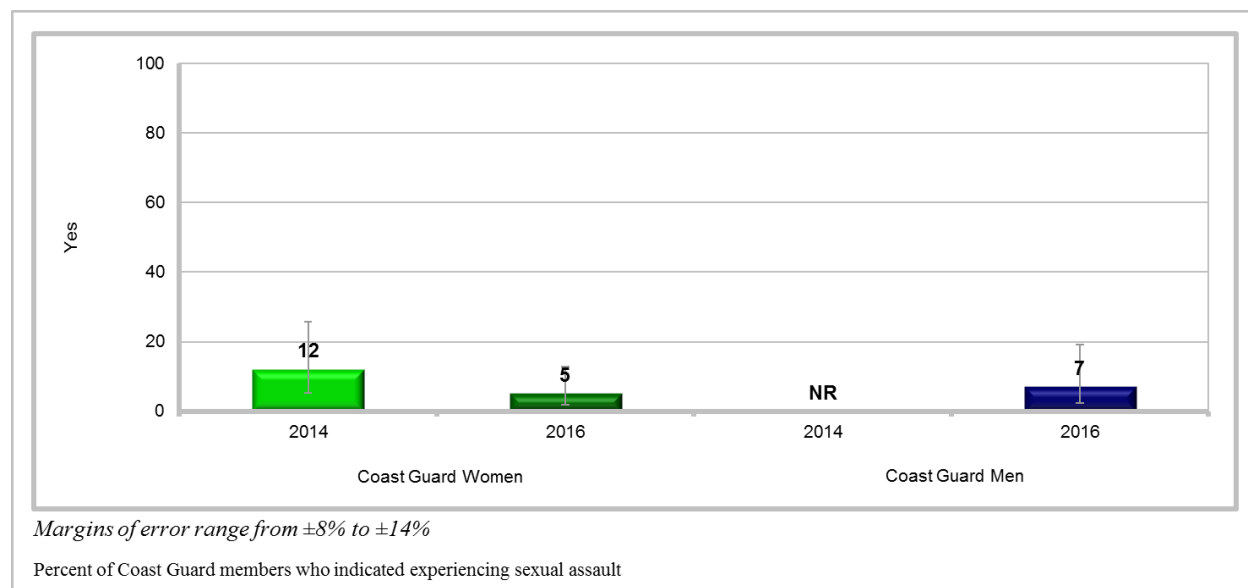
Figure 63 shows of the 4.3% of DoD women and 0.6% of DoD men who indicated experiencing sexual assault in the past 12 months, 8% of women and 3% of men indicated [receiving a sexual assault forensic exam or “rape exam.”](#) Compared to 2014, the percentage of women who indicated [receiving a sexual assault forensic exam or “rape exam”](#) showed a statistically significant *decrease* for DoD women (13 percentage points), Army women (13 percentage points), Navy women (15 percentage points), and Air Force (9 percentage points). There were no significant differences between Services for DoD women and DoD men. Results are not reportable for DoD men in 2014 and therefore comparisons between 2014 and 2016 are not possible for DoD men.

**Figure 63.**  
***Received a Sexual Assault Forensic Exam for DoD (Q127)***



### ***Coast Guard***

Figure 64 shows of the 2.0% of Coast Guard women and 0.3% of men who indicated experiencing sexual assault in the past 12 months, 5% of women and 7% of men indicated [receiving a sexual assault forensic exam or “rape exam.”](#) There were no significant differences between 2014 and 2016 for the Coast Guard.

**Figure 64.*****Received a Sexual Assault Forensic Exam for Coast Guard (Q127)***

### Satisfaction With Responses/Services Received From Individuals/Providers

Active duty members who indicated experiencing sexual assault in the past year were asked to indicate if they had received services or responses from individuals or providers. If they had interacted with the specified individual or provider, they were asked to provide their level of satisfaction with the services or responses they received from each.

#### DoD

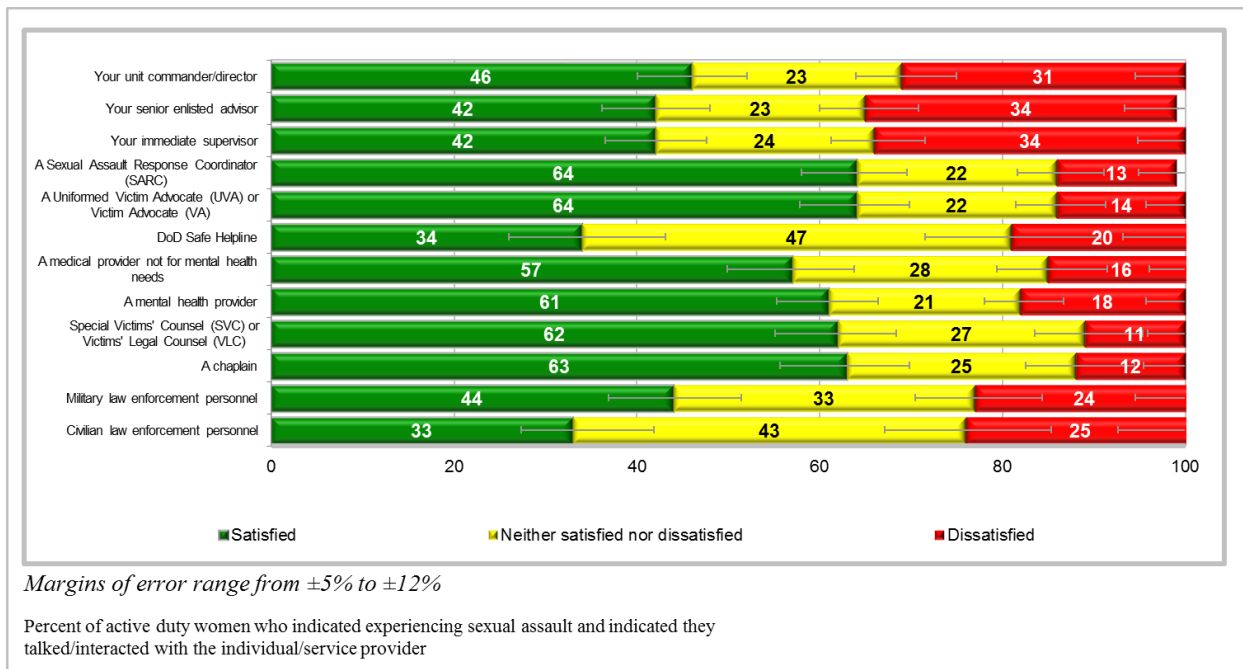
Shown in Figure 65 are satisfaction levels with responses/services received from individuals/providers DoD women indicated they interacted with. A little less than two-thirds (64%) indicated they were satisfied with the responses/services they received from a [Sexual Assault Response Coordinator \(SARC\)](#) and a [Uniformed Victim Advocate \(UVA\)](#) or [Victim Advocate \(VA\)](#). A little less than two-thirds of women also indicated they were satisfied with the responses/services they received from a [chaplain](#) (63%), [Special Victims' Counsel \(SVC\)](#) or [Victims' Legal Counsel \(VLC\)](#) (62%), and a [mental health provider](#) (61%). More than half (57%) indicated they were satisfied with the responses/services received from a [medical provider not for mental health needs](#), whereas a little less than half (46%) were satisfied with the response from [their unit commander](#).

Further, 44% of DoD women indicated they were satisfied with the response/services they received from [military law enforcement personnel](#), and 42% were satisfied with the response received from [their senior enlisted advisor](#) and [immediate supervisor](#) (Figure 65). More than one-third (34%) indicated satisfaction with the response/services from the [DoD Safe Helpline](#), and one-third (33%) were satisfied with [civilian law enforcement personnel](#).



**Figure 65.**

***Satisfaction With Responses/Services Received From Individuals/Providers for DoD Women (Q128)***

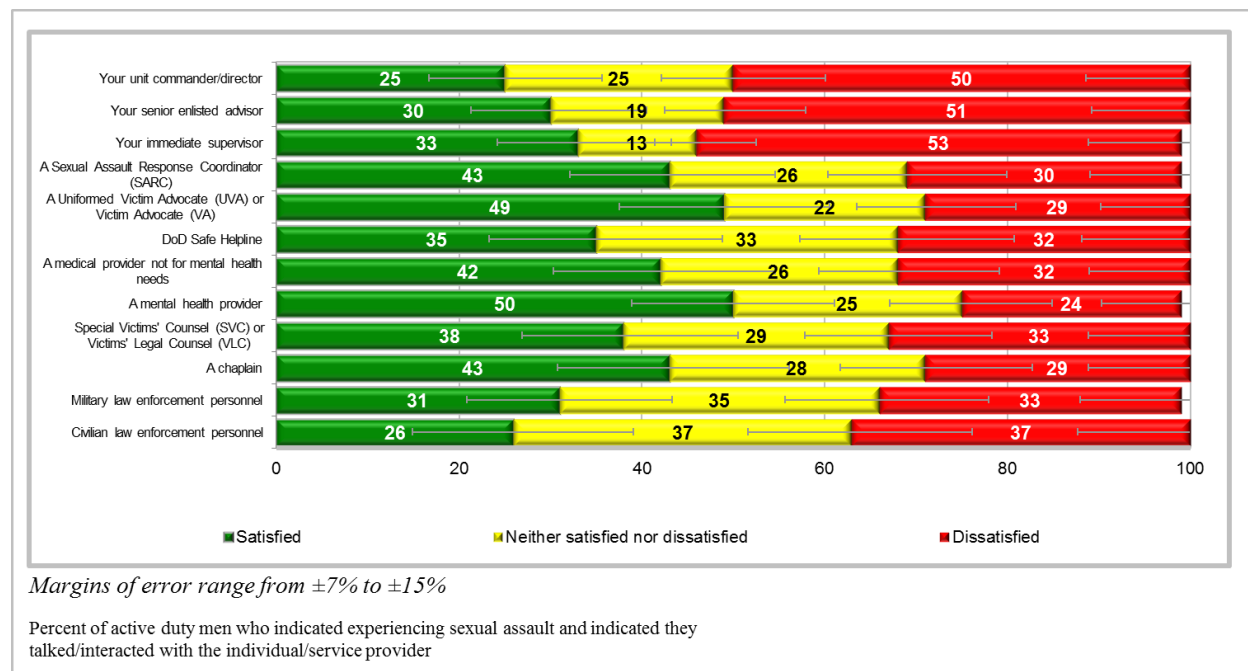


Shown in Figure 66 are satisfaction levels with responses/services received from individuals/providers DoD men indicated they interacted with. Half (50%) indicated they were satisfied with the responses/services they received from a [mental health provider](#), and a little less than half (49%) were satisfied with the [UVA/VA](#). Less than half of men also indicated they were satisfied with the responses/services they received from a [chaplain](#) (43%), a [SARC](#) (43%), and a [medical provider not for mental health needs](#) (42%). More than one-third of men indicated they were satisfied with the responses/services received from a [SVC/VLC](#) (38%) and the [DoD Safe Helpline](#) (35%).

Further, one-third (33%) of DoD men indicated they were satisfied with the response/services they received from their [immediate supervisor](#), 31% were satisfied with [military law enforcement personnel](#), and 30% were satisfied with the response received from [their senior enlisted advisor](#) (Figure 66). More than one-quarter (26%) indicated satisfaction with the response/services from a [civilian law enforcement personnel](#), and one-quarter (25%) were satisfied with responses received from [their unit commander](#).

**Figure 66.**



***Satisfaction With Responses/Services Received From Individuals/Providers for DoD Men (Q128)***



As shown in Table 16, in 2016, Air Force women were *more likely* than women in the other Services to indicate they were satisfied with a [SARC](#) (75%), [their unit commander](#) (57%), and [their senior enlisted advisor](#) (54%).

**Table 16.**



***Satisfaction With Responses/Services Received From Individuals/Providers for DoD Women (Q128)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Satisfied</b>					
Your unit commander/director	46	47	43	37	57
Your senior enlisted advisor	42	47	36	32	54
Your immediate supervisor	42	49	36	36	45
A Sexual Assault Response Coordinator (SARC)	64	66	55	66	75
A Uniformed Victim Advocate or Victim Advocate	64	62	60	67	71
DoD Safe Helpline	34	40	26	NR	41
A medical provider not for mental health needs	57	66	51	NR	56
A mental health provider	61	66	53	62	64
Special Victims' Counsel or Victims' Legal Counsel	62	63	56	60	72
A chaplain	63	65	63	53	68
Military law enforcement personnel	44	47	32	NR	54
Civilian enforcement personnel	33	29	23	NR	44
<i>Margins of Error</i>	$\pm 6-10$	$\pm 10-17$	$\pm 12-17$	$\pm 14-17$	$\pm 8-17$
<b>Dissatisfied</b>					
Your unit commander/director	31	35	28	36	23
Your senior enlisted advisor	34	35	37	37	26
Your immediate supervisor	34	35	33	39	30
A Sexual Assault Response Coordinator (SARC)	13	16	17	6	7
A Uniformed Victim Advocate or Victim Advocate	14	14	19	10	8
DoD Safe Helpline	20	12	NR	NR	NR
A medical provider not for mental health needs	16	15	19	8	18
A mental health provider	18	16	24	15	17
Special Victims' Counsel or Victims' Legal Counsel	11	15	NR	11	4
A chaplain	12	9	NR	11	12
Military law enforcement personnel	24	26	NR	NR	22
Civilian enforcement personnel	25	NR	NR	NR	16
<i>Margins of Error</i>	$\pm 6-12$	$\pm 9-15$	$\pm 11-16$	$\pm 11-16$	$\pm 8-17$

Percent of active duty women who indicated experiencing sexual assault and indicated they talked/interacted with the individual/service provider

There were no significant differences within Services for DoD men (Table 17).

**Table 17.**  
***Satisfaction With Responses/Services Received From Individuals/Providers for DoD Men (Q128)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Satisfied</b>					
Your unit commander/director	25	20	NR	NR	NR
Your senior enlisted advisor	30	30	NR	NR	NR
Your immediate supervisor	33	25	NR	NR	NR
A Sexual Assault Response Coordinator (SARC)	43	NR	NR	NR	NR
A Uniformed Victim Advocate or Victim Advocate	49	NR	NR	NR	NR
DoD Safe Helpline	35	NR	NR	NR	NR
A medical provider not for mental health needs	42	NR	NR	NR	NR
A mental health provider (e.g., counselor)	50	NR	NR	NR	NR
Special Victims' Counsel or Victims' Legal Counsel	38	NR	NR	NR	NR
A chaplain	43	NR	NR	NR	NR
Military law enforcement personnel	31	27	NR	NR	NR
Civilian enforcement personnel	26	NR	NR	NR	NR
<i>Margins of Error</i>	$\pm 11-14$	$\pm 14-18$	NR	NR	NR
<b>Dissatisfied</b>					
Your unit commander/director	50	NR	NR	NR	NR
Your senior enlisted advisor	51	44	NR	NR	NR
Your immediate supervisor	53	60	NR	NR	NR
A Sexual Assault Response Coordinator (SARC)	30	27	NR	NR	NR
A Uniformed Victim Advocate or Victim Advocate	29	20	NR	NR	NR
DoD Safe Helpline	32	NR	NR	NR	NR
A medical provider not for mental health needs	32	NR	NR	NR	NR
A mental health provider (e.g., counselor)	24	NR	NR	NR	NR
Special Victims' Counsel or Victims' Legal Counsel	33	NR	NR	NR	NR
A chaplain	29	NR	NR	NR	NR
Military law enforcement personnel	33	NR	NR	NR	NR
Civilian enforcement personnel	37	NR	NR	NR	NR
<i>Margins of Error</i>	$\pm 11-15$	$\pm 15-18$	NR	NR	NR

Percent of active duty men who indicated experiencing sexual assault and indicated they talked/interacted with the individual/service provider

### ***Coast Guard***

Results on satisfaction with responses or services received as a result of experiencing sexual assault are not reportable for Coast Guard women or men.

## Chapter 5: Reporting the One Situation of Sexual Assault

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*Ms. Lisa Davis and Ms. Amanda Grifka*

### Introduction

This chapter provides details about reporting of the one situation of sexual assault with the biggest effect on the member. Information from this section of the survey specifically focuses on the type of report made, outcomes of reporting, reasons for reporting and not reporting, and if the member would make the same decision about reporting in the future. The last section of this chapter more closely examines the negative outcomes associated with reporting the one situation to include experiences of perceived professional reprisal, ostracism, and maltreatment. Within each of these three outcomes, members were asked about the individual(s) who took the actions, if the experience(s) was (were) perceived as harmful to the member's career, and participation in the report of sexual assault as a result of actions. This last section also addresses if the member discussed and/or filed a complaint as a result of perceived professional reprisal, ostracism, and/or maltreatment as well as the relationship between the individual(s) who took actions and the perpetrator(s) identified in the sexual assault report.

Results are reported for 2016 and trend comparisons to the 2014 RMWS are provided where data are available.

### Reporting the One Situation to the Military

Active duty members who indicated experiencing a sexual assault in the past 12 months were asked to indicate if they reported the unwanted event to the military. Members indicating "Yes" were then asked about the type of initial report made: restricted report, unrestricted report, or unsure. Restricted and unrestricted reports were defined on the survey as:

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, and
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

For those who initially made a restricted report, they were asked about who they made the report to, what happened with their restricted report, and what they would have done if restricted reporting was not available. Members who indicated they did not report their sexual assault were asked if they considered reporting it. Finally, the final disposition of the member's report is provided, accounting for converted reports. Results are reported by gender and Service where reportable.

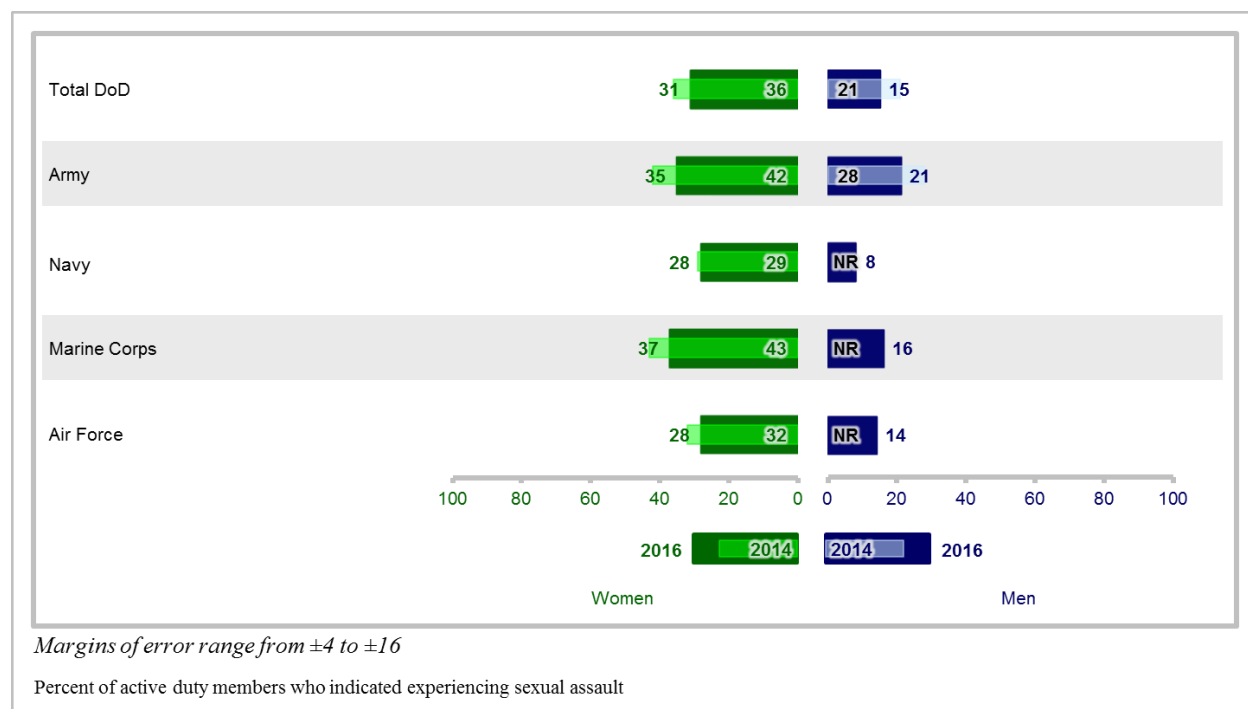
### DoD

Overall, in 2016, of the 4.3% of DoD women who indicated experiencing a sexual assault in the past 12 months, a little less than one-third (31%) indicated [reporting](#) the unwanted event to the military, which remained statistically unchanged since 2014 (Figure 67). Of this 31%, more than

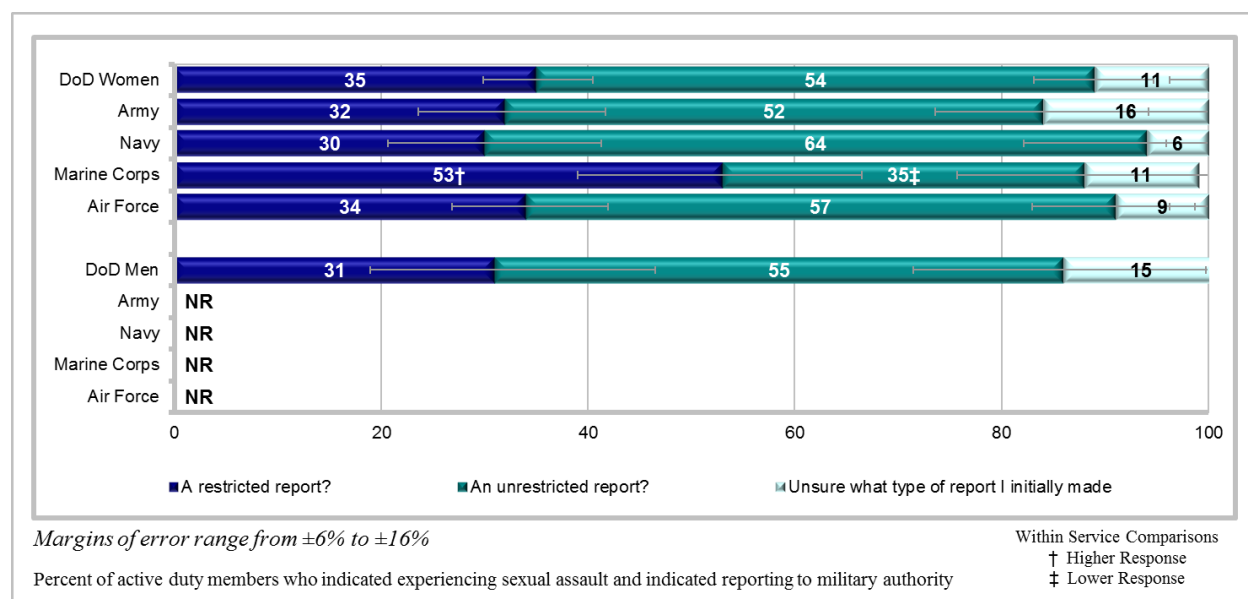
half (54%) initially made an **unrestricted report** and a little more than one-third (35%) made a **restricted report**. In 2016, Marine Corps women were *more likely* to indicate they initially made a **restricted report** (53%) but were *less likely* than women in the other Services to indicate they initially made an **unrestricted report** (35%; Figure 68).

Of the 0.6% of DoD men who indicated experiencing a sexual assault in the past 12 months, 15% indicated **reporting** the unwanted event to the military, which remained statistically unchanged since 2014 (Figure 67). Of the 15% of DoD men who reported, a little more than half (55%) initially made an **unrestricted report** and a little less than one-third (31%) made a **restricted report** (Figure 68). In 2016, Navy men (8%) were *less likely* to **report** than men in the other Services.

**Figure 67.**  
*Reported the One Situation to the Military for DoD (Q129)*



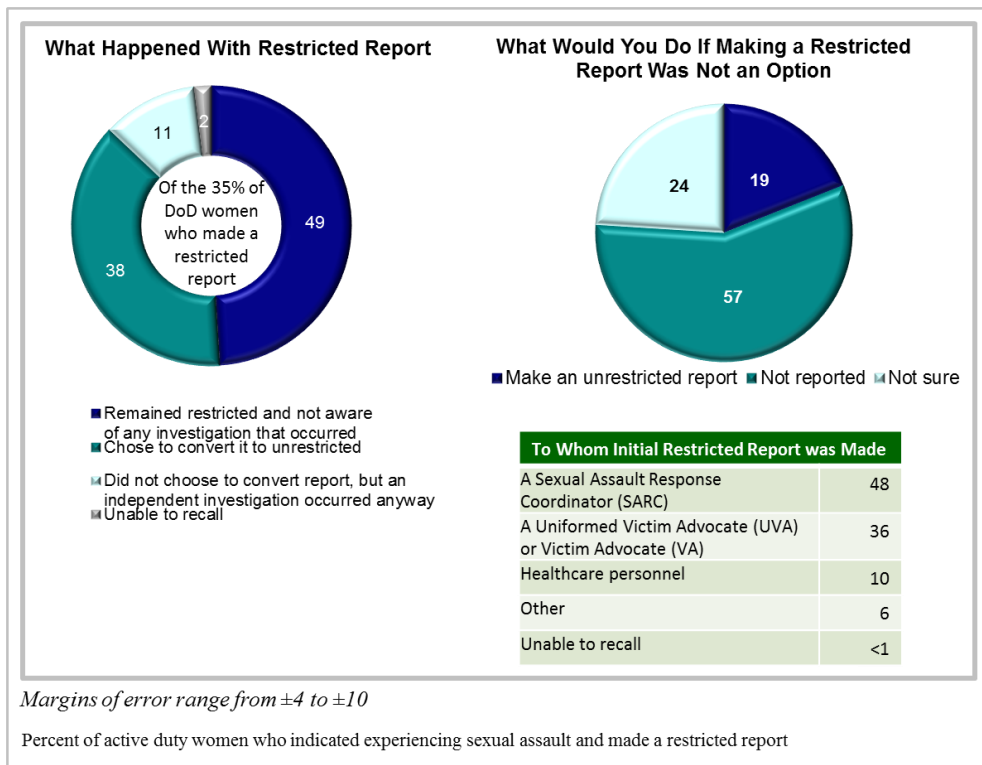
**Figure 68.**  
**Initial Type of Report Made for DoD (Q131)**



As shown in Figure 69, of the 35% of DoD women who initially made a restricted report, a little less than half (48%) indicated they reported to a [Sexual Assault Response Coordinator \(SARC\)](#) and more than a third (36%) reported to a [Uniformed Victim Advocate \(UVA\)](#) or [Victim Advocate \(VA\)](#). One-tenth (10%) of women indicated they reported to [healthcare personnel](#) and fewer (6%) reported to [some other person or office](#).

Additionally, members who filed restricted reports were asked about whether their restricted report remained restricted. Of the 35% of DoD women who initially made a restricted report, a little less than half (49%) indicated the [report remained restricted and they were not aware of any investigation that occurred](#) and more than one-third (38%) [chose to convert it to an unrestricted report](#) (Figure 69). A little more than one-tenth (11%) [did not choose to convert their report, but an independent investigation occurred anyway](#) and fewer (2%) were [unable to recall](#).

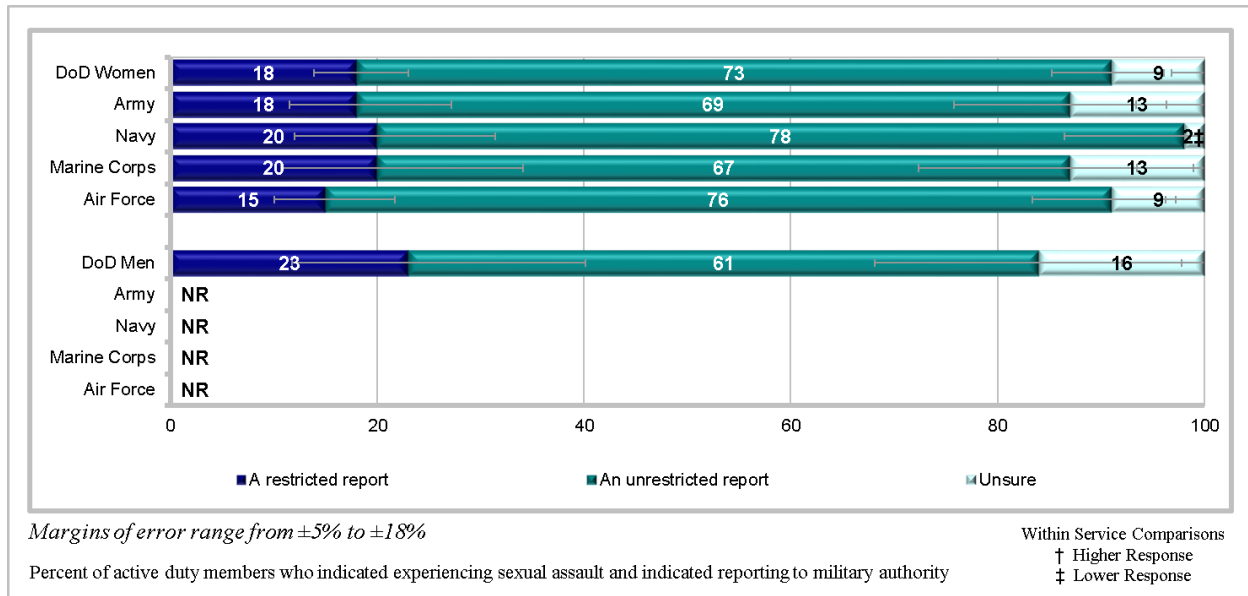
Finally, members were also asked what they would have done had restricted reporting not been an option. As shown in Figure 69, of the 35% of DoD women who made a restricted report initially, more than half (58%) [would not have reported](#), whereas a little less than one-fifth (18%) [would have made an unrestricted report](#), and a little less than one-quarter (23%) were [unsure](#) about what they would do. Results for DoD men are not reportable for questions regarding making an initial restricted report.

**Figure 69.*****Details on Restricted Reporting for DoD Women (Q132–Q134)***

The final report disposition is constructed by combining the initial report type with the results of possible conversions of restricted reports. The majority (73%) of DoD women ended the reporting process with an **unrestricted report**, whereas 18% had a **restricted report**, and 9% were **not sure** of their final report disposition (Figure 70). In 2016, Navy women (2%) were *less likely* to indicate they were **unsure** of their final report type than women in the other Services. For DoD men, a little less than two-thirds (61%) ended the reporting process with an **unrestricted report**, 23% had a **restricted report**, and 16% were **not sure** of their final report disposition.



**Figure 70.**  
***Final Report Disposition for DoD (Q131, Q133)***



## Coast Guard

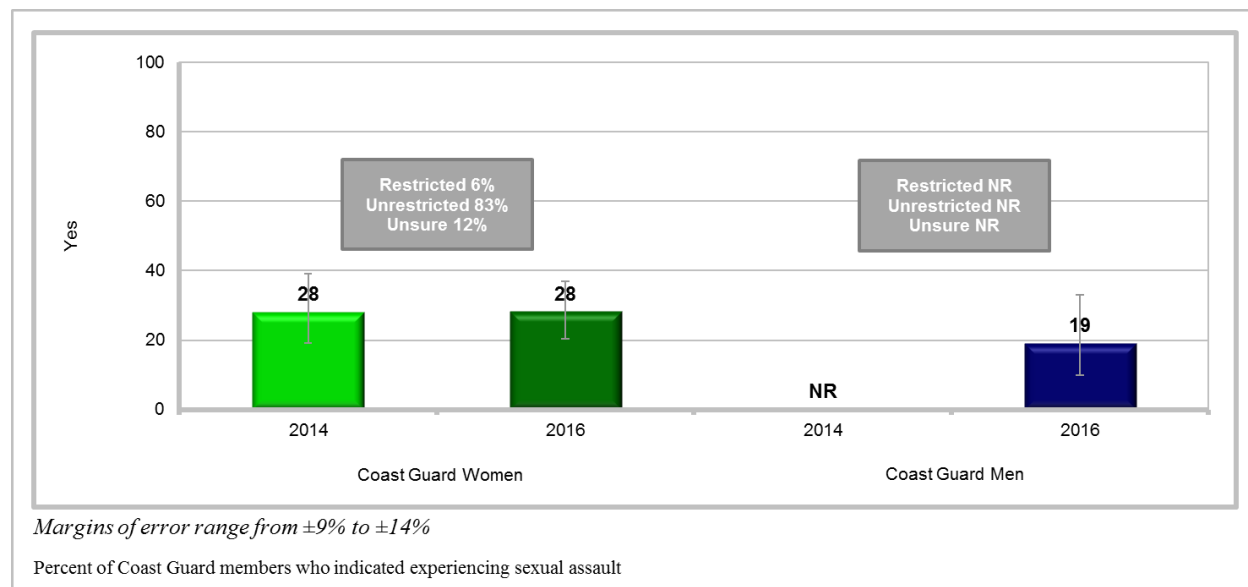
As shown in Figure 71, of the 2.0% of Coast Guard women who indicated experiencing a sexual assault in the past 12 months, more than one-quarter (28%) indicated **reporting** the unwanted event to the military, which has remained statistically unchanged since 2014. Of this 28%, the majority (83%) of women **initially made an unrestricted report**, whereas fewer (6%) made a **restricted report**, and 12% were **unsure** of the type of report they initially made.

Of the 0.3% of Coast Guard men who indicated experiencing a sexual assault in the past 12 months, a little less than one-fifth (19%) indicated **reporting** the unwanted event to the military (Figure 71). Statistical significance for Coast Guard men cannot be calculated because the 2014 estimate was not reportable for this group. Results are not reportable for Coast Guard men on the initial type of report made.

Results on details of filing an initial restricted report and final report disposition are not reportable for Coast Guard women and men.

**Figure 71.**

***Reported the One Situation to the Military and Initial Type of Report Made for Coast Guard (Q129, Q131)***



## Outcomes of Reporting

The following section addresses issues regarding outcomes of reporting the one situation of sexual assault. Members were asked about various types of information and resources they were provided after reporting and positive leadership actions as a result of reporting. They were also asked about receiving an expedited transfer and how that affected the member's life. Finally, members were also asked if they would recommend others report a sexual assault based on their experience with the reporting process overall.

### Information and Resources Provided After Reporting

Active duty members who indicated experiencing sexual assault in the past 12 months and indicated reporting the incident to the military were asked to what extent they were provided various information and resources following reporting. Members who indicated the information and/or resource were not applicable are excluded from this analysis.

#### DoD

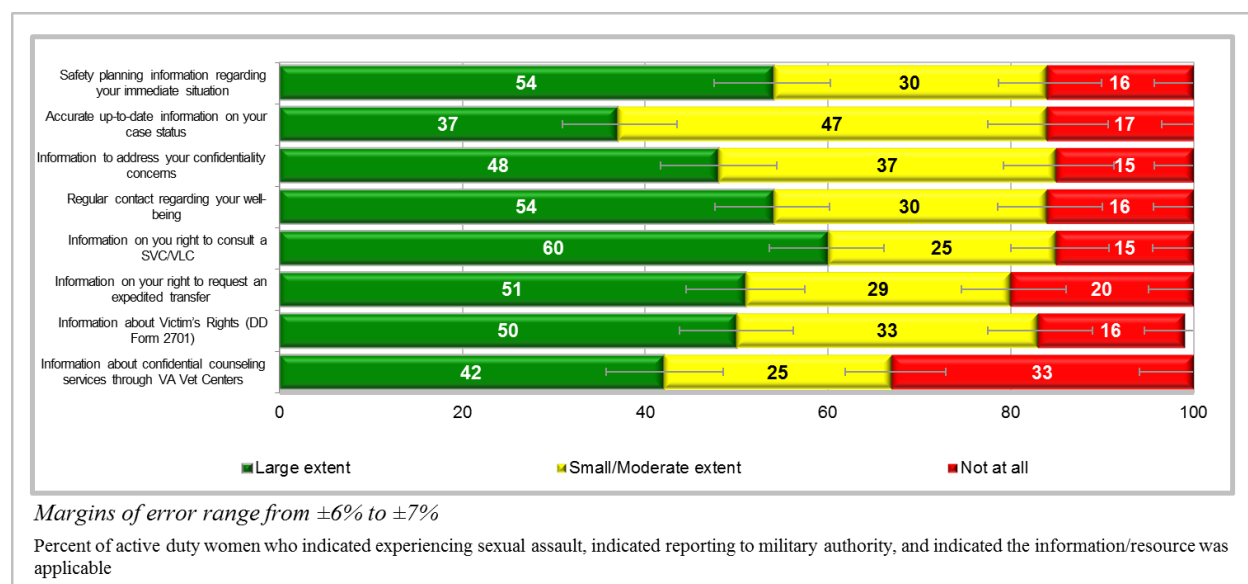
Of the 31% of DoD women who reported a sexual assault to the military, more than half (60%) were provided information on their right to consult a Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC) to a large extent (Figure 72). A little more than half (54%) of DoD women indicated they were provided safety planning information regarding their immediate situation and received regular contact regarding their well-being to a large extent. A little more than half (51%) of DoD women indicated they were provided information on their right to request an expedited transfer and half (50%) indicated they were provided information about Victim's Rights (DD Form 2701) to a large extent. A little less than half (48%) of DoD women

indicated they were provided information to address their confidentiality concerns to a *large extent*, 42% were provided information about confidential counseling services through Veterans Affairs (VA) Vet Centers to a *large extent*, and more than one-third (37%) indicated they were provided accurate up-to-date information on their case status to a *large extent*.

Results for DoD men are not presented due to the amount of unreportable data.

**Figure 72.**



***Extent Provided Information/Resources After Reporting Unwanted Event for DoD Women (Q135)***



In 2016, women in the Air Force were *more likely* to indicate they received information on their right to consult a SVC/VLC (73%) and received regular contact regarding their well-being (72%) to a *large extent* than women in the other Services (Table 18). Women in the Army were *less likely* than women in the other Services to indicate they were provided accurate up-to-date information on their case status (27%) and information to address their confidentiality concerns (39%) to a *large extent*.

**Table 18.**

***Extent Provided Information/Resources After Reporting Unwanted Event for DoD Women (Q135)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Large Extent</b>					
Safety planning information regarding your immediate situation	54	51	55	56	55
Accurate up-to-date information on your case status	37	27	38	NR	46
Information to address your confidentiality concerns	48	39	55	NR	56
Regular contact regarding your well-being	54	48	49	61	72
Information on right to consult a Special Victims; Counsel (SVC)/Victims' Legal Counsel (VLC)	60	55	61	NR	73
Information on your right to request an expedited transfer	51	51	47	59	54
Information about Victim's Rights (DD Form 2701)	50	50	44	55	57
Information on confidential counseling services from Department of Veterans Affairs' Vet Centers	42	34	45	NR	45
<i>Margins of Error</i>	±7	±11–12	±13–15	±16–17	±9–10
<b>Not at all</b>					
Safety planning information regarding your immediate situation	16	20	18	8	11
Accurate up-to-date information on your case status	17	17	20	15	13
Information to address your confidentiality concerns	15	14	18	15	12
Regular contact regarding your well-being	16	17	24	7	6
Information on right to consult a Special Victims; Counsel (SVC)/Victims' Legal Counsel (VLC)	15	17	23	NR	4
Information on your right to request an expedited transfer	20	20	29	13	12
Information about Victim's Rights (DD Form 2701)	16	16	21	15	10
Information on confidential counseling services from Department of Veterans Affairs' Vet Centers	33	32	40	15	34
<i>Margins of Error</i>	±6–7	±10–12	±13–15	±12–15	±5–9

Percent of active duty women who indicated experiencing sexual assault, indicated reporting to military authority, and indicated the information/resource was applicable

### ***Coast Guard***

Results for Coast Guard women and Coast Guard men are not reportable for the extent to which they were provided information and/or resources after reporting sexual assault.

### **Positive Leadership Actions as a Result of Reporting**

Along with being asked about the information and resources provided following reporting sexual assault, members were also asked to indicate the extent to which they received positive responses from their leadership as a result of reporting sexual assault. Those who indicated the positive leadership action was not applicable are excluded from this analysis.

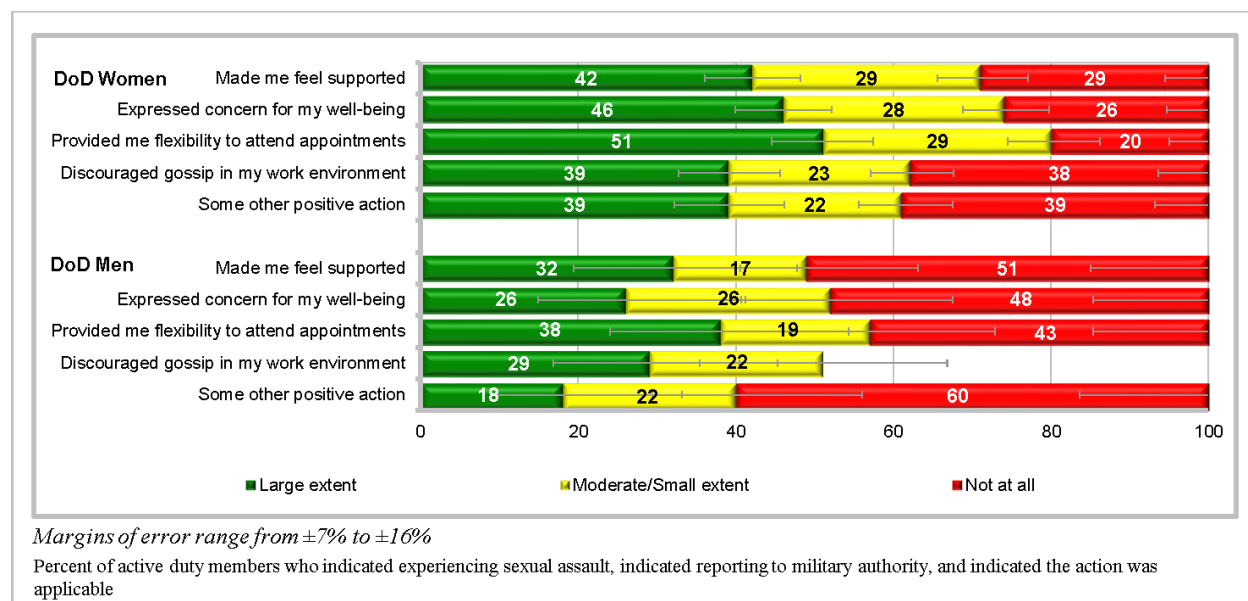
## DoD

Figure 73 displays the extent to which members received positive leadership actions as a result of reporting their unwanted event. Of the 31% of DoD women who reported a sexual assault to the military, a little more than half (51%) indicated [leadership provided them the flexibility to attend appointments related to their sexual assault as needed to a large extent](#). A little less than half (46%) indicated their [leadership expressed concern for their well-being to a large extent](#), whereas 42% indicated their [leadership made them feel supported to a large extent](#).

Of the 15% of DoD men who reported a sexual assault to the military, more than one-third (38%) indicated their [leadership provided them flexibility to attend appointments related to their sexual assault as needed to a large extent](#) (Figure 73). A little less than one-third (32%) indicated their [leadership made them feel supported to a large extent](#), and more than one-quarter (29%) of men indicated their [leadership discouraged gossip in their work environment to a large extent](#).



More interesting than the results regarding whether their leadership took positive actions to a large extent are the results for men indicating their leadership did not at all take positive actions. A little more than half (51%) of men indicated their leadership did *not at all* [make them feel supported](#), whereas 48% indicated their leadership did *not at all* [express concern for their well-being](#), and 43% indicated they were *not at all* [provided the flexibility to attend appointments related to their sexual assault as needed](#) (Figure 73).

**Figure 73.**  
*Positive Leadership Action Taken After Reporting Unwanted Event for DoD (Q136)*



In 2016, Air Force women were *more likely* than women in the other Services to indicate their [leadership took positive actions](#) across the specified actions to a *large extent* (Table 19). Results for men by Service on the extent to which they were provided positive actions from their leadership as a result of their report of sexual assault are not reportable.

**Table 19.**  
**Positive Leadership Action Taken After Reporting Unwanted Event for DoD Women (Q136)**

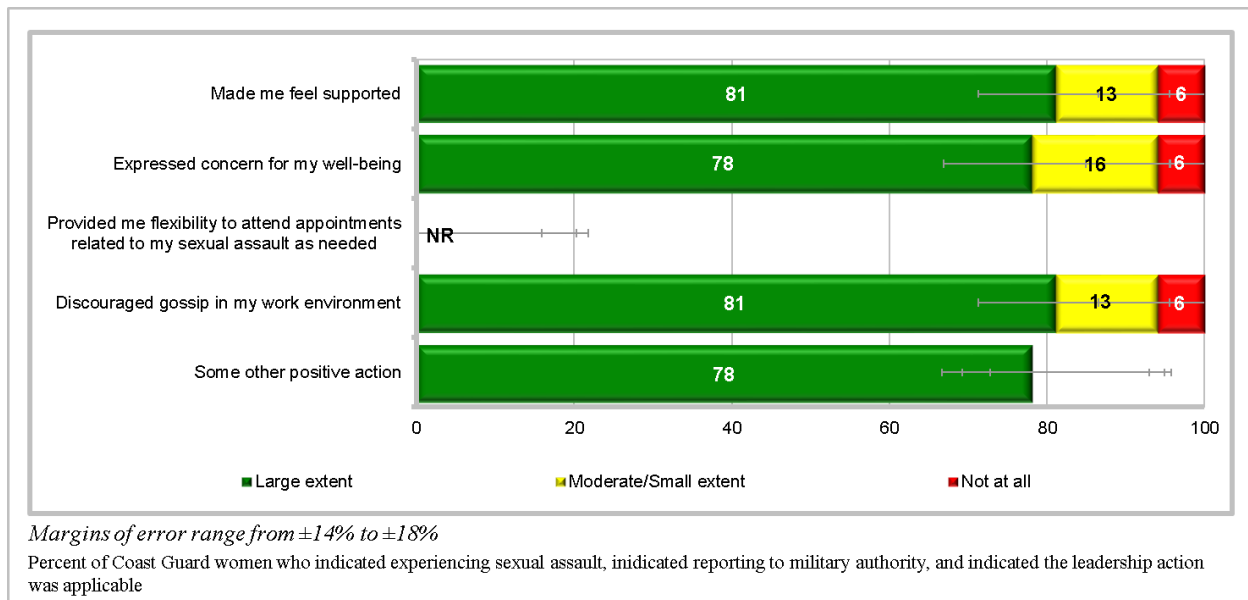
	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Large Extent</b>					
They made me feel supported	42	43	33	45	52
They expressed concern for my well-being	46	47	36	51	56
They provided me flexibility to attend appointments related to my sexual assault as needed	51	50	43	NR	66
They discouraged gossip in my work environment	39	38	32	38	53
Some other positive action	39	40	35	NR	48
<i>Margins of Error</i>	$\pm 7-8$	$\pm 12-13$	$\pm 13-15$	$\pm 15-17$	$\pm 9-11$
<b>Not at all</b>					
They made me feel supported	29	27	34	33	22
They expressed concern for my well-being	26	27	30	20	21
They provided me flexibility to attend appointments related to my sexual assault as needed	20	22	26	10	14
They discouraged gossip in my work environment	38	38	46	36	22
Some other positive action	39	36	44	NR	34
<i>Margins of Error</i>	$\pm 7-8$	$\pm 12-14$	$\pm 13-15$	$\pm 13-17$	$\pm 8-11$

Percent of active duty women who indicated experiencing sexual assault, indicated reporting to military authority, and indicated the leadership action was applicable

### Coast Guard

Figure 74 shows Coast Guard women overall indicated their **leadership took positive actions** after they reported sexual assault to a *large extent* (78%–81%). Results for Coast Guard women indicating their leadership did *not at all* take positive actions have large margins of error and caution should be taken when interpreting the results.

Results for men on the extent to which they were provided positive actions from their leadership as a result of their report of sexual assault are not reportable.

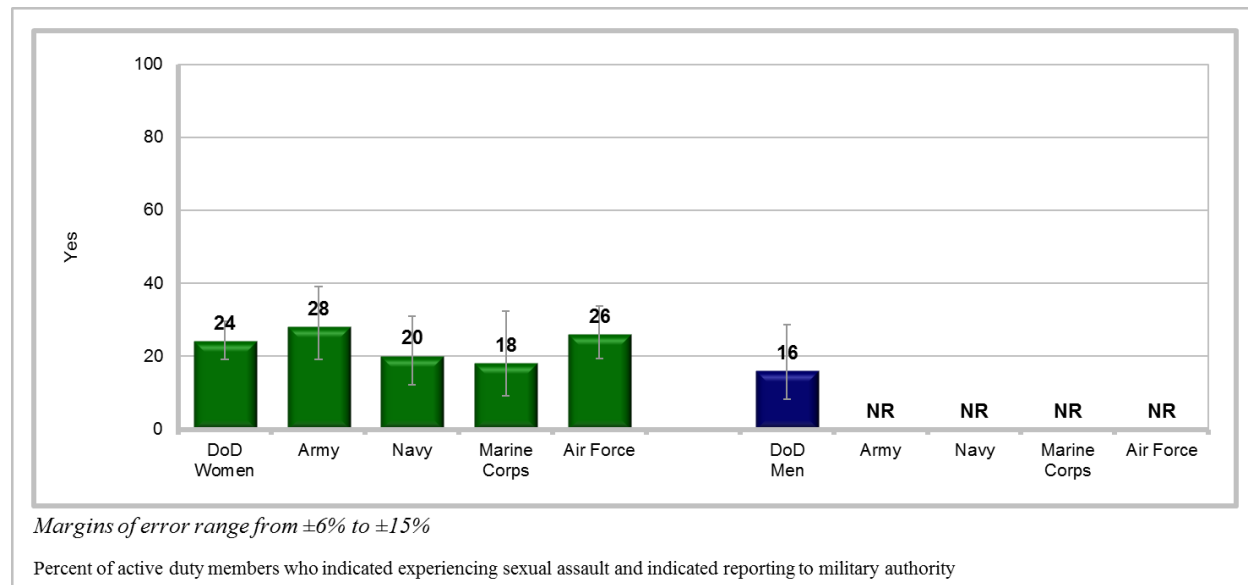
**Figure 74.*****Positive Leadership Action Taken After Reporting Unwanted Event for Coast Guard Women (Q136)*****Expedited Transfers**

Another outcome of reporting addressed receiving an expedited transfer. Active duty members who indicated experiencing sexual assault in the past 12 months and reported the unwanted event were asked to indicate either “Yes” or “No” as to if the member received an expedited transfer as a result of reporting sexual assault. Results are not reportable for Coast Guard women and Coast Guard men.

**DoD**

As shown in Figure 75, of the 31% of DoD women and the 15% of men who reported a sexual assault to the military, 24% of women and 16% of men [received an expedited transfer](#).

**Figure 75.**  
***Expedited Transfers DoD (Q137)***



### ***How Aspects of Life Have Changed After Receiving an Expedited Transfer***

Members who indicated receiving an expedited transfer were asked how aspects of their life have changed compared to the time before they were transferred. Members were asked to answer each of the aspects as “Better than before,” “About the same as before,” “Worse than before,” or “Not applicable.” The analysis presented excludes those who indicated “Not applicable.” Results for Coast Guard women and Coast Guard men are not reportable.

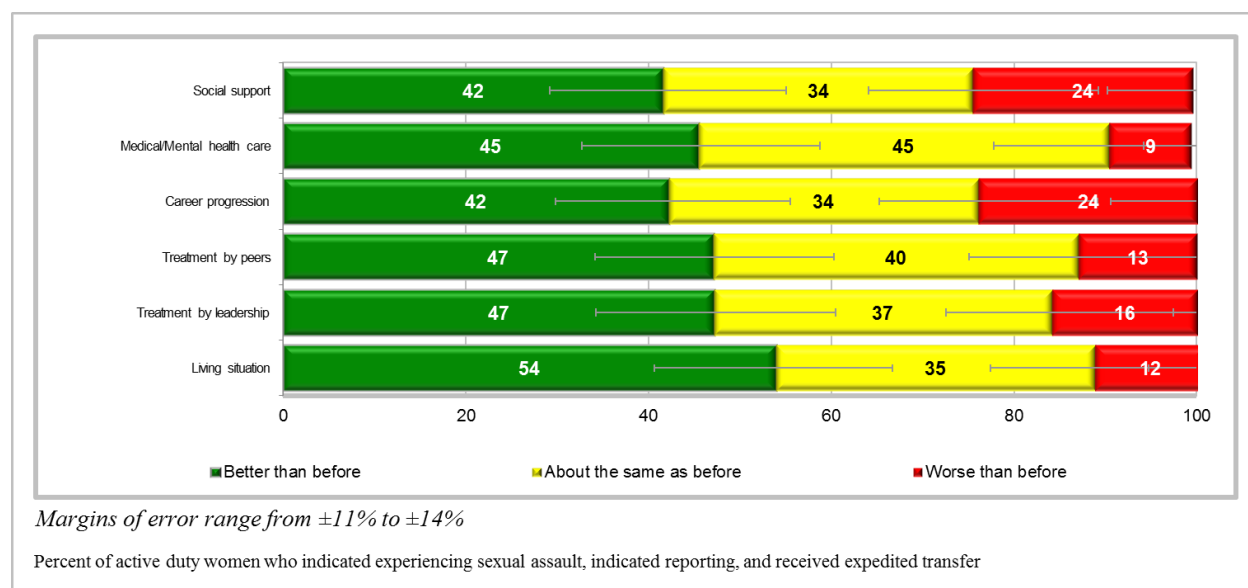
#### ***DoD***

Figure 76 shows how different aspects of life have changed as a result of an expedited transfer for DoD women. Of the 24% of DoD women who indicated they received an expedited transfer, a little more than half (54%) indicated their [living situation](#) was *better than before*, while 47% indicated their [treatment by leadership and peers](#) was *better than before*. Forty-five percent indicated their [medical and mental health care](#) was *better than before*, and 42% indicated their [social support](#) and [career progression](#) was *better than before* they received an expedited transfer.

Results for DoD women by Service on how various aspects of life have changed as a result of an expedited transfer are not reportable.

Results are not reportable for DoD men.



**Figure 76.*****Life Aspects as a Result of Expedited Transfer for DoD Women (Q138)***

## Recommend Others Report Sexual Assault

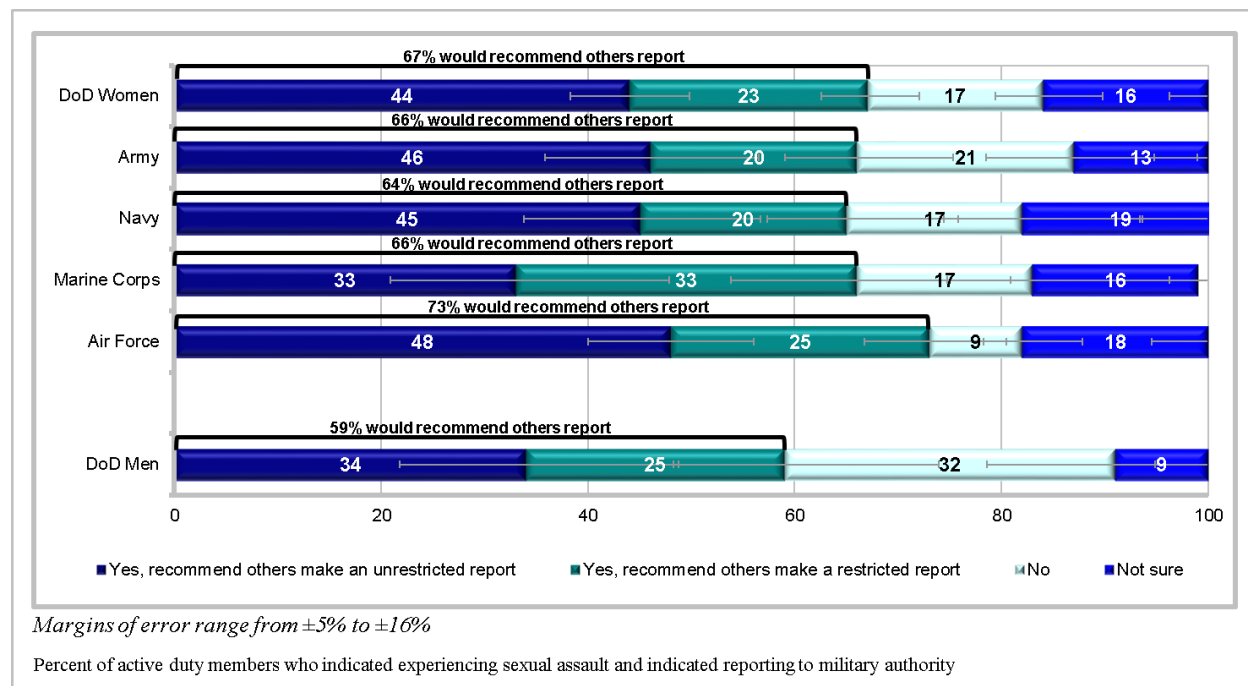
Members were asked to indicate whether they would recommend others report their sexual assault based on their overall experience with reporting and the services available. Results are not reportable for Coast Guard women and Coast Guard men.

### DoD

As shown in Figure 77, a little more than two-thirds (67%) of women and more than a half (59%) of DoD men indicated they **would recommend others report sexual assault**. Specifically, less than half (44%) of DoD women and more than one-third (34%) of DoD men **would recommend others make an unrestricted report**, and a little less than one-quarter (23%) of women and one-quarter (25%) of men **would recommend others make a restricted report**. Seventeen percent of women and a little less than one-third (32%) of men **would not recommend others report a sexual assault if they were to experience it**, whereas 16% of women and 9% of men were **not sure if they would recommend others report**. In 2016, Air Force women (9%) were *less likely* than women in the others Services **to not recommend others report a sexual assault**.

**Figure 77.**

***Recommend Others Report Sexual Assault Based on Experience With Reporting for DoD (Q140)***



## Reasons for Reporting the One Situation

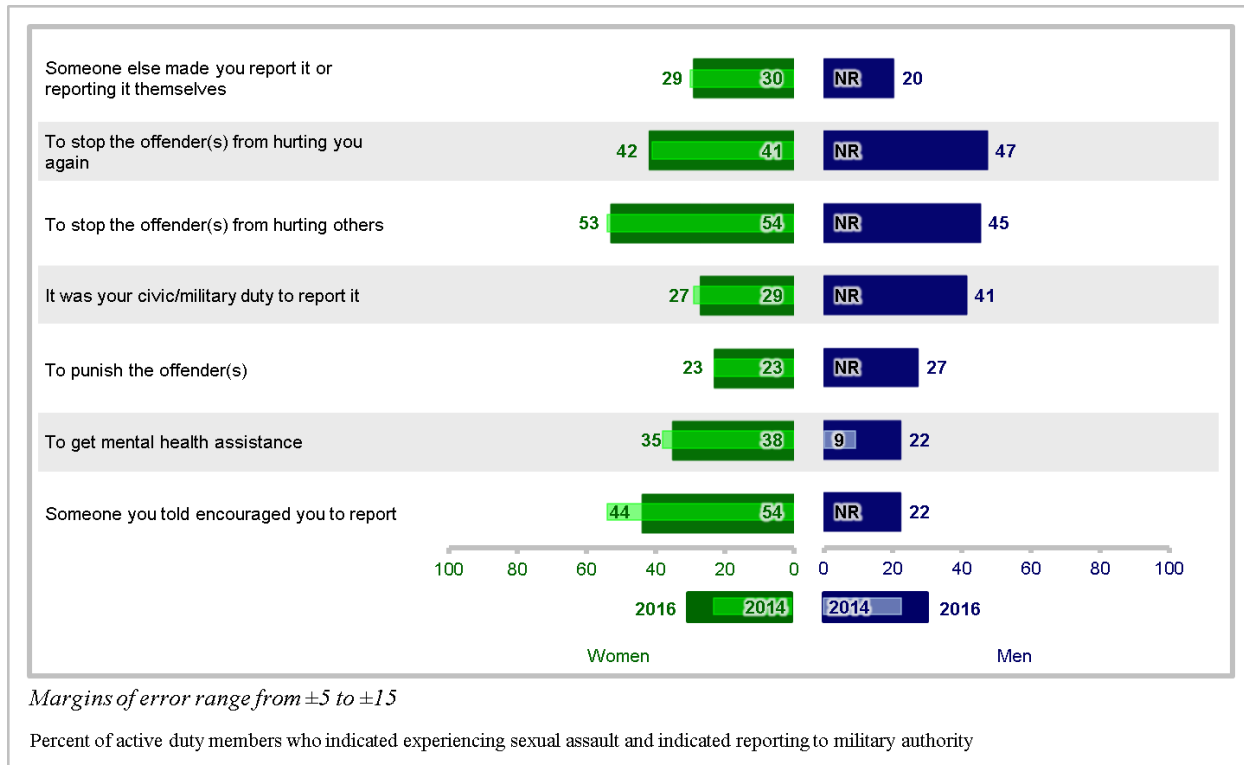
Active duty members who indicated experiencing sexual assault in the past 12 months and who officially reported the unwanted event were asked to indicate why they chose to report it. Members were asked to mark all applicable options from the list of reasons for reporting. Results are not available for Coast Guard women and Coast Guard men.

### DoD

The top seven (out of 11) reasons for reporting the one situation are provided in Figure 78 and the top three are discussed here. Of the 31% of DoD women who reported to the military, the top reason for reporting the unwanted event was [to stop the offender from hurting others](#) (53%). Less than half (44%) indicated they reported because [someone they told encouraged them to report](#), and 42% reported [to stop the offender\(s\) from hurting them again](#).

Of the 15% of DoD men who reported to the military, a little less than half (47%) indicated the top reason for reporting the event to a military authority was [to stop the offender\(s\) from hurting them again](#) (Figure 78). A little less than half (45%) indicated they reported [to stop the offender\(s\) from hurting others](#), and 41% indicated reporting because [it was their civic or military duty to report it](#).

**Figure 78.**  
***Reasons for Reporting the One Situation for DoD (Q139)***



In 2016, Navy women (20%) were *less likely* than women in the other Services to indicate they reported because *someone else made them report it or reported it themselves* (Table 20). Marine Corps women (20%) were *less likely* than women in the other Services to indicate they reported *to stop the offender(s) from hurting them again* and because *it was their civic or military duty to report it* (10%). Army women (21%) were *more likely* than women in the other Services to indicate they reported *to document the incident to get help or benefits from the Department of Veterans Affairs*. Compared to 2014, the percentage of women who indicated they reported because *someone they told encouraged them to report* showed a statistically significant *decrease* in 2016 for Marine Corps women (37 percentage points). Reasons for reporting the one situation are not reportable for DoD men by Service.

**Table 20.**  
**Reasons for Reporting the One Situation for DoD Women (Q139)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
				Higher Response	Lower Response	
Someone else made you report it or reporting it themselves	2016	29	30	20	42	34
	2014	30	28	35	25	30
To stop the offender(s) from hurting you again	2016	42	47	46	20	43
	2014	41	46	37	37	35
To stop the offender(s) from hurting others	2016	53	55	54	42	57
	2014	54	56	52	NR	56
It was your civic/military duty to report it	2016	27	32	27	10	29
	2014	29	36	23	18	28
To punish the offender (s)	2016	23	23	25	21	18
	2014	23	26	20	26	18
To discourage other potential offenders	2016	21	19	29	15	19
	2014	19	21	17	19	19
To get medical assistance	2016	20	20	22	19	21
	2014	28	29	31	25	21
To get mental health assistance	2016	35	39	32	42	29
	2014	38	43	33	NR	30
To stop rumors	2016	10	11	11	6	7
	2014	12	13	8	24	10
Someone you told encouraged you to report	2016	44	50	40	37↓	43
	2014	54	55	44	74	56
To document the incident to get help/benefits from Department of Veterans Affairs (VA)	2016	14	21	9	10	11
	2014	14	13	17	8	12
Margins of Error		±5–6	±7–12	±8–15	±10–18	±6–9

Percent of active duty women who indicated experiencing sexual assault and indicated reporting to military authority

## Reasons for Not Reporting the One Situation

Active duty members who did not report the unwanted event to the military were asked to indicate why they chose not to report. Responders were asked to mark all applicable reasons for not reporting.

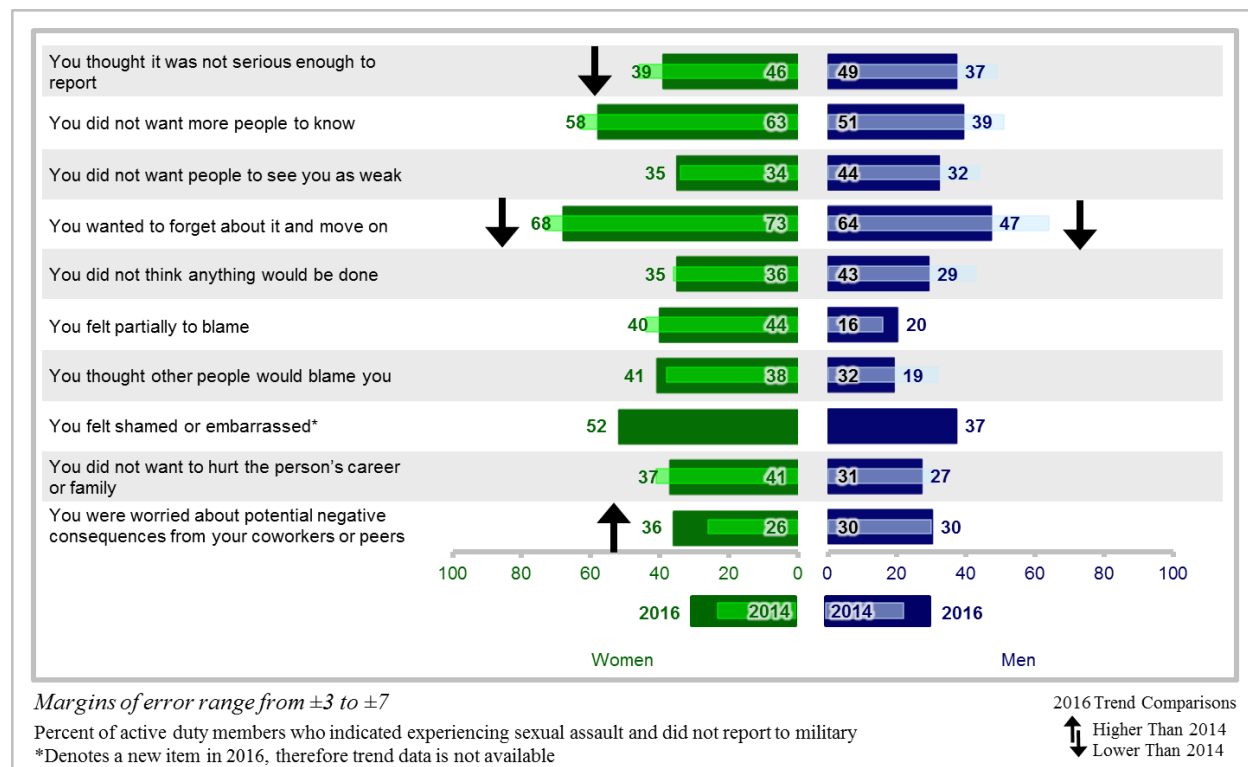
### DoD

Figure 79 shows the top 10 reasons for not reporting the one situation with the biggest effect for DoD members. A little more than two-thirds (68%) of DoD women and a little less than half (47%) of DoD men indicated their top reason for not reporting was because they *wanted to forget about it and move on*. This represents a statistically significant *decrease* for both DoD women (5 percentage points) and DoD men (17 percentage points) compared to 2014. More than half (58%) of women and more than one-third (39%) of men indicated they *did not want more people to know*, and a little more than half (52%) of women and more than one-third (37%) of men *felt*

shamed or embarrassed. Compared to 2014, the percentage of women who indicated they did not report because *they thought it was not serious enough to report* showed a statistically significant *decrease* of 7 percentage points in 2016. The percentage of women who indicated they did not report because *they were worried about potential negative consequences from their coworkers or peers* showed a statistically significant *increase* compared to 2014 (10 percentage points).

**Figure 79.**

***Top 10 Reasons for Not Reporting the One Situation for DoD (Q141)***



In 2016, Air Force women were generally *less likely* than women in the other Services to indicate reasons for not reporting the one situation (Table 21). For example, Air Force women (24%) were *less likely* to indicate they did not report because they *thought it would hurt their career*, whereas Navy women (45%) were *more likely* than women in the other Services. Air Force women (25%) were *less likely* than women in the other Services to indicate they *did not think anything would be done*, whereas Navy women (42%) were *more likely*. Women in the Air Force (23%) were also *less likely* than women in the other Services to indicate they did not report because they *did not trust the process would be fair*, whereas Navy women (38%) were *more likely*. Navy women (28%) were *more likely* than women in the other Services to indicate the reason they did not report the one situation was because they *thought it might hurt their performance evaluation/fitness report*, whereas Air Force (13%) and Marine Corps women (12%) were *less likely*.

As shown in Table 21, the percentage of DoD women who indicated they did not report because [they took other actions to handle the situation](#) showed a statistically significant *decrease* in 2016 compared to 2014 (8 percentage points). The percentage of women who indicated they [took other actions to handle the situation](#) also showed a statistically significant *decrease* in 2016 for Army women (10 percentage points) and Marine Corps women (16 percentage points).

The percentage of Navy women who indicated they did not report the one situation because [they did not think they would be believed](#) showed a statistically significant *increase* in 2016 (14 percentage points). Additionally, percentages for Navy women showed statistically significant *increases* compared to 2014 for indicating they did not report because [they were worried about potential negative consequences from their supervisor or someone in their chain of command](#) (15 percentage points) and [they were worried about potential negative consequences from their coworkers or peers](#) (18 percentage points).

Compared to 2014, the percentage of Air Force women who indicated [they did not think it was serious enough to report](#) (9 percentage points) and [they did not think anything would be done](#) (8 percentage points) showed a statistically significant *decrease* in 2016. Conversely, the percentage of Air Force women who indicated [they were worried about potential negative consequences from their supervisor or someone in their chain of command](#) showed a statistically significant *increase* in 2016 (both 6 percentage points).

**Table 21.*****Reasons for Not Reporting the One Situation for DoD Women (Q141)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
		Higher Response		Lower Response		
You thought it was not serious enough to report	2016	39↓	34	39	44	45↓
	2014	46	39	49	48	54
You did not want more people to know	2016	58	56	60	68	53
	2014	63	65	61	68	58
You did not want people to see you as weak	2016	35	34	40	43	25
	2014	34	36	34	45	25
You wanted to forget about it and move on	2016	68↓	65	69	77	66
	2014	73	73	77	71	69
You did not think your report would be kept confidential	2016	31	34	35	25	22
	2014	28	31	28	28	24
You did not think anything would be done	2016	35	34	42	29	25↓
	2014	36	38	36	33	33
You did not think you would be believed	2016	32↑	30	37↑	31	26
	2014	25	31	23	24	21
You did not trust the process would be fair	2016	31	30	38	27	23
	2014	30	34	30	29	24
You felt partially to blame	2016	40	40	37	47	43
	2014	44	43	43	51	41
You thought other people would blame you	2016	41	39	45	48	34
	2014	38	38	38	44	35
You thought you might get in trouble for something you did	2016	20	23	23	23	10
	2014	18	20	18	23	10
You thought you might be labeled as a troublemaker	2016	30	31	36	25	21
	2014	30	35	29	34	22
You felt shamed or embarrassed*	2016	52	50	54	63	46
	2014	NA	NA	NA	NA	NA
You were concerned for your physical safety*	2016	13	14	17	7	7
	2014	NA	NA	NA	NA	NA
You or the other person(s) who did it knew the person you would report the event to*	2016	7	6	10	5	3
	2014	NA	NA	NA	NA	NA
You thought it might hurt your performance evaluation/fitness report	2016	20	17	28	12	13
	2014	21	24	22	20	14
You thought it might hurt your career	2016	36	38	45	28	24
	2014	36	43	35	29	31
You did not want to hurt the person's career or family	2016	37	31	41	39	37
	2014	41	38	42	45	40
You were worried about potential negative consequences from the person(s) who did it	2016	31	32	32	36	28
	2014	31	34	29	31	29

Table 21. (continued)

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
		Higher Response		Lower Response		
You were worried about potential negative consequences from supervisor/someone in chain of command	2016	27 ↑	28	31 ↑	20	19 ↑
	2014	17	21	16	20	13
You were worried about potential negative consequences from your coworkers or peers	2016	36 ↑	36	44 ↑	29	26
	2014	26	27	26	28	23
You took other actions to handle the situation	2016	28 ↓	28 ↓	29	20 ↓	32
	2014	36	38	34	36	36
Margins of Error		±3-4	±4-7	±6-8	±6-11	±3-6

Percent of active duty women who indicated experiencing sexual assault and did not report to military

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

As shown in Table 22, in 2016, Air Force men were *less likely* than men in the other Services to indicate they did not report sexual assault for many of the reasons listed. For example, Air Force men were *less likely* than men in the other Services to indicate they did not report the one situation because *they did not want people to see them as weak* (15%), *they did not think their report would be kept confidential* (10%), and *they did not think anything would be done* (12%). In 2016, Army men were *more likely* than men in the other Services to indicate they did not report because *they did not want to hurt their career* (34%), whereas Air Force men were *less likely* (13%).

Compared to 2014, the percentage of Army men who indicated *they wanted to forget about it and move on* showed a statistically significant *decrease* in 2016 (23 percentage points). The percentage of DoD men who indicated *they took other actions to handle the situation* showed a statistically significant *decrease* in 2016 (15 percentage points).



**Table 22.*****Reasons for Not Reporting the One Situation for DoD Men (Q141)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
		Higher Response		Lower Response		
You thought it was not serious enough to report	2016	37	35	36	37	45
	2014	49	54	NR	NR	58
You did not want more people to know	2016	39	36	45	37	32
	2014	51	39	NR	NR	40
You did not want people to see you as weak	2016	32	30	39	34	15
	2014	44	NR	NR	NR	33
You wanted to forget about it and move on	2016	47 ↓	48 ↓	46	NR	37
	2014	64	71	NR	NR	NR
You did not think your report would be kept confidential	2016	25	33	25	18	10
	2014	33	NR	NR	NR	25
You did not think anything would be done	2016	29	30	33	32	12
	2014	43	46	NR	NR	31
You did not think you would be believed	2016	27	25	31	28	17
	2014	26	NR	NR	NR	27
You did not trust the process would be fair	2016	30	29	38	27	12
	2014	34	NR	NR	NR	22
You felt partially to blame	2016	20	26	19	13	17
	2014	16	25	14	4	18
You thought other people would blame you	2016	19	19	26	NR	6
	2014	32	27	NR	NR	22
You thought you might get in trouble for something you did	2016	14	17	11	17	15
	2014	18	NR	14	NR	7
You thought you might be labeled as a troublemaker	2016	20	22	20	22	14
	2014	25	28	NR	NR	15
You felt shamed or embarrassed*	2016	37	43	36	33	26
	2014	NA	NA	NA	NA	NA
You were concerned for your physical safety*	2016	7	8	7	12	2
	2014	NA	NA	NA	NA	NA
You or the other person(s) who did it knew the person you would report the event to*	2016	7	6	8	10	5
	2014	NA	NA	NA	NA	NA
You thought it might hurt your performance evaluation/fitness report	2016	20	24	22	17	13
	2014	25	27	NR	NR	23
You thought it might hurt your career	2016	24	34	20	NR	13
	2014	38	48	NR	NR	35
You did not want to hurt the person's career or family	2016	27	24	33	28	18
	2014	31	30	NR	NR	21

**Table 22. (continued)**

<b>2016 Trend Comparisons</b> ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
		<div></div> Higher Response <div></div> Lower Response				
You were worried about potential negative consequences from the person(s) who did it	2016	21	25	22	21	9
	2014	34	NR	NR	NR	21
You were worried about potential negative consequences from supervisor/someone in chain of command	2016	26	31	32	16	7
	2014	27	NR	NR	NR	13
You were worried about potential negative consequences from your coworkers or peers	2016	30	35	29	28	21
	2014	30	41	NR	NR	13
You took other actions to handle the situation	2016	25↓	25	24	24	31
	2014	40	44	NR	NR	NR
Margins of Error		±5–13	±6–18	±9–13	±10–18	±8–18

Percent of active duty men who indicated experiencing sexual assault and did not report to military

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

## Coast Guard

Table 23 displays reasons why Coast Guard members did not report the one situation of sexual assault and the top three reasons are explained here. Of the Coast Guard women who did not report to the military, the majority (70%) indicated the reason for not reporting was because **they did not want more people to know**. A little more than two-thirds (68%) indicated the reason for not reporting was because **they wanted to forget about it and move on**, and a little less than two-thirds (64%) indicated **they felt shamed or embarrassed**. There were no significant differences between 2014 and 2016 for Coast Guard women on reasons for not reporting sexual assault.

Of the Coast Guard men who did not report the one situation to the military, a little less than one-third indicated the reasons for not reporting were **they thought it was not serious enough to report** (32%), **they did not think anything would be done** (31%), and more than one-quarter (29%) indicated they didn't report because **they felt shamed or embarrassed**.<sup>38</sup>

Compared to 2014, the percentage of those who indicated they **did not want more people to know** showed a statistically significant *increase* in 2016 for Coast Guard men (17 percentage points). Compared to 2014, the percentage of those who indicated they **did not want to hurt the person's career or family** showed a statistically significant *increase* in 2016 for Coast Guard men (16 percentage points).

<sup>38</sup> Caution should be taken when analyzing reasons for not reporting for Coast Guard men due to high margins of error.

**Table 23.**  
***Reasons for Not Reporting the One Situation for Coast Guard (Q141)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Survey Year	Women	Men
You thought it was not serious enough to report	2016	45	32	
	2014	54	NR	
You did not want more people to know	2016	70	17 ↑	
	2014	69	<1	
You did not want people to see you as weak	2016	38	23	
	2014	35	NR	
You wanted to forget about it and move on	2016	68	NR	
	2014	81	NR	
You did not think your report would be kept confidential	2016	22	NR	
	2014	40	<1	
You did not think anything would be done	2016	31	31	
	2014	43	NR	
You did not think you would be believed	2016	29	NR	
	2014	27	NR	
You did not trust the process would be fair	2016	24	17	
	2014	35	NR	
You felt partially to blame	2016	51	NR	
	2014	45	<1	
You thought other people would blame you	2016	40	12	
	2014	59	<1	
You thought you might get in trouble for something you did	2016	24	NR	
	2014	18	<1	
You thought you might be labeled as a troublemaker	2016	32	26	
	2014	44	NR	
You felt shamed or embarrassed*	2016	64	29	
	2014	NA	NA	
You were concerned for your physical safety*	2016	3	4	
	2014	NA	NA	
You or the other person(s) who did it knew the person you would report the event to*	2016	3	NR	
	2014	NA	NA	
You thought it might hurt your performance evaluation/fitness report	2016	24	11	
	2014	21	NR	
You thought it might hurt your career	2016	25	NR	
	2014	33	NR	
You did not want to hurt the person’s career or family	2016	46	16 ↑	
	2014	52	<1	
You were worried about potential negative consequences from the person(s) who did it	2016	29	7	
	2014	35	NR	
You were worried about potential negative consequences from supervisor/someone in chain of command	2016	23	12	
	2014	18	NR	
You were worried about potential negative consequences from your coworkers or peers	2016	31	25	
	2014	44	NR	
You took other actions to handle the situation	2016	42	14	
	2014	44	NR	
Margins of Error		±7–13	±10–18	

Percent of Coast Guard members who indicated experiencing sexual assault and did not report to military

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

## In Retrospect, Would Members Make the Same Decision About Reporting

Regardless of whether or not an active duty member indicated reporting or not reporting the unwanted event, members were asked if they would make the same decision about reporting if they could do it over again.

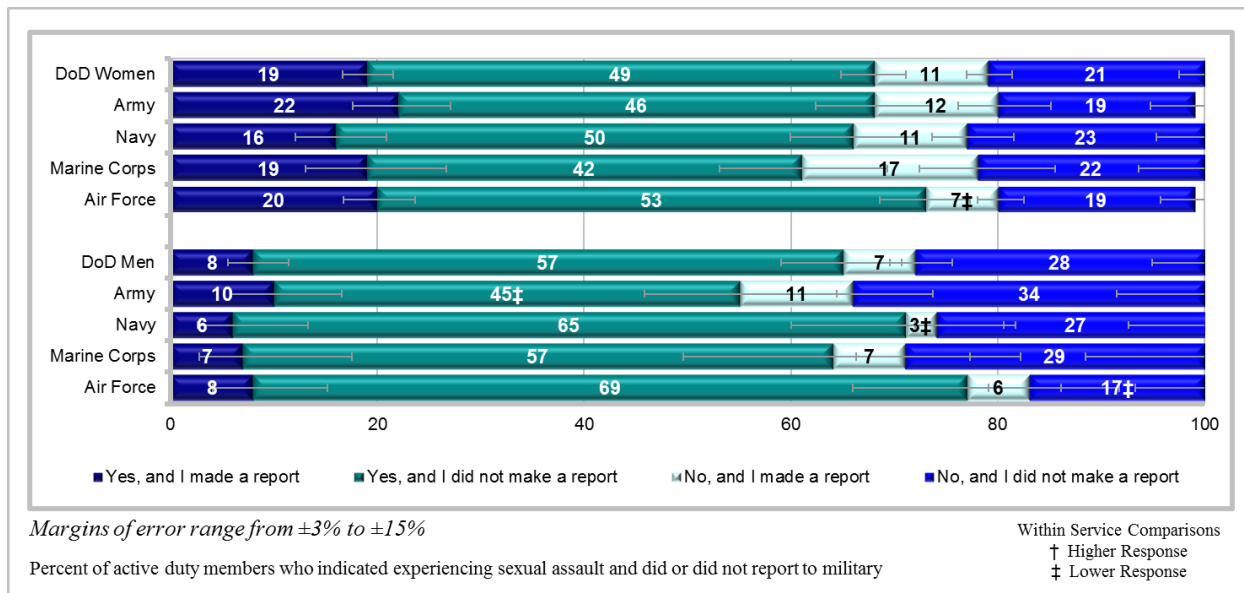
### DoD

Of the 31% of DoD women and 15% of DoD men who indicated they reported sexual assault to the military, a little less than one-fifth (19%) of DoD women and 8% of DoD men who reported to the military indicated they would [make the same decision to report again](#), whereas a little more than one-tenth (11%) of DoD women and fewer (7%) DoD men [who reported to the military would not make the same decision again](#) (Figure 80). Of the 69% of DoD women and 85% of DoD men who did not report sexual assault to the military, a little less than half (49%) of women and more than half (57%) of men would [make the same decision to not report again](#), whereas 21% of women and 28% of men who [did not report to the military would report if they could do it over](#).

In 2016, Air Force women (7%) were *less likely* than women in the other Services to indicate [they reported to the military but would not make the same decision again](#) (Figure 80). Men in the Army (45%) were *less likely* than men in the other Services to [make the same decision to not report again](#). Navy men (3%) were *less likely* than men in the other Services to indicate they [reported to the military but would not make the same decision again](#). Finally, Air Force men (17%) were *less likely* than men in the other Services to indicate they [did not report to the military but would report if they could do it over](#).

**Figure 80.**

*In Retrospect, Would Members Make the Same Decision About Reporting for DoD (Q129, Q142)*

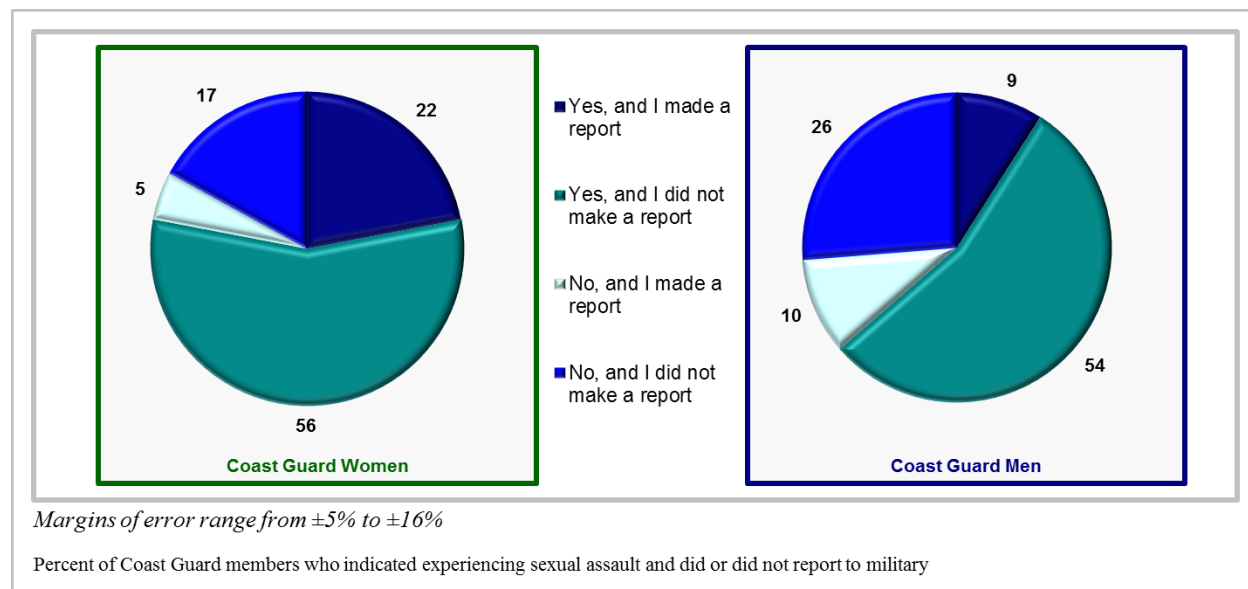


## Coast Guard

As shown in Figure 81, of the 28% of Coast Guard women and 19% of Coast Guard men who reported sexual assault to the military, a little more than one-fifth (22%) of Coast Guard women and fewer (9%) Coast Guard men indicated they [would make the same decision to report, whereas fewer \(5%\) women and 10% of men who would not make the same decision to report again](#). Of the 72% of Coast Guard women and 81% of Coast Guard men who did not report sexual assault, more than half (56%) of women and a little more than half (54%) of men would [make the same decision to not report again](#), whereas 17% of women and 26% of men who [did not report to the military would report if they could do it over](#).

**Figure 81.**

*In Retrospect, Would Members Make the Same Decision About Reporting for Coast Guard (Q129, Q142)*



## Negative Outcomes Associated With Reporting the One Situation of Sexual Assault

The last section in this chapter provides details on negative outcomes associated with reporting sexual assault including the estimated rates and experiences of perceived professional reprisal, perceived ostracism, and perceived maltreatment, including “roll-up” rates of perceived ostracism and/or maltreatment and perceived professional reprisal, ostracism, and/or maltreatment. This section also addresses issues of perceived ostracism and/or maltreatment involving social media, information about whether or not a complaint was discussed and/or filed as a result of actions, and the relationship between those who took actions and the alleged perpetrator(s) identified in the report of sexual assault. Results for rates of perceived reprisal, ostracism, and/or maltreatment will be presented for total DoD and DoD by gender. The remaining questions on the experiences of negative outcomes will be shown only for DoD women. Results for DoD men, DoD Service by gender, and Coast Guard breakouts are unavailable due to data being not reportable and/or due to large margins of error.

### Perceived Professional Reprisal

The overall rate of perceived professional reprisal, along with information on the individual(s) who took actions, if the experience(s) was (were) perceived as harmful to the member’s career, and participation in reporting of the sexual assault as a result of these actions are all discussed in greater detail in this section.

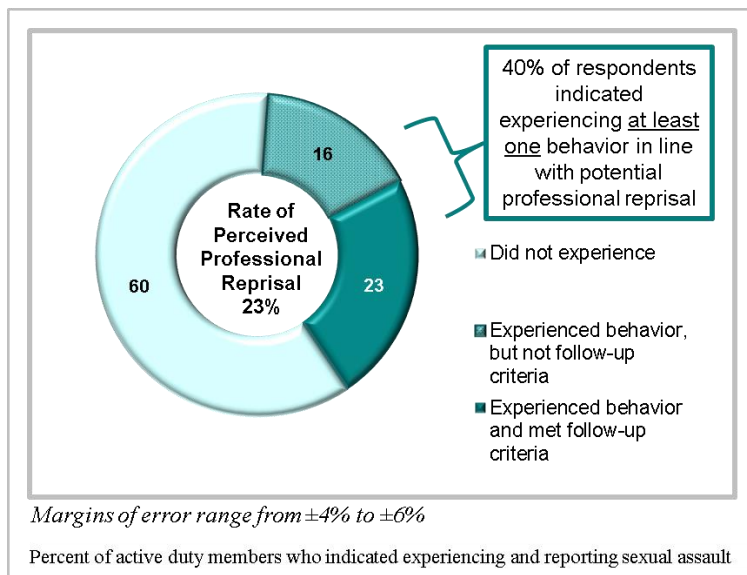
### Rate of Perceived Professional Reprisal

The rate of perceived professional reprisal is a summary measure reflecting whether respondents indicated experiencing unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault (not based on conduct or performance) and experienced additional motivating factors for an investigation to occur (e.g., believed leadership took these actions for a specific set of reasons).

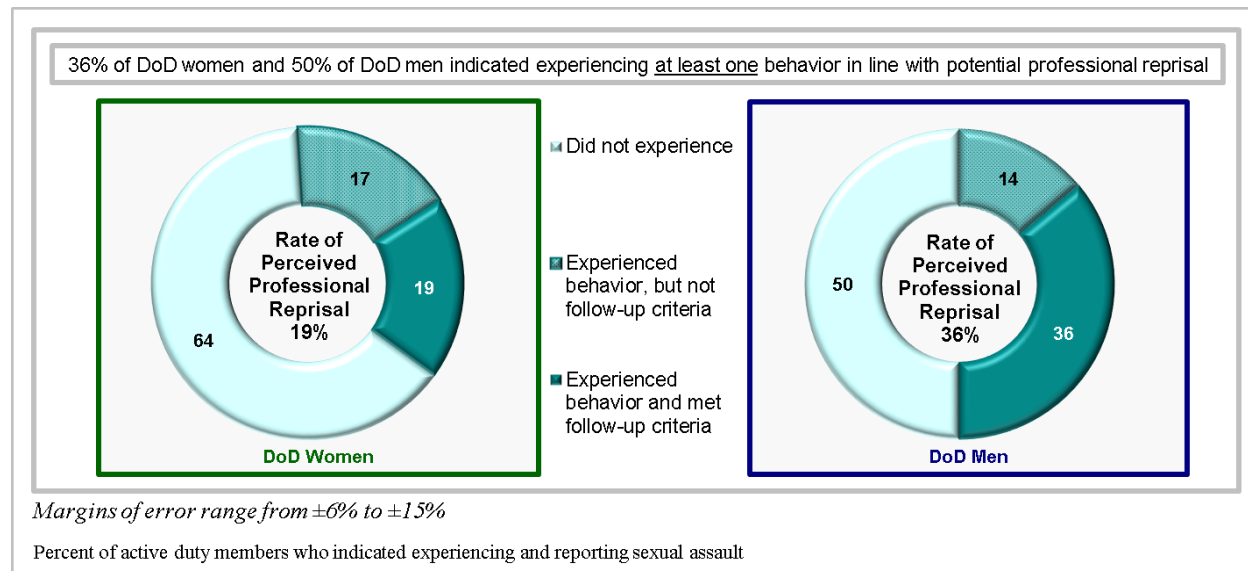
In 2016, 40% of DoD active duty members indicated experiencing [at least one behavior in line with potential professional reprisal](#), of which, a little less than one-quarter (23%) of indicated experiencing [perceived professional reprisal](#) as a result of reporting sexual assault (Figure 82).

**Figure 82.**

*Rate of Perceived Professional Reprisal for Total DoD (Q143–Q145)*



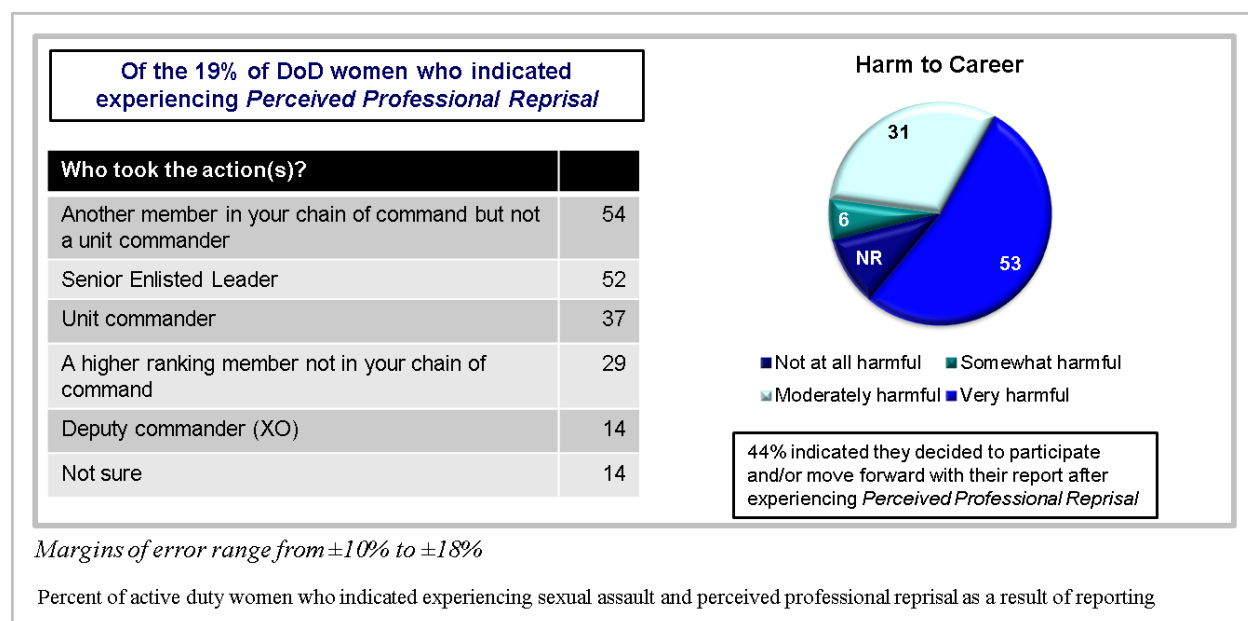
A little more than one-third (36%) of DoD women and half (50%) of DoD men indicated experiencing [at least one behavior in line with potential professional reprisal](#), of which, a little less than one-fifth (19%) of women and more than one-third (36%) of men indicated experiencing [perceived professional reprisal](#) (Figure 83).

**Figure 83.*****Rate of Perceived Professional Reprisal for DoD by Gender (Q143–Q145)******Findings From Perceived Professional Reprisal***

After indicating the experienced behaviors were in line with perceived professional reprisal, members were asked to indicate all applicable individuals who took the actions. They were also asked to indicate how harmful these experiences would be to their career and whether they decided to participate or move forward with their report of sexual assault as a result of the actions taken against them (perceived professional reprisal).

As shown in Figure 84, over half (54%) of DoD women indicated the person who took these actions was *another member in their chain of command (but not their unit commander)*, whereas 52% indicated it was *their senior enlisted leader* who took the actions, and 37% indicated *their unit commander* took the actions. More than half of women (53%) indicated the behaviors taken by their leadership were *very harmful to their career*, a little less than one-third (31%) indicated the behaviors were *moderately harmful to their career*, and 6% indicated the behaviors were *somewhat harmful to their career*. After indicating they experienced perceived professional reprisal as a result of reporting sexual assault, 44% of women indicated they *decided to participate and/or move forward with their report of sexual assault*.



**Figure 84.*****Findings From Perceived Professional Reprisal for DoD Women (Q146–Q148)*****Perceived Ostracism**

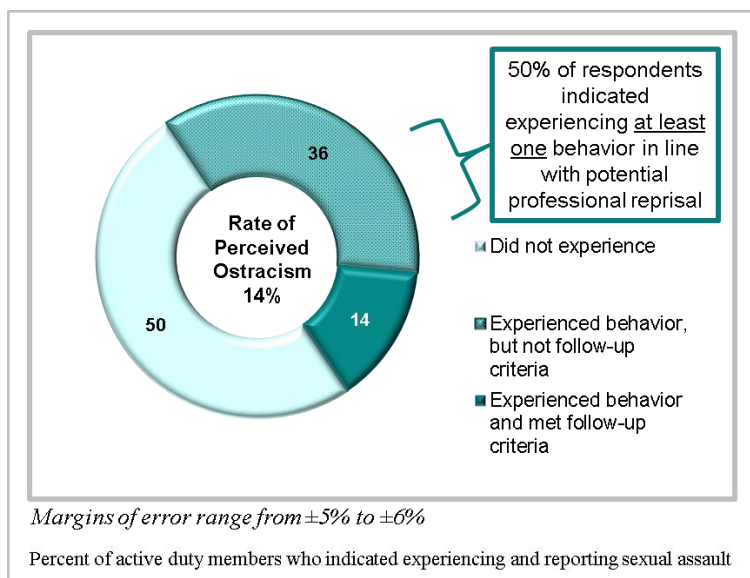
The overall rate of perceived ostracism, individual(s) is provided in this section, along with who took the actions, and whether the member participated and/or moved forward with their report of sexual assault as a result of these actions.

***Rate of Perceived Ostracism***

The rate of perceived ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and experienced additional motivating factors for an investigation to occur.

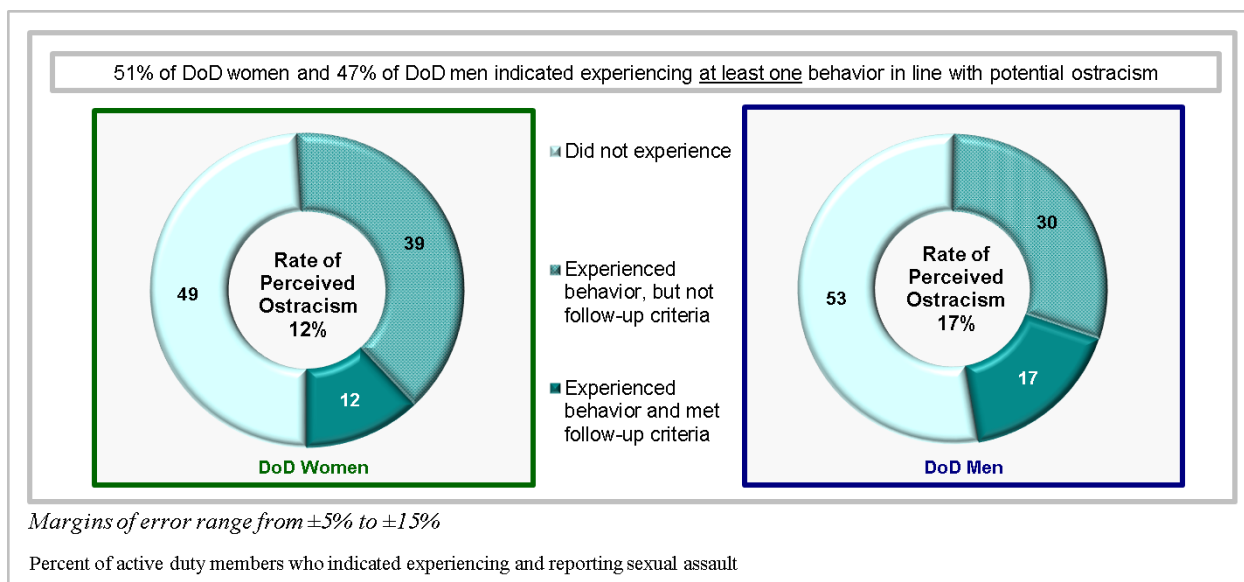
As shown in Figure 85, half (50%) of DoD active duty members indicated experiencing **at least one behavior in line with potential ostracism**, of which, 14% of DoD members met the criteria for inclusion in the estimated overall rate of **perceived ostracism**.

**Figure 85.**  
**Rate of Perceived Ostracism for Total DoD (Q149–Q151)**



A little more than half (51%) of DoD women and a little less than half (47%) of DoD men indicated experiencing at least one behavior in line with potential ostracism, with 12% of women and 17% of men indicating experiencing perceived ostracism (Figure 86).

**Figure 86.**  
**Rate of Perceived Ostracism for DoD by Gender (Q149–Q151)**



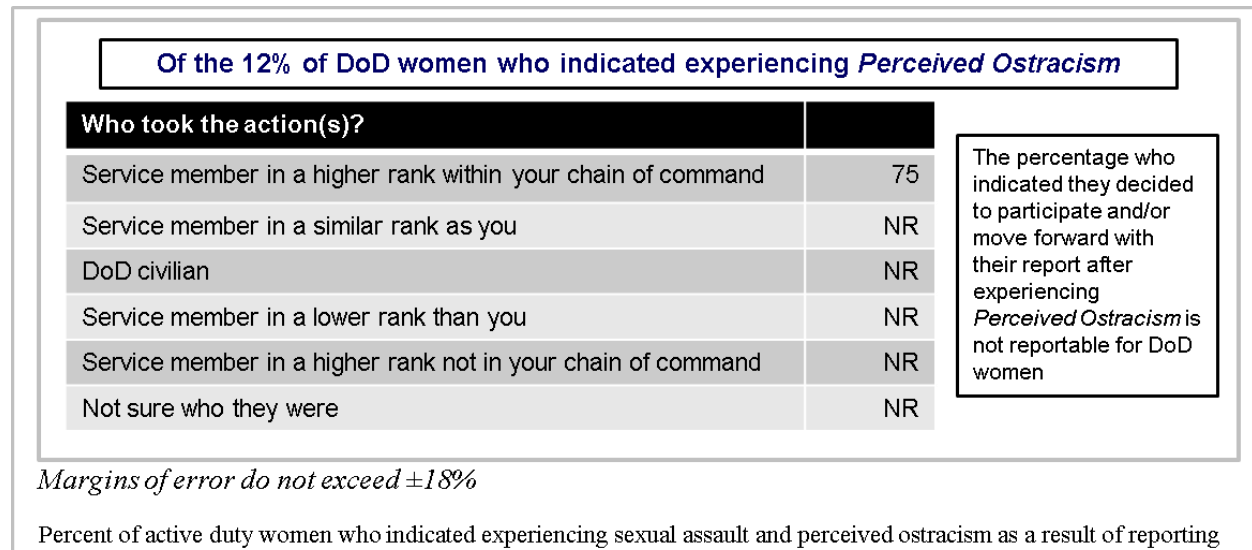
### Findings From Perceived Ostracism

After indicating they experienced behaviors in line with perceived ostracism, members were asked to indicate all applicable individuals who took the actions. Members were also asked if they decided to participate or move forward with their report of sexual assault as a result of the actions taken against them (perceived ostracism).

As shown in Figure 87, three-quarters (75%) of DoD women indicated the person who took the actions was a **Service member in a higher rank in their chain of command**. Results for deciding whether to participate or move forward with their report of sexual assault are not reportable for DoD women.

**Figure 87.**

*Findings From Perceived Ostracism for DoD Women (Q152–Q153)*



### Perceived Maltreatment

The overall rate of perceived maltreatment is provided in this section, followed by details on who took the actions, including whether they were in a position of leadership over them, and whether they participated and/or moved forward with their report of the sexual assault as a result of these actions.

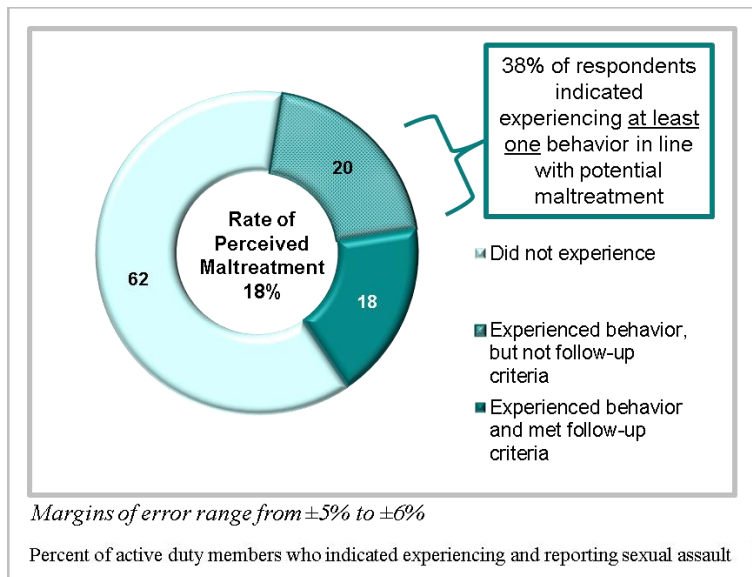
#### Rate of Perceived Maltreatment

The rate of perceived maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers. These behaviors must have occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm and experienced additional motivating factors for an investigation to occur.

As shown in Figure 88, more than one-third (38%) of DoD members indicated experiencing **at least one behavior in line with potential maltreatment**, of which, a little less than one-fifth (18%) indicated experiencing **perceived maltreatment**.

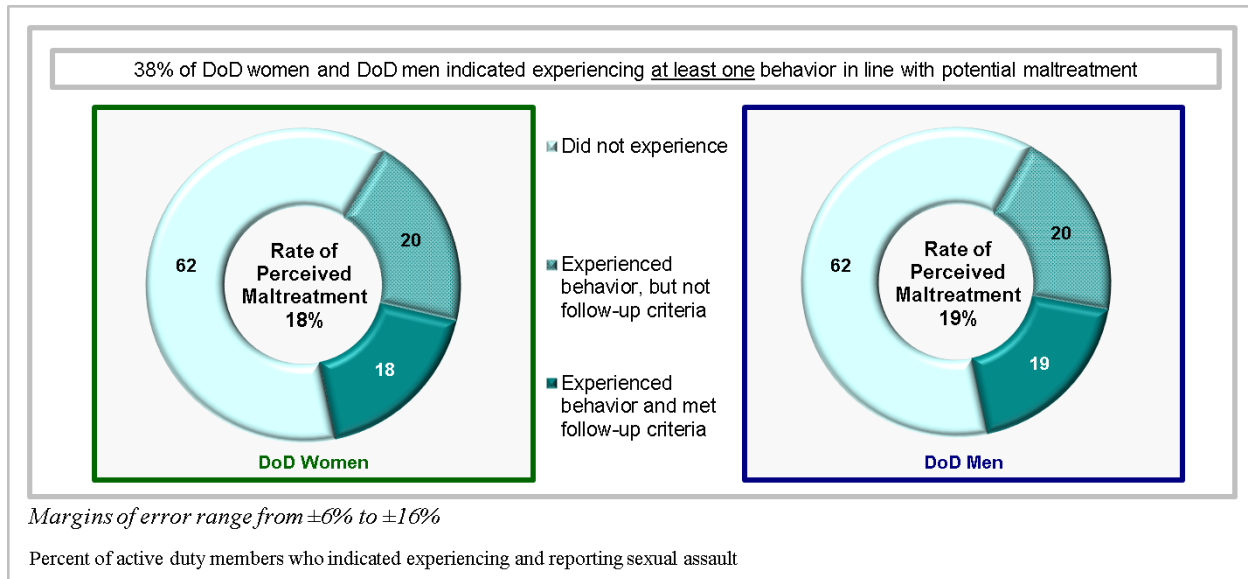
**Figure 88.**

***Rate of Perceived Maltreatment for Total DoD (Q154–Q156)***



More than one-third (38%) of DoD women and men indicated experiencing **at least one behavior in line with potential maltreatment**, of which, 18% of women and 19% of men indicated experiencing **perceived maltreatment** (Figure 89).

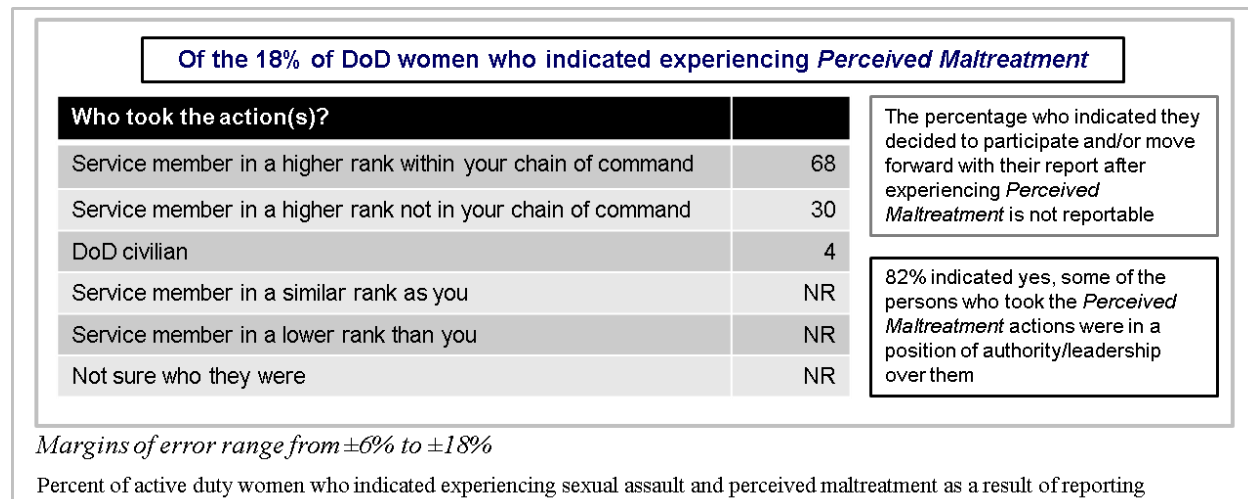
**Figure 89.**  
**Rate of Perceived Maltreatment for DoD (Q154–Q156)**



### Findings From Perceived Maltreatment

After indicating experiencing behaviors in line with perceived maltreatment, members were asked to indicate all applicable individuals who took the actions, along with indicating if they were in a position of authority or leadership over them. Members were also asked if they decided to participate or move forward with their report of sexual assault as a result of the actions taken against them (perceived maltreatment).

As shown in Figure 90, a little more than three-quarters (68%) of DoD women indicated the person who took these actions was a [Service member in a higher rank in their chain of command](#), whereas 30% indicated it was a [Service member in a higher rank not in your chain of command](#). Further, 82% of women indicated the person who took the actions was [in a position of authority or leadership over them](#). The percentage of women who indicated they [decided to participate and/or move forward with their report of sexual assault](#) is not reportable.

**Figure 90.*****Findings from Perceived Maltreatment for DoD Women (Q157–Q159)***

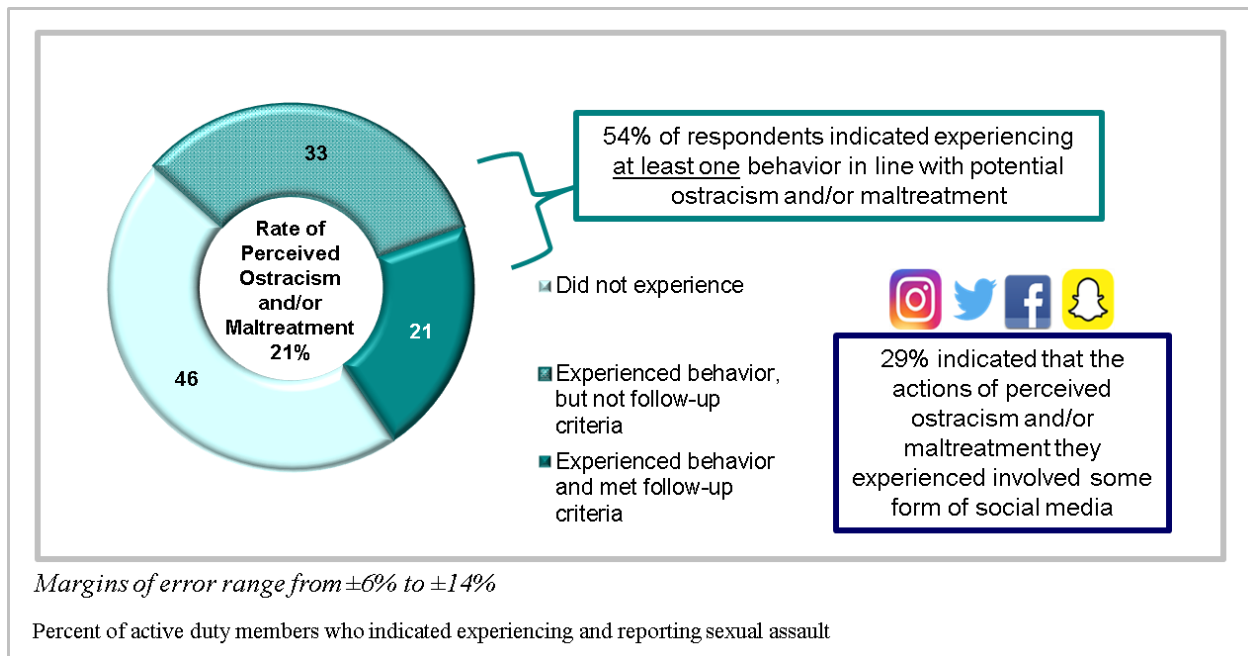
### Rate of Perceived Ostracism and/or Maltreatment

The rate of perceived ostracism and/or maltreatment is an overall measure showing whether members who reported experiencing behaviors or actions by military peers and/or coworkers meet the requirements for inclusion in the rates of perceived ostracism and/or perceived maltreatment. Members who indicated experiencing behavior in line with perceived ostracism and/or maltreatment were also asked if any of the actions they marked involved social media. The survey question provided examples of social media as Facebook, Twitter, Kik, Yik Yak, and Snapchat.

Overall, a little more than half (54%) of DoD members indicated experiencing [at least one behavior in line with potential ostracism and/or maltreatment](#), of which, when combining perceived ostracism and perceived maltreatment into one rate, 21% of DoD members indicated experiencing [perceived ostracism and/or maltreatment](#) (Figure 91). Twenty-nine percent indicated the [actions they experienced involved some form of social media](#).

**Figure 91.**

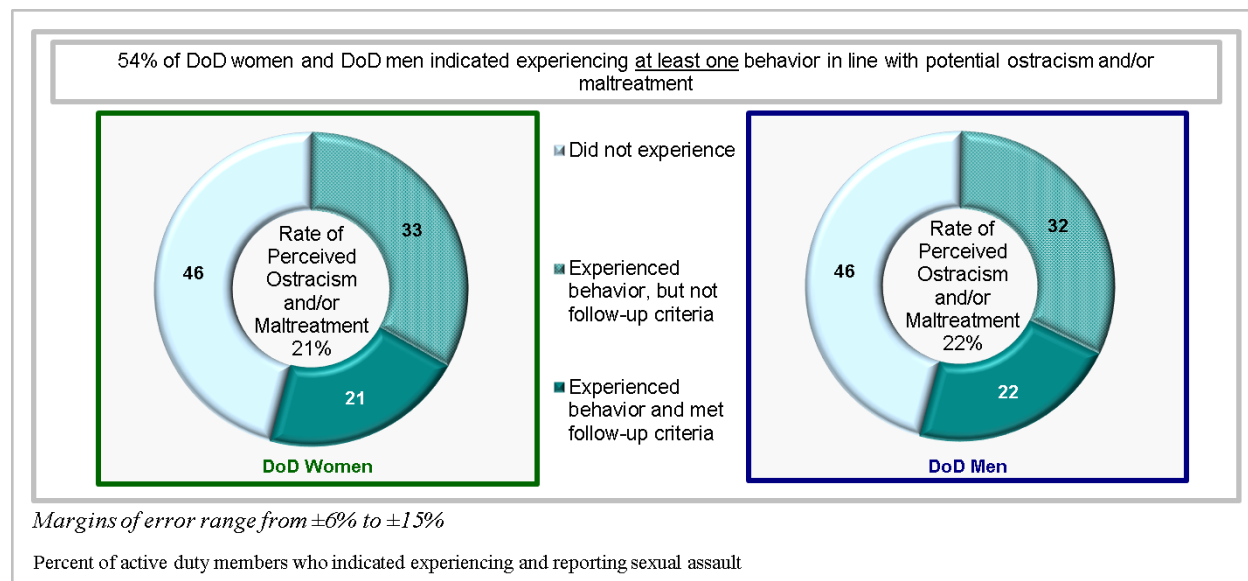
**Rate of Perceived Ostracism and/or Maltreatment for Total DoD (Q149–Q151, Q154–Q156, Q160)**



Overall, a little more than half (54%) of DoD women and DoD men indicated experiencing at least one behavior in line with potential ostracism and/or maltreatment, of which, when combining perceived ostracism and perceived maltreatment into one rate, 21% of women and 22% of men indicated experiencing perceived ostracism and/or maltreatment (Figure 92).

**Figure 92.**

***Rate of Perceived Ostracism and/or Maltreatment for DoD by Gender (Q149–Q151, Q154–Q156)***



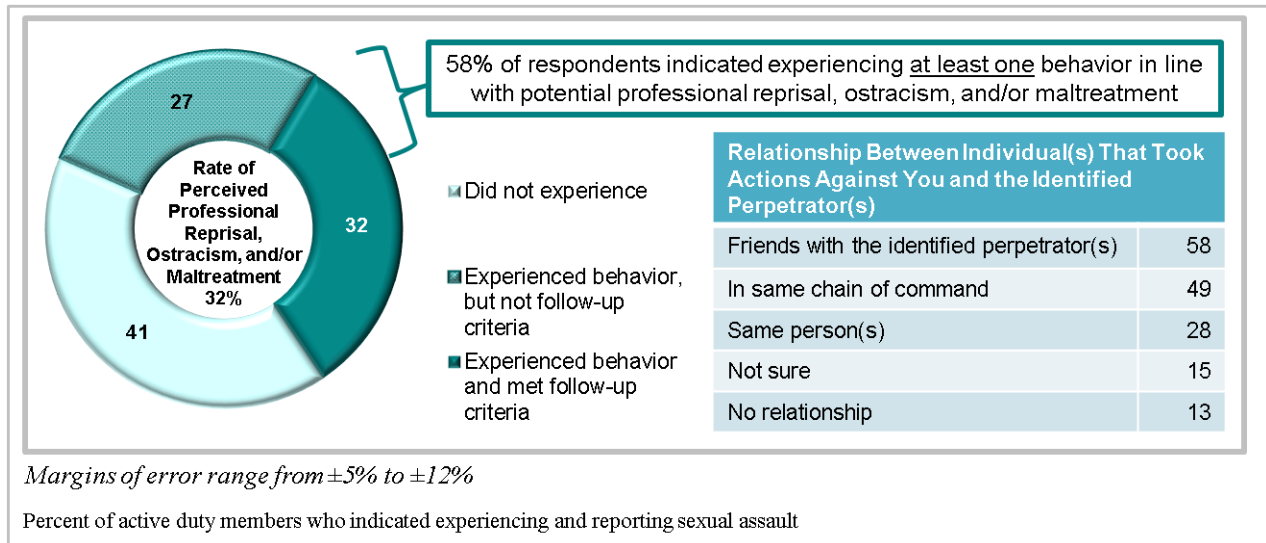
### Rate of Perceived Professional Reprisal, Ostracism, and/or Maltreatment

The rate of perceived professional reprisal, ostracism, and/or maltreatment is an overall measure reflecting whether respondents experienced behaviors in line with any of the three negative outcomes as a result of reporting a sexual assault. As shown in Figure 93, more than half (59%) of DoD members indicated experiencing at least one behavior in line with potential professional reprisal, ostracism, and/or maltreatment, of which, 32% of DoD members met criteria for inclusion in the combined rate of perceived professional reprisal, ostracism, and/or maltreatment. When asked what the relationship was between the individual(s) who took the actions against them and the identified perpetrator(s) in the sexual assault, 58% of DoD members indicated the individual(s) was (were) friends with the identified perpetrator(s), 49% were in the same chain of command, and 28% indicated they were the same person(s).



**Figure 93.**

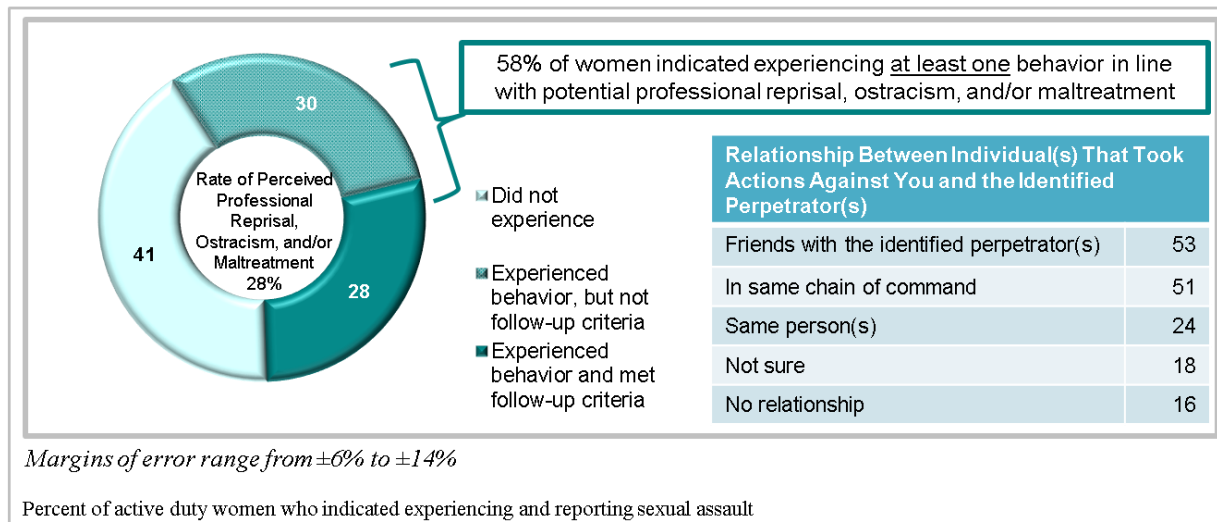
**Rate of Perceived Professional Reprisal, Ostracism, and/or Maltreatment for Total DoD (Q143–Q145, Q149–Q151, Q154–Q156, Q166)**



As shown in Figure 94, more than half (58%) of DoD women indicated experiencing at least one behavior in line with potential professional reprisal, ostracism, and/or maltreatment, of which, 28% of DoD women met criteria for inclusion in the combined rate of perceived professional reprisal, ostracism, and/or maltreatment. When asked what the relationship was between the individual(s) who took the actions against them and the identified perpetrator(s) in the sexual assault, 53% of women indicated the individual(s) was (were) friends with the identified perpetrator(s), 51% were in the same chain of command, and 24% indicated they were the same person(s).

**Figure 94.**

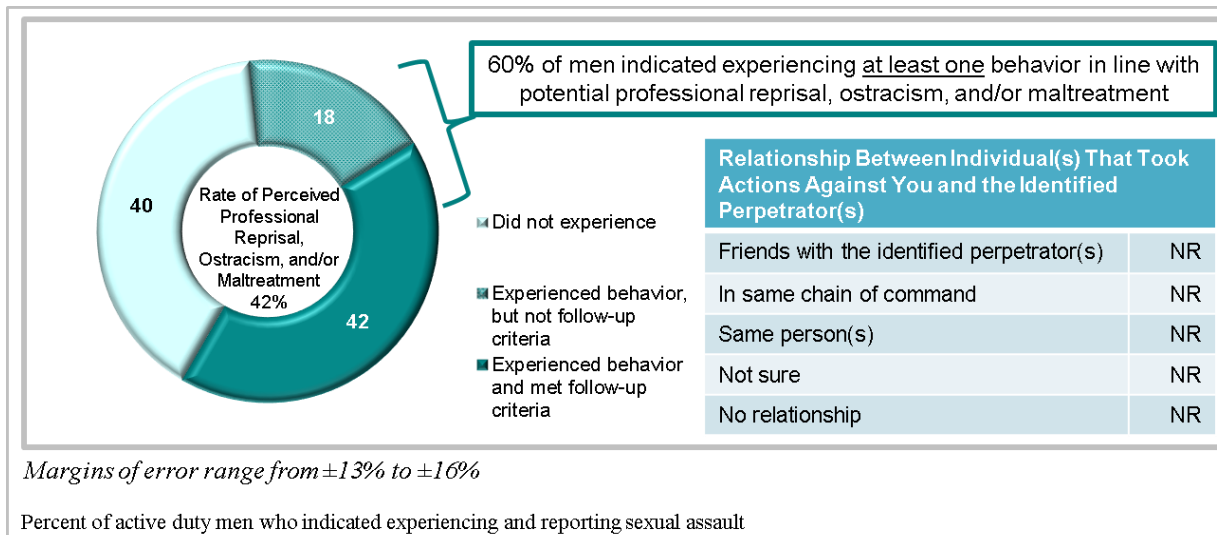
**Rate of Perceived Professional Reprisal, Ostracism, and/or Maltreatment for DoD Women (Q143–Q145, Q149–Q151, Q154–Q156, Q166)**



As shown in Figure 95, more than half (60%) of DoD men indicated experiencing at least one behavior in line with potential professional reprisal, ostracism, and/or maltreatment, of which, 42% of DoD men met criteria for inclusion in the combined rate of perceived professional reprisal, ostracism, and/or maltreatment. Results on the relationship between the individual(s) who took the actions against them and the identified perpetrator(s) in the sexual assault are not reportable for DoD men.

**Figure 95.**

**Rate of Perceived Professional Reprisal, Ostracism, and/or Maltreatment for DoD Men (Q143–Q145, Q149–Q151, Q154–Q156, Q166)**



## Actions Following Negative Behaviors From Leadership or Military Peers, Based on Experiences of Perceived Professional Reprisal, Ostracism, and/or Maltreatment

Members who met the criteria for inclusion in the rate of perceived professional reprisal, ostracism, and/or maltreatment were asked to think about the negative actions they selected that were taken by military coworkers, peers, and/or leadership. Members were asked to indicate who they discussed with/filed a complaint to regarding these actions, along with follow up questions regarding outcomes of the discussions, filing of complaints, and what happened for those who did not file a complaint. Respondents were instructed to mark all appropriate options.

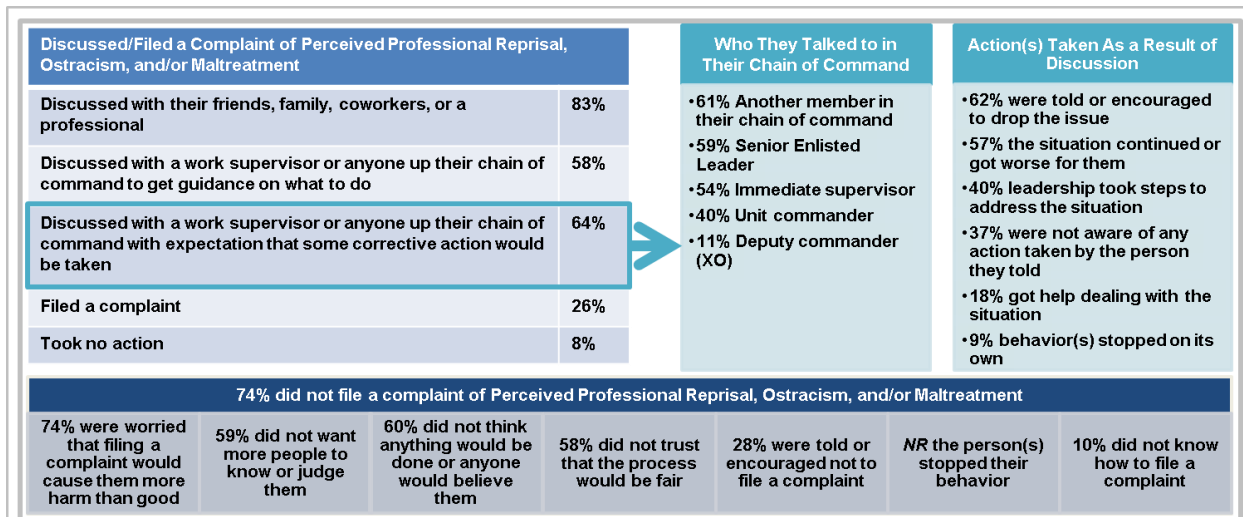
As shown in Figure 96, after experiencing perceived professional reprisal, ostracism, and/or maltreatment, the majority (83%) of DoD women indicated they [discussed the behaviors with their friends, family, coworkers, or a professional](#), whereas more than half (58%) indicated they discussed with a work supervisor or anyone up their chain of command to get guidance on what to do and 64% discussed with a work supervisor or anyone up their chain of command with the expectation that some corrective action would be taken. About one-quarter (26%) [filed a complaint](#) of perceived professional reprisal, ostracism, and/or maltreatment. Actions taken as a result of filing a complaint are not reportable.

Of the 64% of women who indicated they discussed with a work supervisor or anyone up their chain of command with the expectation that some corrective action would be taken, a little less than two-thirds (61%) indicated they talked with [another member in their chain of command](#), 59% talked with their [senior enlisted leader](#), and 54% indicated they talked to [their immediate supervisor](#) (Figure 96). As a result of this discussion, a little less than two-thirds (62%) indicated they were [told or encouraged to drop the issue](#), more than half (57%) indicated the [situation continued or got worse for them](#), and less than half (40%) indicated [leadership took steps to address the situation](#).

Of the 74% of DoD women who did not file a complaint based on experiences of perceived professional reprisal, ostracism, and/or maltreatment, the top three reasons are discussed. The majority (74%) of women indicated they did not report because they [were worried that filing a complaint would cause them more harm than good](#), more than half (60%) indicated [they did not think anything would be done or anyone would believe them](#), and 59% [did not want more people to know or judge them](#) (Figure 96).

**Figure 96.**

***Actions Following Negative Behaviors From Leadership or Military Peers, Based on Experiences of Perceived Professional Reprisal, Ostracism, and/or Maltreatment for DoD Women (Q161–Q165)***



Margins of error range from  $\pm 9\%$  to  $\pm 18\%$

Percent of active duty women who indicated experiencing perceived professional reprisal/ostracism/maltreatment

## Chapter 6: Sex-Based Military Equal Opportunity (MEO) Violations

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*Ms. Amanda Grifka*

### Introduction

This chapter examines active duty members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, to get to an estimated prevalence rate for sex-based MEO violations, two requirements must be met:

1. Experience gender-related behavior(s) in line with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination by someone in their military workplace in the 12 months before the survey, and
2. Meet at least one of the follow-up criteria for the sex-based MEO violation behavior(s) experienced.

This chapter provides the estimated overall prevalence rates for sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, the overall estimated sex-based MEO prevalence rate, and combinations of sex-based MEO violations they indicated experiencing. In addition, this chapter also provides information on whether the experienced sex-based MEO violation behavior(s) was (were) considered to be bullying and/or hazing.<sup>39</sup> All prevalence rates presented are estimates with corresponding margins of error.

Results are reported for 2016 and trend comparisons to the 2014 RMWS are provided where data are available.

### Estimated Past Year Sexually Hostile Work Environment Prevalence Rate

Active duty members were asked about behaviors they may have experienced in their military workplace in the 12 months before taking the survey that may have been upsetting or offensive. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance or creates an intimidating, hostile, or offensive work environment. For the purpose of this survey, a sexually hostile work environment includes experiences where someone from work:

- Repeatedly told sexual "jokes" that made you uncomfortable, angry, or upset;
- Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to;
- Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset;

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<sup>39</sup> The experienced sex-based MEO violation behaviors did not have to meet the criteria for these items.

- Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset;
- Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset;
- Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset;
- Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset;
- Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset;
- Made repeated attempts to establish an unwanted romantic or sexual relationship with you and it made you uncomfortable, angry, or upset;
- Intentionally touched you in a sexual way when you did not want them to; or
- Repeatedly touched you in any other way that made you uncomfortable, angry, or upset.

To be included in the estimated prevalence rate for a sexually hostile work environment, members must have indicated experiencing one of the behaviors above along with endorsing “yes” to one of the follow-up items below:<sup>40</sup>

- They continued this unwanted behavior even after they knew you or someone else wanted them to stop;<sup>41</sup> or
- The experience was severe enough that most Service members would have been offended.<sup>42</sup>

## DoD

In 2016, 8.1% ( $\pm 0.2$ ) of DoD active duty members indicated experiencing a [sexually hostile work environment](#) in the past 12 months. As shown in Figure 97, a little more than one-fifth (21.3%) of DoD women indicated experiencing a [sexually hostile work environment](#) in the past year, which remained statistically unchanged since 2014. In 2016, women in the Navy (26.9%), Marine Corps (25.5%), and Army (22.6%) were *more likely* to indicate experiencing a [sexually](#)

<sup>40</sup> The behavior “Intentionally touched you in a sexual way when you did not want them to” does not require any legal criteria follow-up questions.

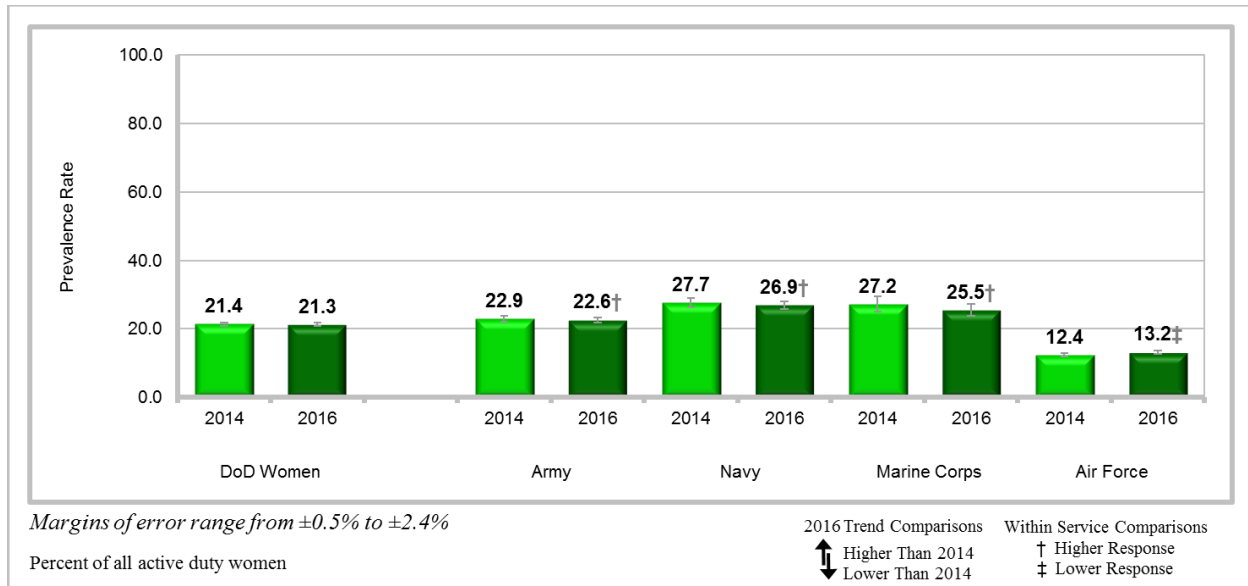
<sup>41</sup> This criteria follow-up question does not apply to the behavior “Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset.”

<sup>42</sup> It should be noted the second endorsement option listed above had a word change from the 2014 RMWS. The 2014 RMWS follow-up question was gender-specific and stated: “Do you think this was ever severe enough that **most [men/women]** in the military would have been offended?” In comparison, the new 2016 question stated: “Do you think the experience was severe enough that **most Service members** would have been offended?” Caution should be used in interpreting trend results between 2014 and 2016.

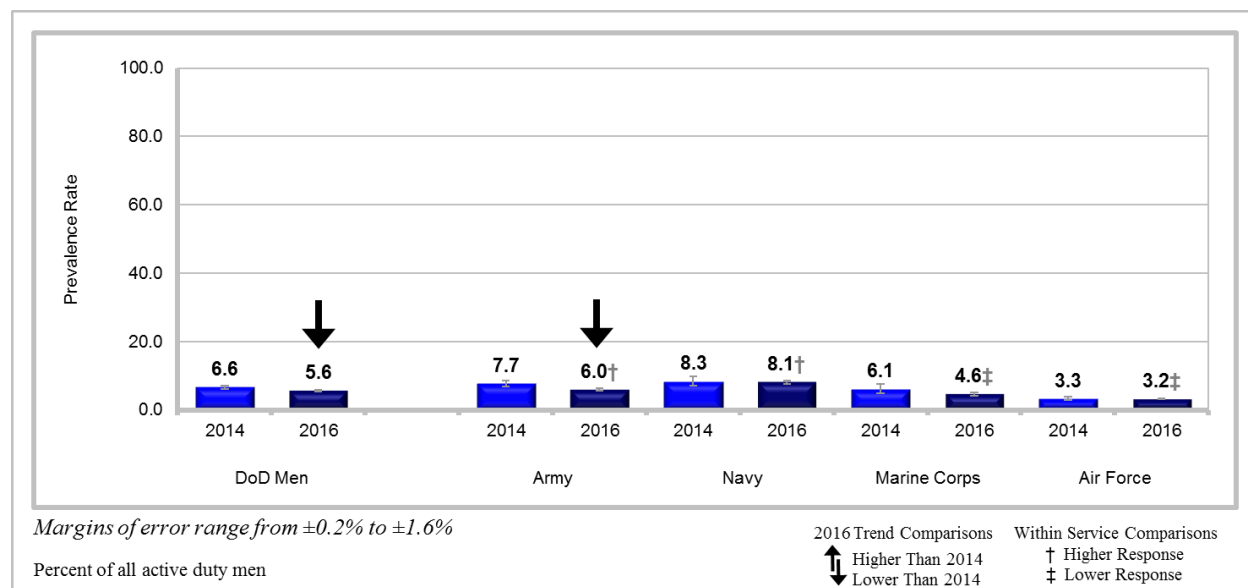
[hostile work environment](#) than women in the other Services, whereas women in the Air Force (13.2%) were *less likely*. There were no significant differences between 2016 and 2014 for DoD women experiencing a sexually hostile work environment.

**Figure 97.**

*Sexually Hostile Work Environment Prevalence Rate for DoD Women (Q8–Q20, Q25–43)*



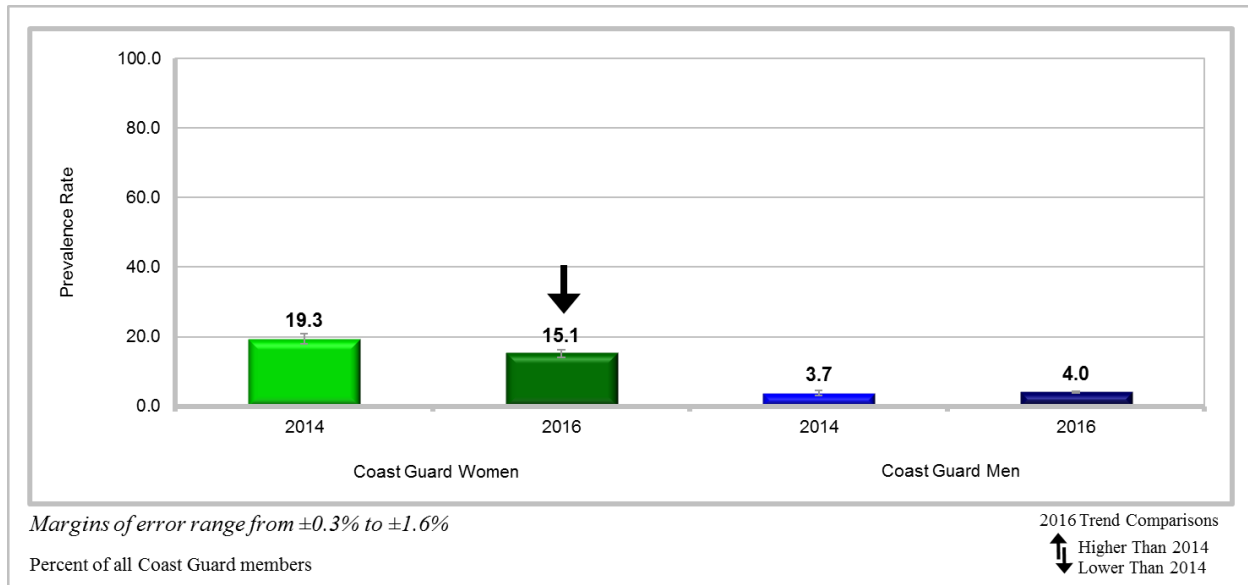
For DoD men, 5.6% ( $\pm 0.2$ ) indicated experiencing a [sexually hostile work environment](#) in 2016 (Figure 98), which compared to 2014, showed a statistically significant *decrease* of 1 percentage point. In 2016, men in the Navy (8.1%) and Army (6.0%) were *more likely* than men in the other Services to indicate experiencing a [sexually hostile work environment](#), whereas men in the Marine Corps (4.6%) and Air Force (3.2%) were *less likely*. Compared to 2014, the percentage of those who indicated experiencing a [sexually hostile work environment](#) showed a statistically significant *decrease* in 2016 for Army men (1.7 percentage points).

**Figure 98.*****Sexually Hostile Work Environment Prevalence Rate for DoD Men (Q8–Q20, Q25–43)***

## Coast Guard

In 2016, 5.7% ( $\pm 0.3$ ) of Coast Guard members indicated experiencing a [sexually hostile work environment](#). As shown in Figure 99, 15.1% of Coast Guard women indicated experiencing a [sexually hostile work environment](#), which compared to 2014, showed a statistically significant decrease of 4.2 percentage points. For Coast Guard men, 4.0% indicated experiencing a [sexually hostile work environment](#) in 2016, which remained statistically unchanged since 2014.



**Figure 99.*****Sexually Hostile Work Environment Prevalence Rate for Coast Guard (Q8–Q20, Q25–43)***

## Estimated Past Year Sexual *Quid Pro Quo* Prevalence Rate

Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. To get into the estimated prevalence rate for sexual *quid pro quo*, members must have indicated experiencing one of the two behaviors below, along with endorsing one of the corresponding follow-up items:

- Made you feel as if you would get some military workplace benefit in exchange for doing something sexual, and:
  - They told you that they would give you a reward or benefit for doing something sexual; or
  - They hinted that you would get a reward or benefit for doing something sexual; or
  - Someone else told you that they got benefits from this person by doing sexual things.
- Made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual, and:
  - They told you that you would be punished or treated unfairly if you did not do something sexual; or
  - They hinted that you would be punished or treated unfairly if you did not do something sexual; or

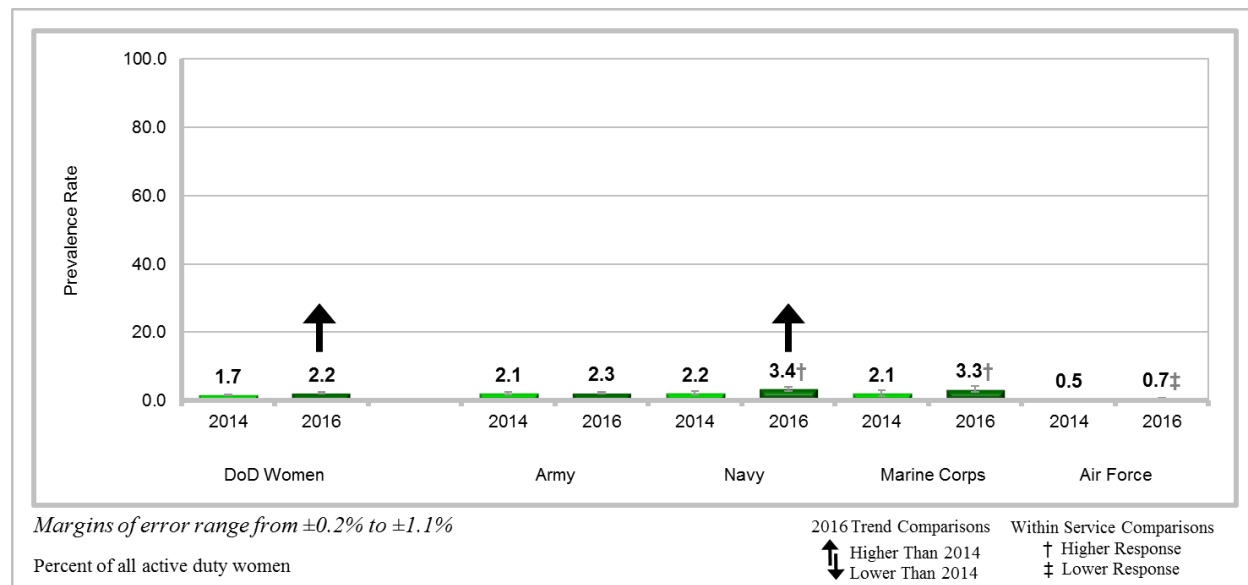
- Someone else told you they were punished or treated unfairly by this person for not doing something sexual.

## DoD

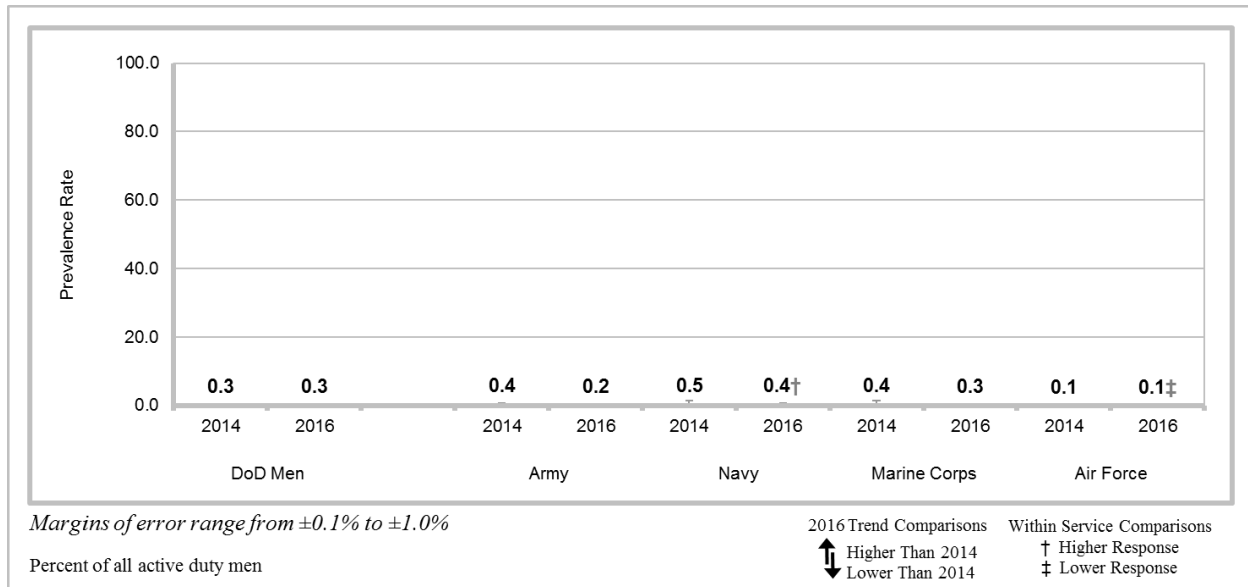
In 2016, 0.6% ( $\pm 0.1$ ) of DoD active duty members indicated experiencing *sexual quid pro quo* in the past 12 months. As shown in Figure 100, 2.2% of DoD women indicated experiencing *sexual quid pro quo* in the past year, which compared to 2014, showed a statistically significant increase of 0.5 percentage points. In 2016, women in the Navy (3.4%) and Marine Corps (3.3%) were *more likely* than women in the other Services to indicate experiencing *sexual quid pro quo*, whereas women in the Air Force (0.7%) were *less likely*. Compared to 2014, the percentage of those who indicated experiencing *sexual quid pro quo* showed a statistically significant increase in 2016 for Navy women (1.2 percentage points).

**Figure 100.**

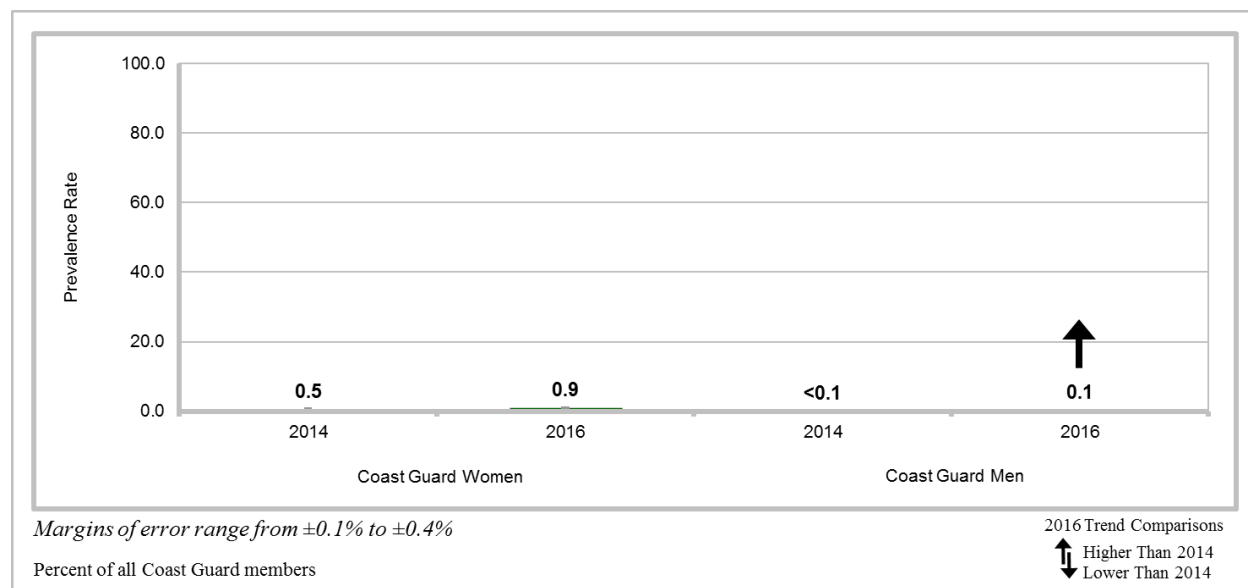
*Sexually Quid Pro Quo Prevalence Rate for DoD Women (Q21–Q22, Q44–45)*



As shown in Figure 101, 0.3% of DoD men indicated experiencing *sexual quid pro quo* in 2016 which remained statistically unchanged since 2014. In 2016, Navy men (0.4%) were *more likely* than men in the other Services to indicate experiencing *sexual quid pro quo*, whereas Air Force men (0.1%) were *less likely*. There were no significant differences between 2016 and 2014 for men experiencing *sexual quid pro quo*.

**Figure 101.*****Sexually Quid Pro Quo Prevalence Rate for DoD Men (Q21–Q22, Q44–45)*****Coast Guard**

In 2016, 0.2% ( $\pm 0.1$ ) of Coast Guard members indicated experiencing *sexual quid pro quo* in the past year. For Coast Guard women, 0.9% indicated experiencing *sexual quid pro quo* in the past year, which remained statistically unchanged since 2014 (Figure 102). For Coast Guard men, 0.1% indicated experiencing *sexual quid pro quo* in the past year, which compared to 2014, showed a statistically significant *increase* of 0.1 percentage points.

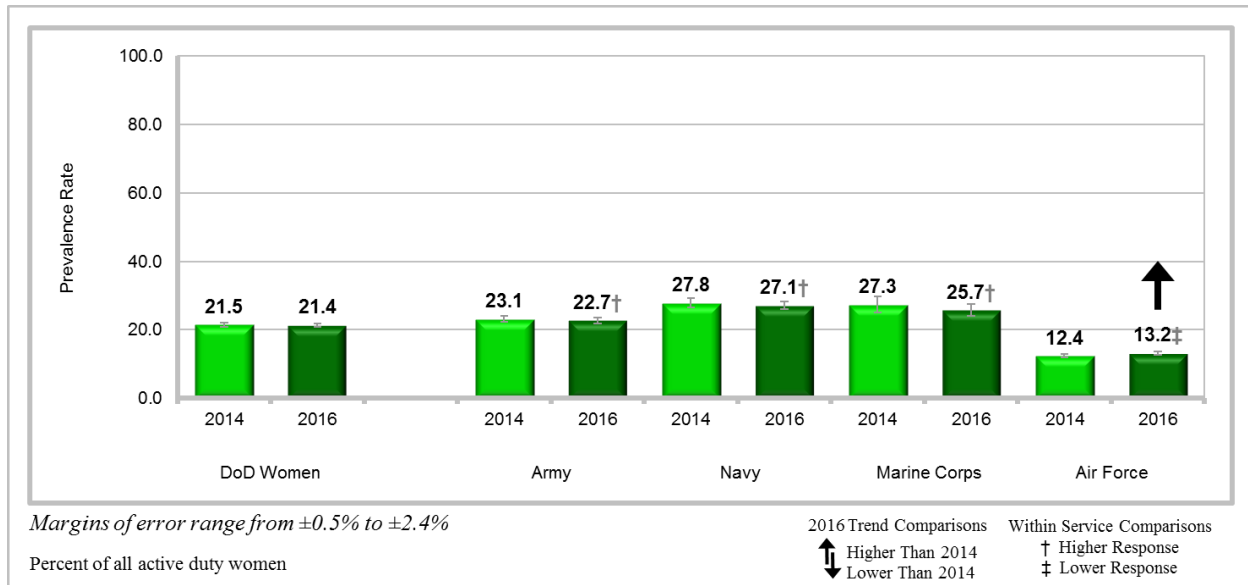
**Figure 102.*****Sexually Quid Pro Quo Prevalence Rate for Coast Guard (Q21–Q22, Q44–45)***

## Estimated Past Year Sexual Harassment Prevalence Rate

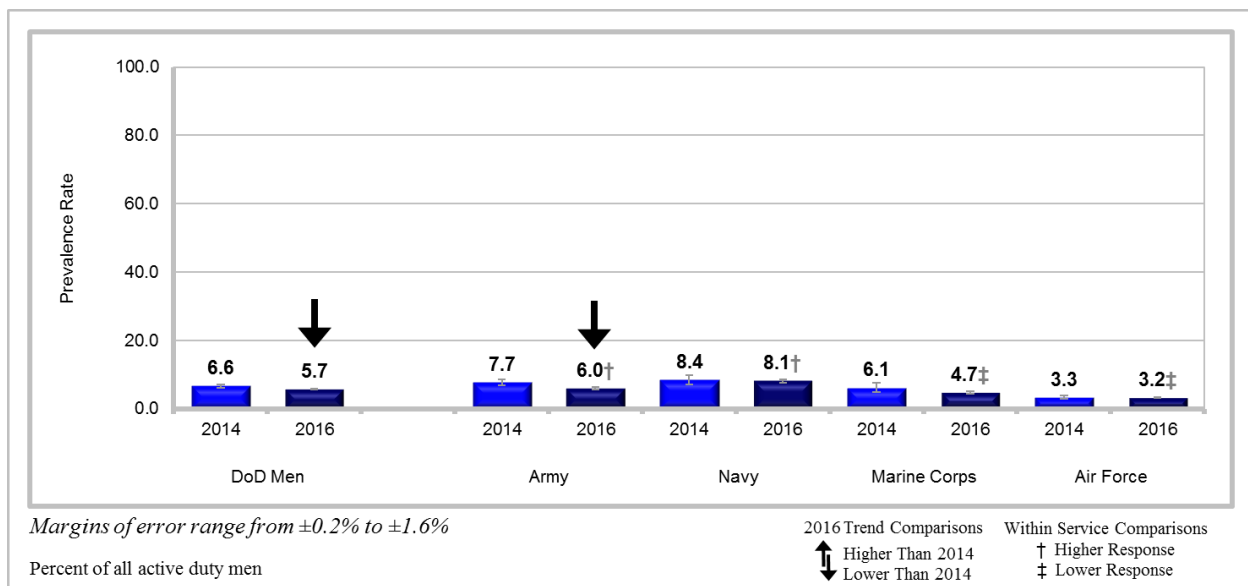
The estimated prevalence rate for sexual harassment is a “roll-up” of those who met criteria for the estimated sexually hostile work environment prevalence rate and/or those who met criteria for the estimated sexual *quid pro quo* prevalence rate.

### DoD

In 2016, 8.1% ( $\pm 0.2$ ) of DoD active duty members indicated experiencing **sexual harassment** in the past 12 months. As shown in Figure 103, 21.4% of DoD women indicated experiencing **sexual harassment**, which remained statistically unchanged since 2014. In 2016, women in the Navy (27.1%), Marine Corps (25.7%), and Army (22.7%) were *more likely* than women in the other Services to indicate experiencing **sexual harassment**, whereas women in the Air Force (13.2%) were *less likely*. Compared to 2014, the percentage of women who indicated experiencing **sexual harassment** showed a statistically significant *increase* in 2016 for Air Force (0.8 percentage points).

**Figure 103.*****Sexual Harassment Prevalence Rate for DoD Women (Q8–Q22, Q25–45)***

As shown in Figure 104, 5.7% of DoD men indicated experiencing **sexual harassment** in the past year, which compared to 2014, showed a statistically significant *decrease* of 0.9 percentage points. Men in the Navy (8.1%) and Army (6.0%) were *more likely* to indicate experiencing **sexual harassment** than men in the other Services, whereas Marine Corps (4.7%) and Air Force (3.2%) were *less likely*. Compared to 2014, the percentage of men who indicated experiencing **sexual harassment** showed a statistically significant *decrease* for Army (1.7 percentage points).

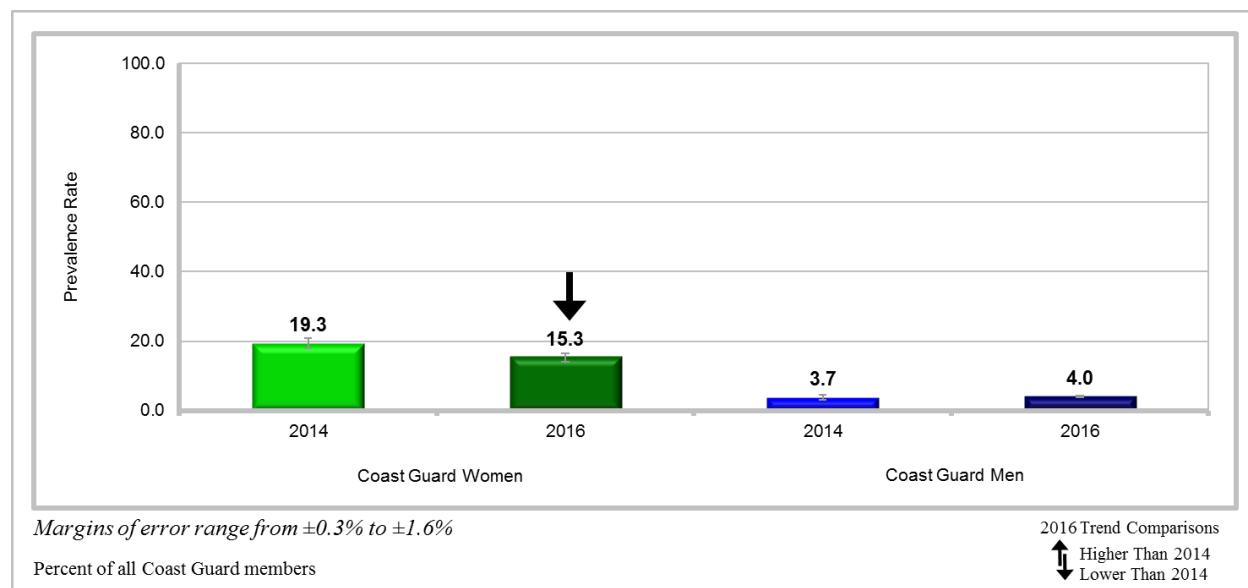
**Figure 104.*****Sexual Harassment Prevalence Rate for DoD Men (Q8–Q22, Q25–45)***

## Coast Guard

In 2016, 5.7% ( $\pm 0.3$ ) of Coast Guard members indicated experiencing **sexual harassment** in the past year. As shown in Figure 105, 15.3% of Coast Guard women indicated experiencing **sexual harassment** in the past year, which showed a statistically significant *decrease* in 2016 compared to 2014 (4 percentage points). For Coast Guard men, 4.0% indicated experiencing **sexual harassment**, which remained statistically unchanged since 2014.

**Figure 105.**

*Sexual Harassment Prevalence Rate for Coast Guard (Q8–Q22, Q25–45)*



## Estimated Past Year Gender Discrimination Prevalence Rate

Gender discrimination includes comments and behaviors directed at someone because of his/her gender that harmed or limited his/her career. To get into the estimated prevalence rate for gender discrimination, members must have indicated experiencing one of the behaviors below and endorsed its corresponding follow-up item:

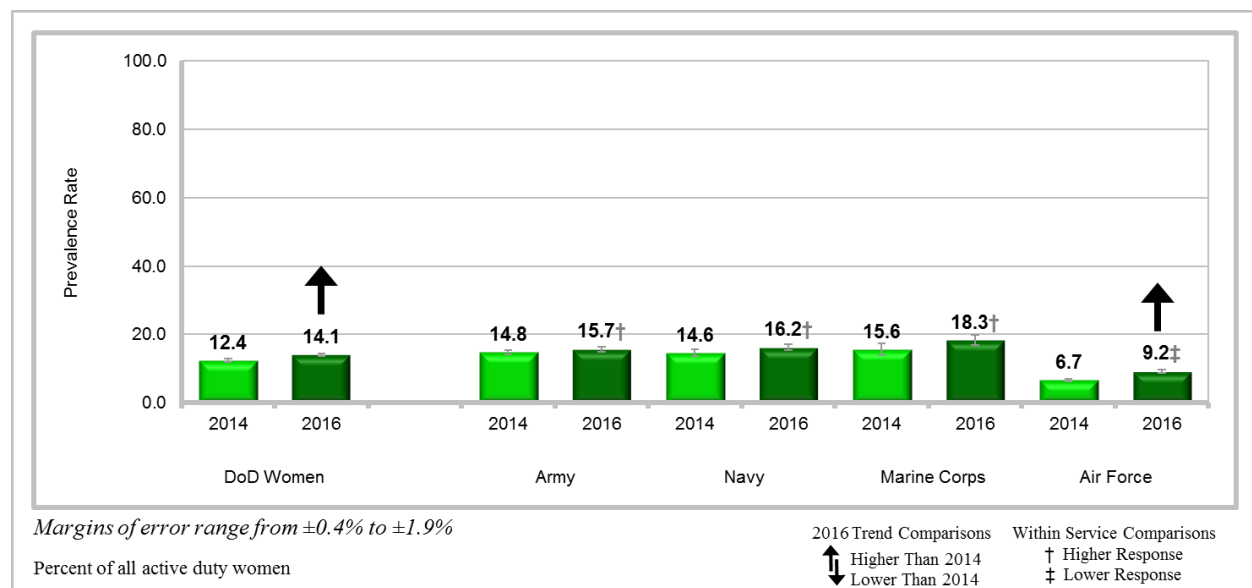
- Heard someone from work say that men/women are not as good as men/women at your particular job, or that men/women should be prevented from having your job, and:
  - Their beliefs about men/women harmed or limited your career.
- Mistreated, ignored, excluded, or insulted you because you are a man/woman, and:
  - This treatment harmed or limited your career.

## DoD

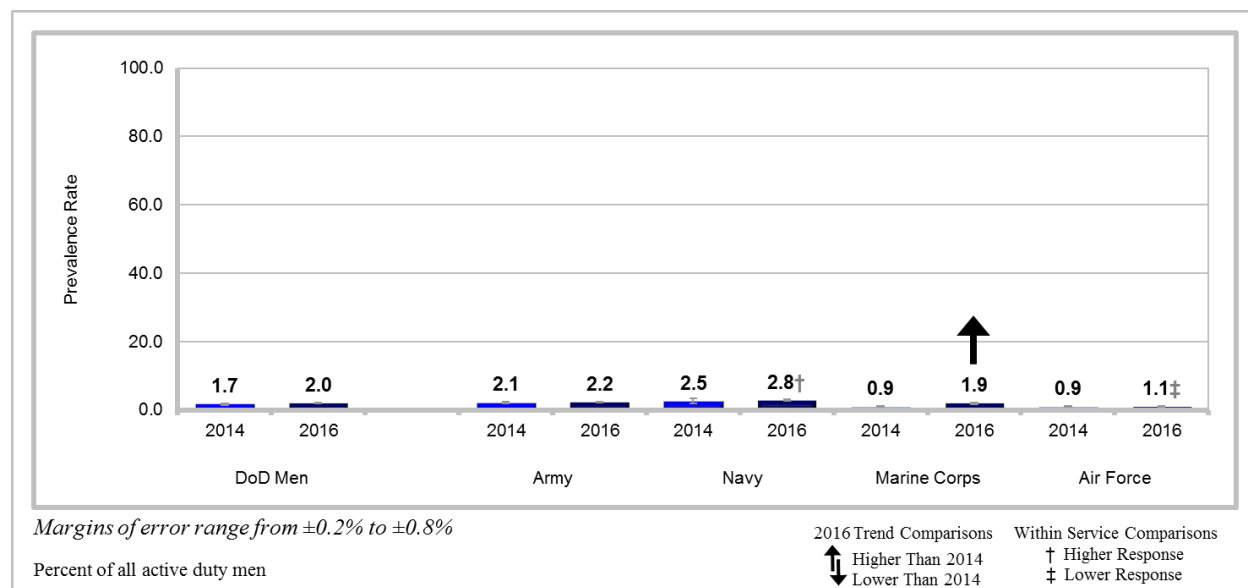
In 2016, 3.9% ( $\pm 0.2$ ) of DoD active duty members indicated experiencing **gender discrimination** in the past 12 months. As shown in Figure 106, 14.1% of DoD women indicated experiencing **gender discrimination** in the past year, which compared to 2014, showed a statistically significant *increase* of 1.7 percentage points. In 2016, women in the Marine Corps (18.3%), Navy (16.2%), and Army (15.7%) were *more likely* than women in the other Services to indicate experiencing **gender discrimination**, whereas women in the Air Force (9.2%) were *less likely*. Compared to 2014, the percentage of Air Force women who indicated experiencing **gender discrimination** showed a statistically significant *increase* in 2016 (2.5 percentage points).

**Figure 106.**

**Gender Discrimination Prevalence Rate for DoD Women (Q23–Q24, Q46–47)**

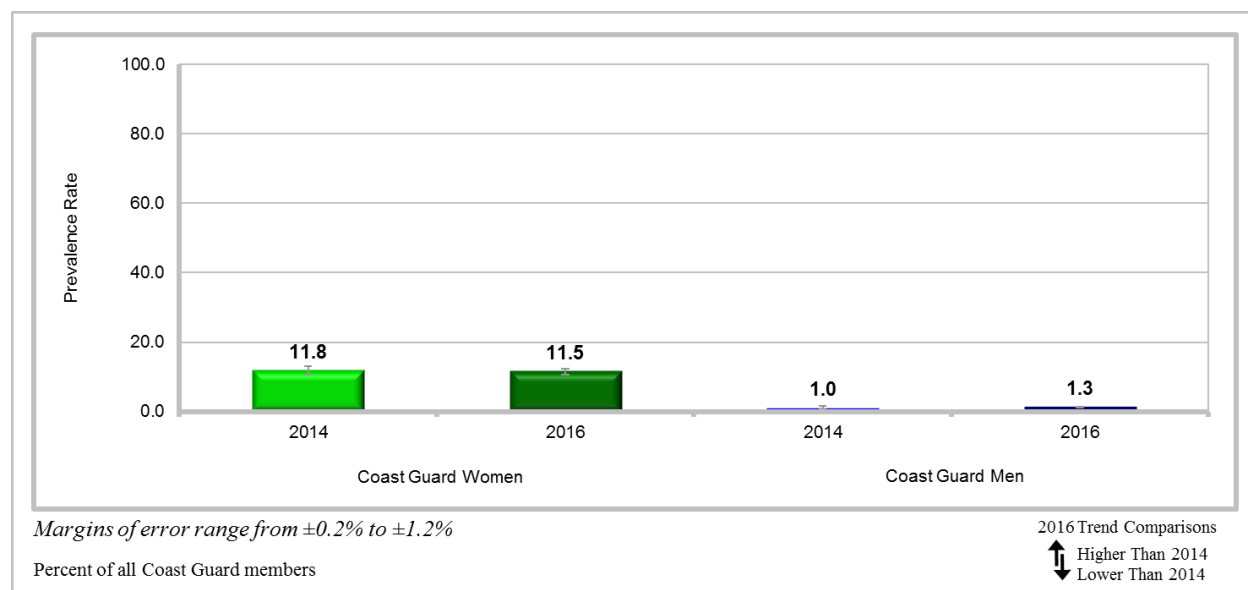


For DoD men, 2.0% indicated experiencing **gender discrimination** in the past year, which remained statistically unchanged from 2014 (Figure 107). In 2016, men in the Navy (2.8%) were *more likely* than men in the other Services to indicate experiencing **gender discrimination**, whereas men in the Air Force (1.1%) were *less likely*. Compared to 2014, the percentage of Marine Corps men who indicated experiencing **gender discrimination** showed a statistically significant *increase* in 2016 (1 percentage point).

**Figure 107.*****Gender Discrimination Prevalence Rate for DoD Men (Q23–Q24, Q46–47)***

## Coast Guard

In 2016, 2.8% ( $\pm 0.2$ ) of Coast Guard members indicated experiencing [gender discrimination](#) in the past year. As shown in Figure 108, 11.5% of Coast Guard women and 1.3% of Coast Guard men indicated experiencing [gender discrimination](#) in the past year which remained statistically unchanged since 2014 for both women and men.

**Figure 108.*****Gender Discrimination Prevalence Rate for Coast Guard (Q23–Q24, Q46–47)***



## Estimated Past Year Sex-Based Military Equal Opportunity (MEO) Violation Prevalence Rate

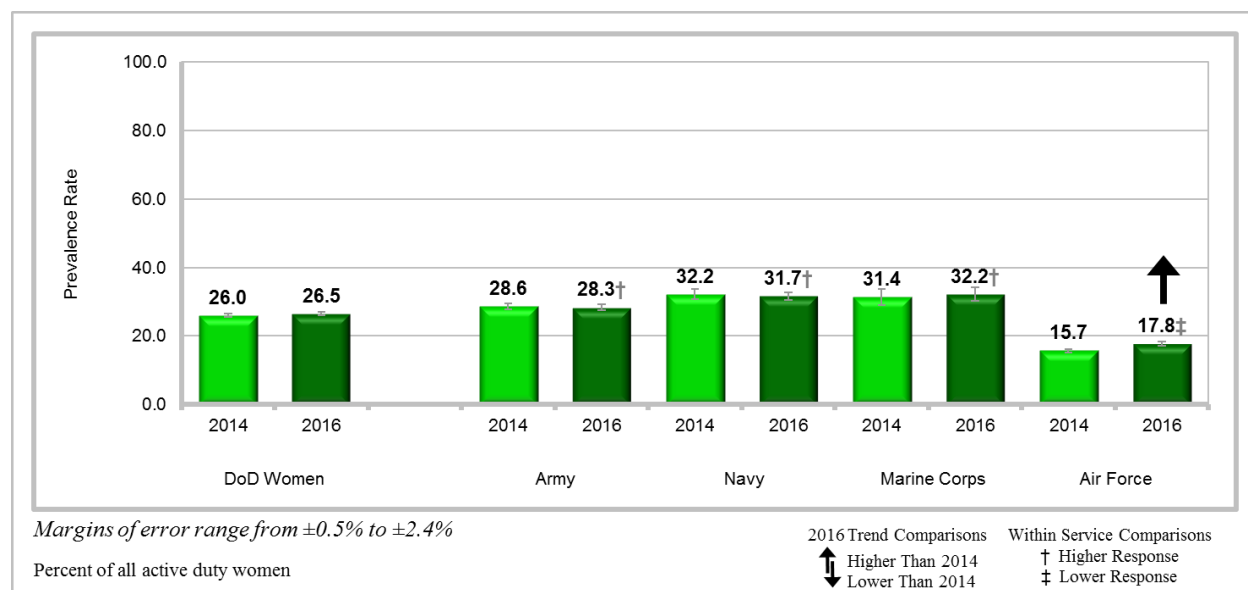
The estimated sex-based MEO violation prevalence rate is a “roll-up” of those who met the requirements for inclusion into at least one of the following estimated prevalence rates: sexual harassment (i.e., sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination.

### DoD

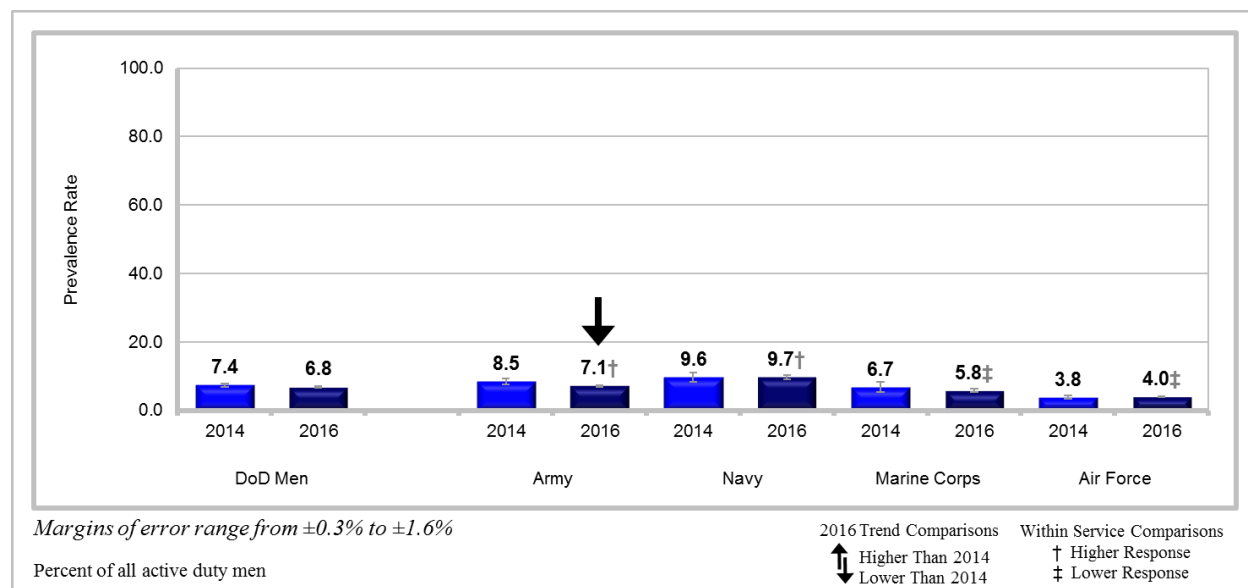
In 2016, 9.9% ( $\pm 0.2$ ) of DoD active duty members indicated experiencing a **sex-based MEO violation** in the past 12 months. As shown in Figure 109, 26.5% of DoD women indicated experiencing at least one **sex-based MEO violation** in the past year, which remained statistically unchanged since 2014. In 2016, women in the Marine Corps (32.2%), Navy (31.7%), and Army (28.3%) were *more likely* than women in the other Services to indicate experiencing a **sex-based MEO violation**, whereas women in the Air Force (17.8%) were *less likely*. Compared to 2014, the percentage of women who indicated experiencing a **sex-based MEO violation** showed a statistically significant *increase* in 2016 for Air Force (2.1 percentage points).

**Figure 109.**

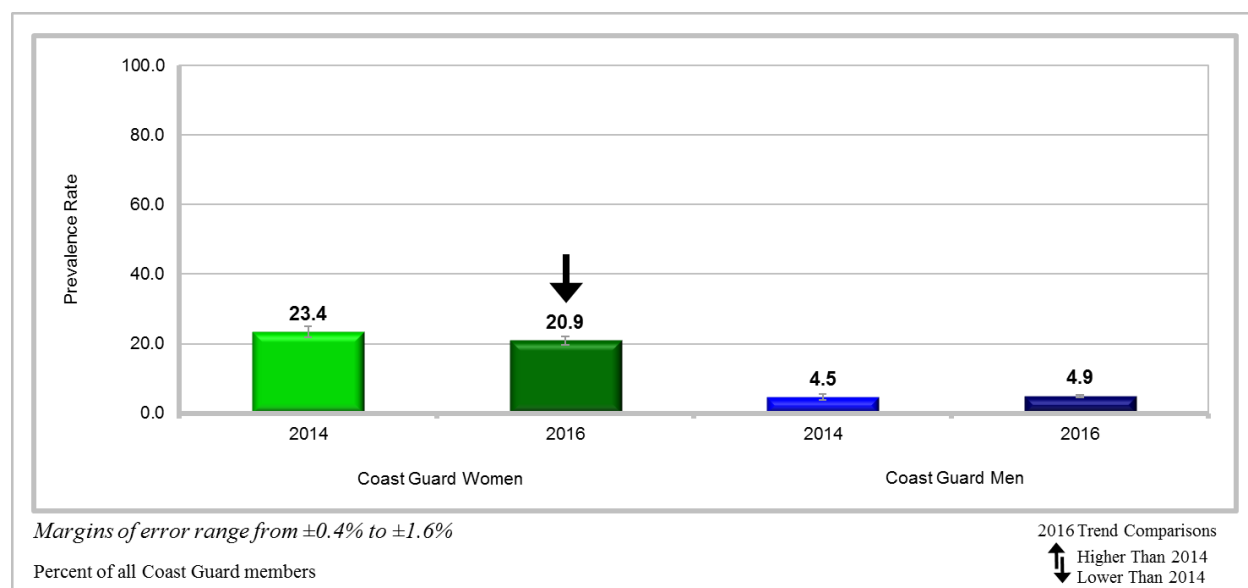
***Sex-Based MEO Violation Prevalence Rate for DoD Women (Q8–Q47)***



In 2016, as shown in Figure 110, 6.8% of DoD men indicated experiencing at least one behavior that was consistent with a **sex-based MEO violation**, which remained statistically unchanged since 2014. In 2016, men in the Navy (9.7%) and Army (7.1%) were *more likely* than men in the other Services to indicate experiencing a **sex-based MEO violation**, whereas men in the Marine Corps (5.8%) and Air Force (4.0%) were *less likely*. Compared to 2014, the percentage of men who indicated experiencing a **sex-based MEO violation** showed a statistically significant *decrease* in 2016 for Army (1.4 percentage points).

**Figure 110.*****Sex-Based MEO Violation Prevalence Rate for DoD Men (Q8–Q47)*****Coast Guard**

In 2016, 7.3% ( $\pm 0.4$ ) of Coast Guard members indicated experiencing a [sex-based MEO violation](#) in the past year. As shown in Figure 111, for Coast Guard women, 20.9% indicated experiencing a [sex-based MEO violation](#) in the past year, which compared to 2014, showed a statistically significant *decrease* of 2.5 percentage points. For Coast Guard men, 4.9% indicated experiencing at least one behavior that was consistent with a [sex-based MEO violation](#) in the past year, which remained statistically unchanged since 2014.

**Figure 111.*****Sex-Based MEO Violation Prevalence Rate for Coast Guard (Q8–Q47)***

## Combination of Sex-Based MEO Violation Behaviors Experienced

It is possible a member could have experienced more than one potential sex-based MEO violation (i.e., sexually hostile work environment, sexual *quid pro quo*, and/or gender discrimination). This section details the combination of experiences making up the estimated sex-based MEO violation prevalence rate and is broken down into the following categories:

- Experienced sexually hostile work environment only;
- Experienced sexual *quid pro quo* only;
- Experienced gender discrimination only;
- Experienced a combination of sex-based MEO violations; and
- Did not experience any sex-based MEO violation.

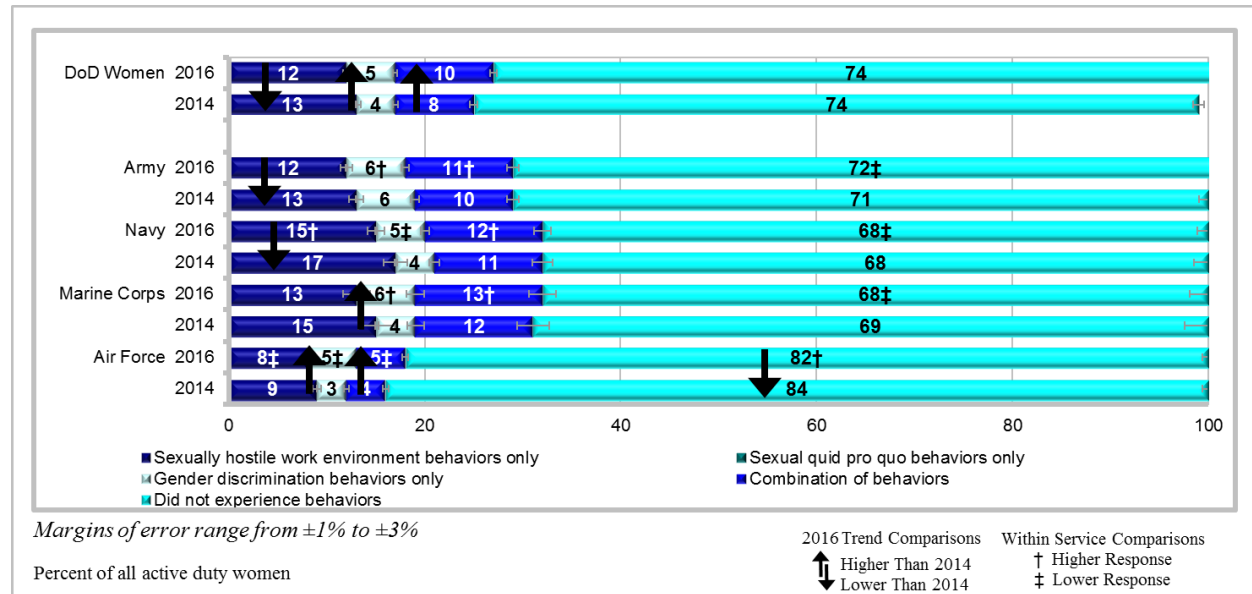
## DoD

As shown in Figure 112, the majority (74%) of women **did not indicate experiencing any sex-based MEO violations** in the past year. A little more than one-tenth (12%) indicated experiencing a **sexually hostile work environment only**, which compared to 2014, showed a statistically significant *decrease* in 2016 (1 percentage point). Additionally, <1% of women indicated experiencing behaviors of **sexual *quid pro quo* only**, which remained statistically unchanged since 2014. Moreover, 5% of women indicated experiencing **gender discrimination only**, which showed a statistically significant *increase* from 2014 (1 percentage point). Finally,

one-tenth (10%) of women indicated experiencing a combination of behaviors in the past 12 months, which showed a statistically significant *increase* from 2014 (2 percentage points).

In 2016, Air Force women were *less likely* than women in the other Services to indicate experiencing sex-based MEO violations. Specifically, women in the Air Force (82%) were *more likely* than women in the other Services to *not indicate experiencing any sex-based MEO violations* in the past 12 months, whereas women in the Army (72%), Navy (68%), and Marine Corps (68%) were *less likely*. Air Force women (8%) were *less likely* than women in the other Services to indicate experiencing a *sexually hostile work environment only*, whereas Navy women (15%) were *more likely*. Air Force women (<1%) were also *less likely* than women in the other Services to indicate experiencing *sexual quid pro quo only* behaviors. Navy and Air Force women (both 5%) were *less likely* than women in the other Services to indicate experiencing *gender discrimination only*, whereas Army and Marine Corps women (both 6%) were *more likely*. Air Force women (5%) were *less likely* than women in the other Services to indicate experiencing a combination of behaviors, whereas women in the Marine Corps (13%), Navy (12%), and Army (11%) were *more likely*.

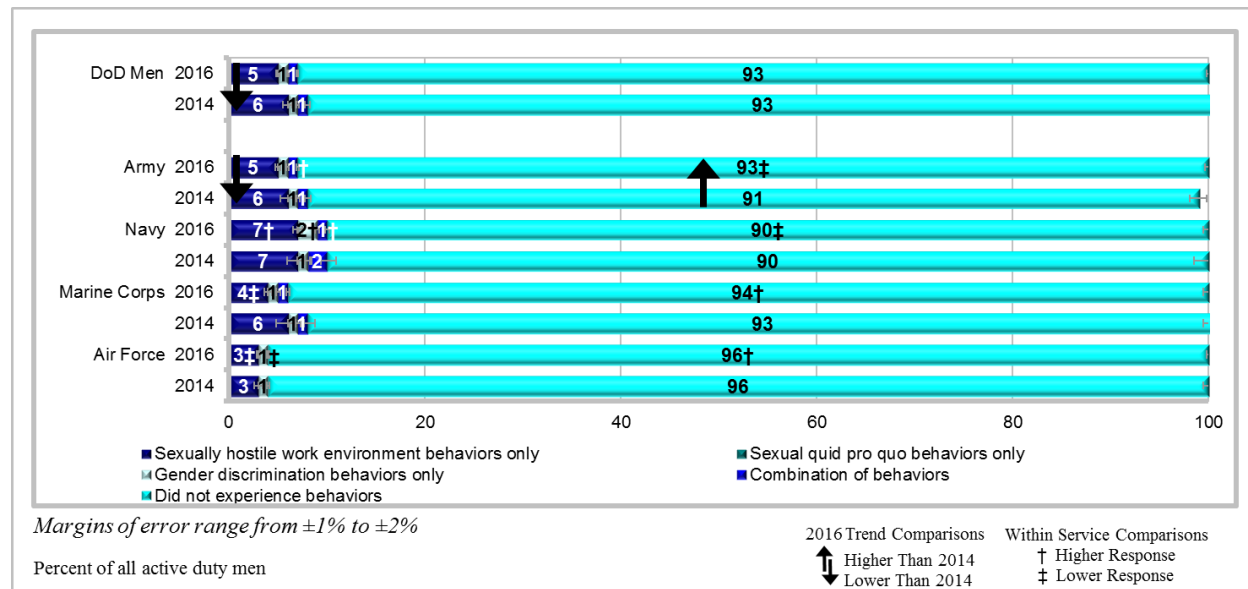
Compared to 2014, the percentage of women who indicated they *did not indicate experiencing any sex-based MEO violation behaviors* showed a statistically significant *decrease* in 2016 for Air Force (2 percentage points). The percentage of women who indicated experiencing a *sexually hostile work environment only* showed a statistically significant *decrease* in 2016 for Army and Navy women (1 percentage point for Army and 2 percentage points for Navy). The percentage of women who indicated experiencing *gender discrimination only* showed a statistically significant *increase* in 2016 for women in the Marine Corps and Air Force (2 percentage points for both). Lastly, the percentage of women who indicated experiencing a combination of behaviors showed a statistically significant *increase* in 2016 for Air Force (1 percentage point).

**Figure 112.*****Combination of Sex-Based MEO Violation Behaviors for DoD Women (Q8–Q47)***

As shown in Figure 113, the vast majority (93%) of men **did not indicate experiencing any sex-based MEO violations** in 2016. However, 5% indicated experiencing a **sexually hostile work environment only**, which showed a statistically significant *decrease* from 2014 (1 percentage point). Additionally, <1% indicated experiencing **sexual quid pro quo only** (statistically unchanged since 2014), and 1% indicated experiencing **gender discrimination only**, which showed a statistically significant *increase* from 2014 (<1 percentage point). One percent of men indicated experiencing a **combination of behaviors** (statistically unchanged since 2014).

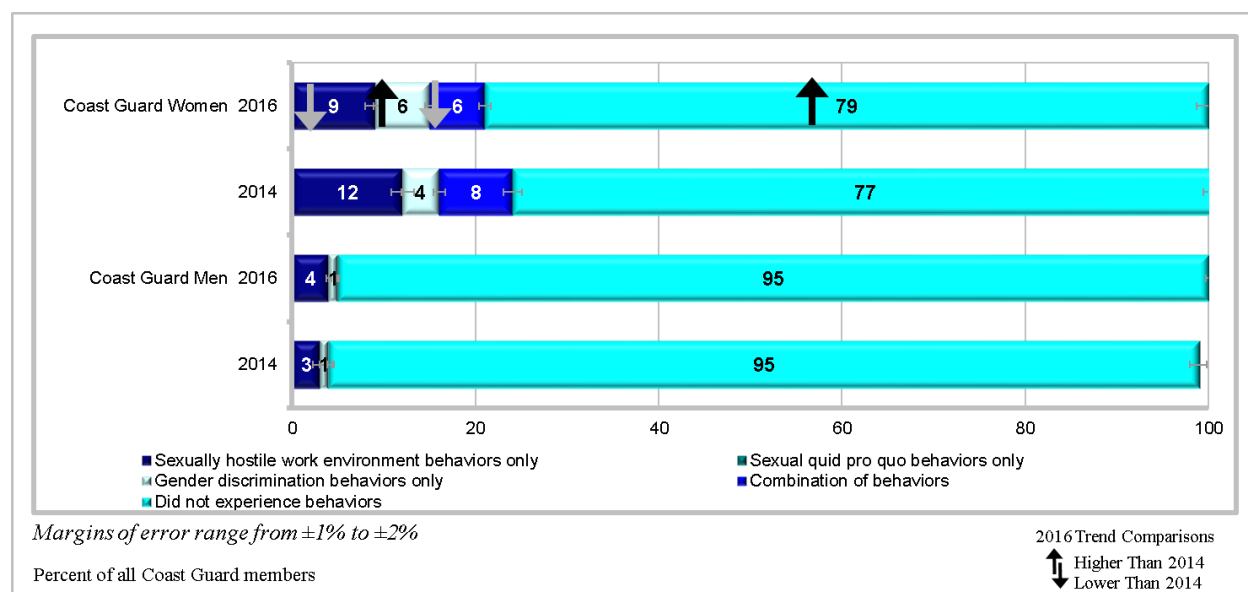
In 2016, Air Force men were *less likely* than men in the other Services to indicate experiencing sex-based MEO violations (Figure 113). Specifically, men in the Air Force (96%) and Marine Corps (94%) were *more likely* than men in the other Services to **not indicate experiencing any sex-based MEO violations** in the past 12 months, whereas men in the Army (93%) and Navy (90%) were *less likely*. Marine Corps (4%) and Air Force men (3%) were *less likely* than men in the other Services to indicate experiencing a **sexually hostile work environment only**, whereas Navy men (7%) were *more likely*. Air Force men (1%) were also *less likely* than men in the other Services to experience **gender discrimination only**, whereas Navy men (2%) were *more likely*. Men in the Air Force (<1%) were *less likely* than men in the other Services to indicate experiencing a **combination of behaviors**, whereas men in the Army and Navy (both 1%) were *more likely*.

Compared to 2014, the percentage of men who indicated they **did not indicate experiencing any sex-based MEO violations** showed a statistically significant *increase* in 2016 for Army (2 percentage points). The percentage of Army men who indicated experiencing a **sexually hostile work environment only** showed a statistically significant *decrease* in 2016 (1 percentage point). The percentage of men who indicated experiencing **gender discrimination only** showed a statistically significant *increase* in 2016 for Marine Corps (<1 percentage point).

**Figure 113.****Combination of Sex-Based MEO Violation Behaviors for DoD Men (Q8–Q47)**

## Coast Guard

For the Coast Guard, the majority (79%) of women and the vast majority (95%) of men **did not indicate experiencing any sex-based MEO violations** in the past 12 months (Figure 114). Compared to 2014, the percentage of those who indicated they **did not indicate experiencing any MEO violation behaviors** showed a statistically significant *increase* in 2016 for Coast Guard women (2 percentage points) and remained statistically unchanged for men. Nine percent of women and 4% of men indicated experiencing a **sexually hostile work environment only**, which showed a statistically significant *decrease* in 2016 for women (3 percentage points) and remained statistically unchanged since 2014 for men. Additionally, 6% of women and 1% of men indicated experiencing **gender discrimination only**, which showed a statistically significant *increase* in 2016 for women (2 percentage points) and remained statistically unchanged for men. Less than one percent of women and men indicated experiencing **sexual quid pro quo only**, which remained statistically unchanged since 2014. Fewer (6%) women and <1% of men indicated experiencing a **combination of behaviors** in the past 12 months, which showed a statistically significant *decrease* in 2016 for women (2 percentage points) and remained statistically unchanged for men.

**Figure 114.*****Combination of Sex-Based MEO Violation Behaviors for Coast Guard (Q8–Q47)***

## Considered Any Behaviors in Past Year as Hazing and/or Bullying

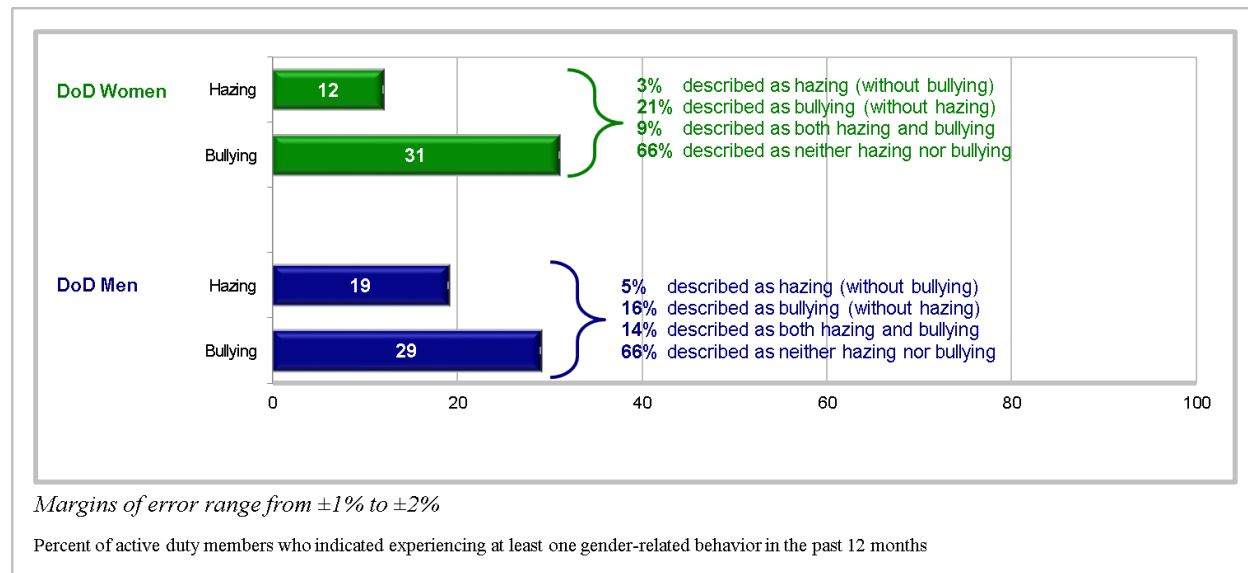
Active duty members who indicated experiencing any unwanted gender-related behaviors were asked to consider if any of the behaviors they selected as happening to them were hazing and/or bullying. Hazing refers to things done to humiliate or “toughen up” people before accepting them into a group. Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.

### DoD

As shown in Figure 115, of the 41% of DoD women who indicated experiencing any unwanted gender-related behaviors in the past 12 months, 12% would consider any of the behaviors to be **hazing** and 31% would consider any of the behaviors to be **bullying**. When combining these behaviors to assess whether they considered any of the behaviors they indicated experiencing to be a combination of hazing and bullying, 9% of women considered the behaviors to be **both hazing and bullying**. Sixty-six percent **did not consider** any of the unwanted gender-related behaviors as either hazing or bullying, whereas 3% would describe any behavior as **hazing (without bullying)** and 21% would describe any behavior as **bullying (without hazing)**.

Of the 13% of DoD men who indicated experiencing any unwanted gender-related behaviors in the past 12 months, 19% would consider any of the behaviors as **hazing** and 29% would consider any of the behaviors as **bullying** (Figure 115). When combining these behaviors to assess whether they considered any of the behaviors they indicated experiencing to be a combination of hazing and bullying, 14% of men considered the behaviors to be **both hazing and bullying**. Sixty-six percent **did not consider** any of the unwanted gender-related behaviors as being either hazing or bullying in the past year, whereas 5% would describe any behavior as **hazing (without bullying)** and 16% would describe any behavior as **bullying (without hazing)**.



**Figure 115.*****Considered Any Behaviors in Past Year as Hazing and/or Bullying for DoD (Q49)***

As shown in Table 24, examining the behaviors of hazing and bullying shows Navy women (14%) were *more likely* than women in the other Services to describe any of the unwanted gender-related behaviors as **hazing**, whereas women in the Marine Corps and Air Force (both 10%) were *less likely*. Air Force women (26%) were also *less likely* than women in the other Services to consider the behaviors to involve **bullying**. When considering the combination of behaviors experienced, Air Force women (71%) were *more likely* than women in the other Services to indicate **neither hazing nor bullying** were involved, whereas Army women (65%) were *less likely*. Navy women (12%) were *more likely* than women in the other Services to indicate the unwanted gender-related behaviors they indicated experiencing included **both hazing and bullying**, whereas Air Force women (6%) were *less likely*. Marine Corps women (25%) were *more likely* than women in the other Services to indicate any of the unwanted gender-related behaviors were considered to be **bullying (without hazing)**, whereas Air Force women (20%) were *less likely*. Marine Corps women (2%) were also *less likely* than women in the other Services to indicate the behaviors could be considered **hazing (without bullying)**.

When examining the behaviors of hazing and bullying for men, Army men (20%) were *more likely* than men in the other Services to indicate the behaviors experienced could be described as **hazing**, whereas Marine Corps men (14%) were *less likely* (Table 24). Additionally, Air Force men (24%) were *less likely* than men in the other Services to indicate the upsetting behaviors could be described as **bullying**. When considering the combination of behaviors experienced, Marine Corps and Air Force men (both 70%) were *more likely* than men in the other Services to indicate **neither hazing nor bullying** were involved in any of the unwanted situations, whereas Navy men (63%) were *less likely*. Army men (16%) were *more likely* than men in the other Services to indicate the behaviors involved **both hazing and bullying**, whereas Marine Corps (12%) and Air Force men (11%) were *less likely*. Air Force men (13%) were *less likely* than men in the other Services to indicate the unwanted situations could be described as **bullying (without hazing)**. Air Force men (6%) were *more likely* than men in the other Services to



indicate the unwanted situations could be described as **hazing (without bullying)**, whereas Marine Corps men (3%) were *less likely*.

**Table 24.**

***Considered Any Behaviors in Past Year as Hazing and/or Bullying for DoD (Q49)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #800080; border: 1px solid black;"></div> Higher Response           <div style="width: 15px; height: 15px; background-color: #FFFF00; border: 1px solid black;"></div> Lower Response         </div>					
<b>Women</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	12	13	14	10	10
Experienced bullying	31	32	32	32	26
<i>Margins of Error</i>	±1	±1-2	±2	±2	±1
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	3	3	3	2	4
Bullying (without hazing)	21	22	20	25	20
Both hazing and bullying	9	10	12	8	6
Neither hazing nor bullying	66	65	65	66	71
<i>Margins of Error</i>	±1	±1-2	±1-2	±2-4	±1-2
<b>Men</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	19	20	19	14	17
Experienced bullying	29	31	31	27	24
<i>Margins of Error</i>	±1	±2	±2	±2-3	±2
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	5	5	5	3	6
Bullying (without hazing)	16	15	17	16	13
Both hazing and bullying	14	16	14	12	11
Neither hazing nor bullying	66	64	63	70	70
<i>Margins of Error</i>	±1-2	±1-2	±2-3	±2-3	±2

Percent of active duty members who indicated experiencing at least one unwanted gender-related behavior in the past 12 months

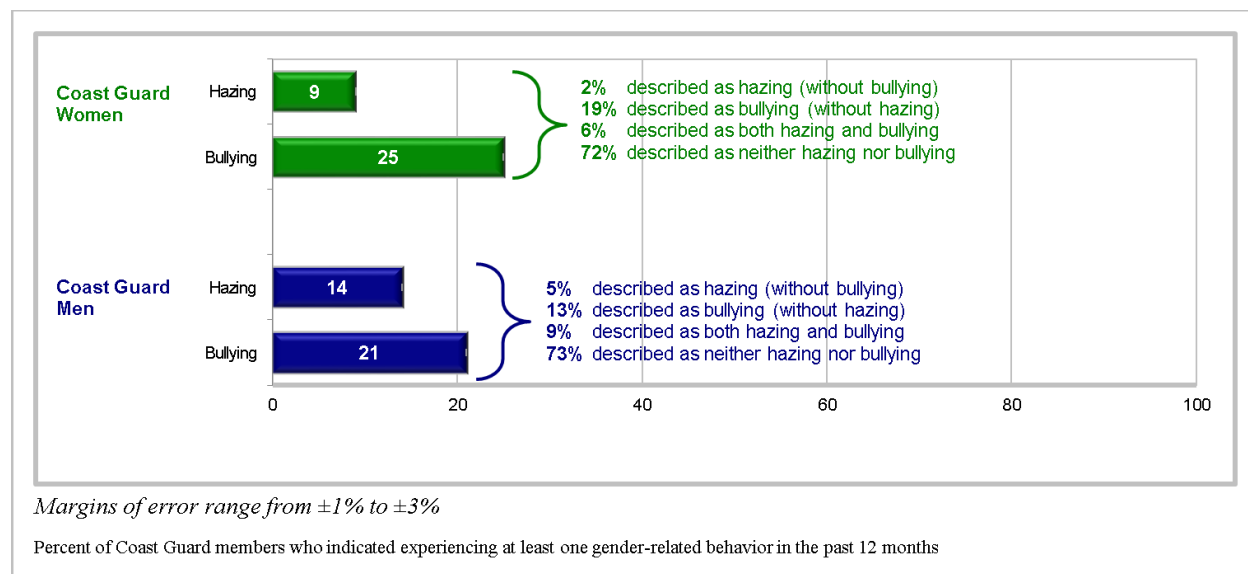
## Coast Guard

As shown in Figure 116, of the 20.9% of Coast Guard women who indicated experiencing at least one unwanted gender-related behavior in the past 12 months, 9% would consider any of the behaviors to be **hazing** and 25% would consider any of the behaviors to be **bullying**. When combining these behaviors to assess whether they considered any of the behaviors they indicated experiencing to be a combination of hazing and bullying, 6% considered the behavior(s) as **both hazing and bullying**. The majority (72%) of Coast Guard women **did not consider** any of the unwanted gender-related behaviors to be hazing or bullying in the past year. However, 19% considered the behavior(s) as **bullying (without hazing)**, whereas 2% considered the behavior(s) as **hazing (without bullying)**.

Of the 4.9% of Coast Guard men who indicated experiencing at least one unwanted gender-related behavior in the past 12 months, 14% would consider any of the behaviors to be **hazing** and 21% would consider any of the behaviors to be **bullying**. When combining these behaviors to assess whether they considered any of the behaviors they indicated experiencing to be a combination of hazing and bullying, 9% considered the behavior(s) to involve **both hazing and bullying**. The majority (73%) **did not consider** any of the unwanted gender-related behaviors as either hazing or bullying. However, 13% considered the behavior(s) to be **bullying (without hazing)**, whereas 5% considered the behavior(s) to be **hazing (without bullying)**.

**Figure 116.**

*Considered Any Behaviors in Past Year as Hazing and/or Bullying for Coast Guard (Q49)*



## Chapter 7: One Situation of Sex-Based Military Equal Opportunity (MEO) Violation With the Biggest Effect

*Ms. Amanda Grifka and Ms. Lisa Davis*

### Introduction

This chapter provides details of the circumstances in which perceived sex-based MEO violations occur. Active duty members who indicated experiencing at least one upsetting behavior that is considered to be a sex-based MEO violation were asked to consider the one situation in the past 12 months that had the biggest effect—the one considered to be the worst or most serious. To be counted in the one situation, members must have indicated experiencing at least one upsetting behavior that is consistent with sexual harassment (i.e., hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination and met the legal requirements for the experienced behavior(s) to be considered a sex-based MEO violation. With that one situation in mind, members then reported on the circumstances surrounding the experience.<sup>43</sup> This chapter addresses the following topics:

Characteristics of the Offender	<ul style="list-style-type: none"> <li>▪ Number and Gender</li> <li>▪ Military status and rank</li> </ul>
Characteristics of the Situation	<ul style="list-style-type: none"> <li>▪ When did the situation occur?</li> <li>▪ Where did the situation occur?</li> <li>▪ Hazing and/or bullying</li> </ul>
Reaction to the Situation	<ul style="list-style-type: none"> <li>▪ Made member take steps to leave or separate from the military</li> </ul>
Reporting and/or Discussing the Situation	<ul style="list-style-type: none"> <li>▪ Reported/discussed the situation</li> <li>▪ Actions taken in response to reporting</li> <li>▪ Satisfaction with reporting</li> <li>▪ Reasons for not reporting</li> </ul>

Results are reported for 2016 and trend comparisons to the 2014 *RMWS* are provided where data are available.

<sup>43</sup> While all members who responded to questions on the one situation had previously indicated experiencing a sex-based MEO violation, there was no requirement for members to meet legal criteria for the one situation they indicated had the biggest effect on them.

## Type of Behavior Experienced in the One Situation as Identified by Members

Members who indicated experiencing at least one sex-based MEO violation in the past 12 months were asked to think about the one situation that had the biggest effect—the one situation considered to be the worst or most serious. In order to better understand if members correctly categorized the various types of sex-based MEO violations they indicated experiencing, members were asked if they would consider the one situation to be a hostile work environment, sexual *quid pro quo*, and/or gender discrimination. Definitions were provided to the respondent for each behavior:

Hostile Work Environment	Repeated unwelcome advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct
Sexual <i>Quid Pro Quo</i>	Someone implied preferential treatment in exchange for your sexual cooperation
Gender Discrimination	Someone mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes

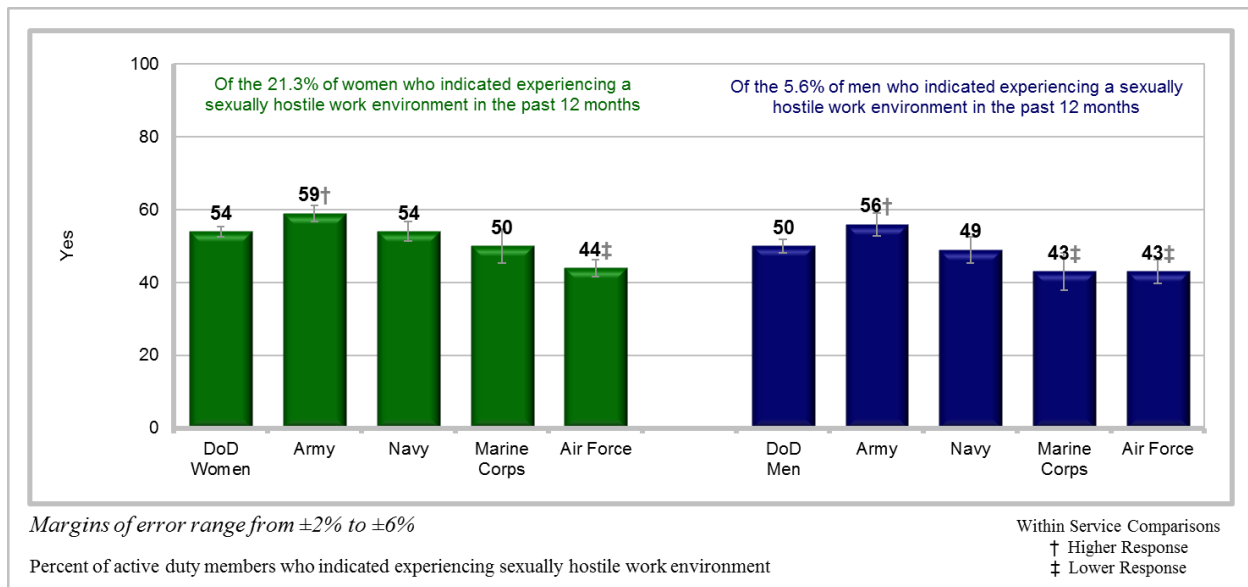
Members were asked to mark “Yes” or “No” for each of the three behaviors to indicate the one situation that had the biggest effect. Respondents could have considered the one situation to include more than one behavior (e.g., sexual *quid pro quo* and gender discrimination).

### DoD

As shown in Figure 117, in 2016, of the 21.3% of DoD women and 5.6% of DoD men who indicated experiencing a sexually hostile work environment in the past 12 months, a little more than half (54%) of women and half (50%) of men [identified the most upsetting situation as a sexually hostile work environment](#). Women in the Army (59%) were *more likely* than women in the other Services to [identify the situation as a sexually hostile work environment](#), whereas Air Force women (44%) were *less likely*. Similarly, Army men (56%) were *more likely* than men in the other Services to identify the situation as a [sexually hostile work environment](#), whereas men in the Marine Corps and Air Force (both 43%) were *less likely*.

**Figure 117.**

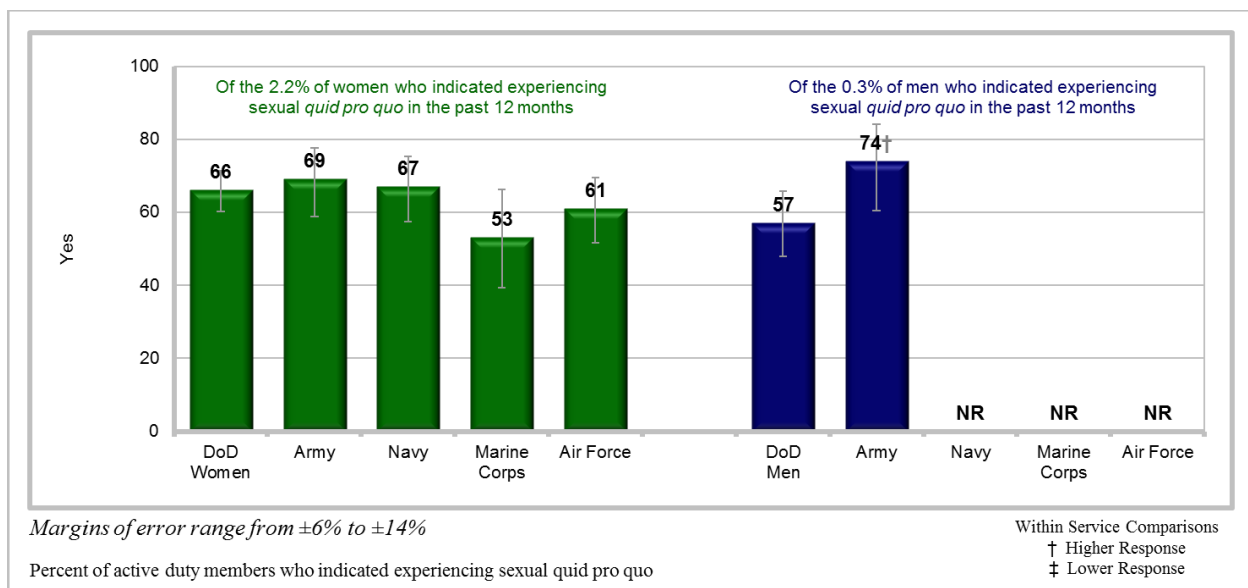
***Sexually Hostile Work Environment Identified by Members as Most Upsetting Behavior Experienced in the One Situation for DoD (Q51)***



Of the 2.2% of DoD women and 0.3% of DoD men who indicated experiencing sexual *quid pro quo*, two-thirds (66%) of women and more than half (57%) of men identified the most upsetting situation as sexual *quid pro quo* (Figure 118). Men in the Army (74%) were more likely than men in the other Services to identify the situation as sexual *quid pro quo*.

**Figure 118.**

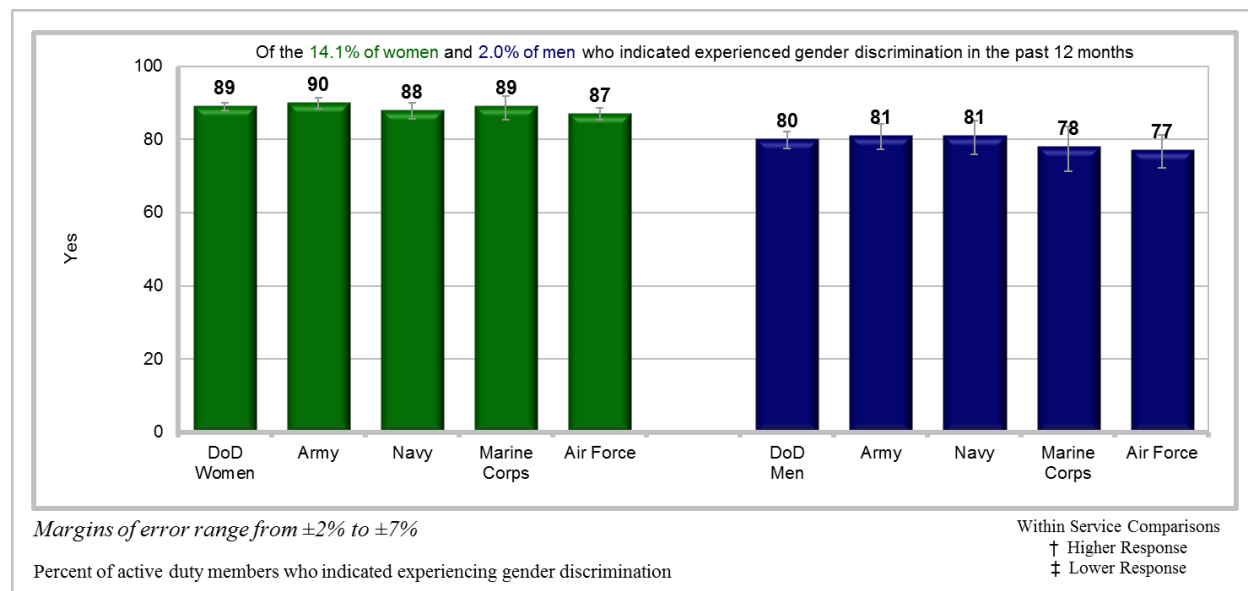
***Sexual Quid Pro Quo Identified by Members as Most Upsetting Behavior Experienced in the One Situation for DoD (Q51)***



As shown in Figure 119, of the 14.1% of DoD women and 2.0% of DoD men who indicated experiencing gender discrimination, the majority of women (89%) and men (80%) identified the most upsetting situation as gender discrimination. There were no significant differences between the Services for identifying the most upsetting situation as gender discrimination.

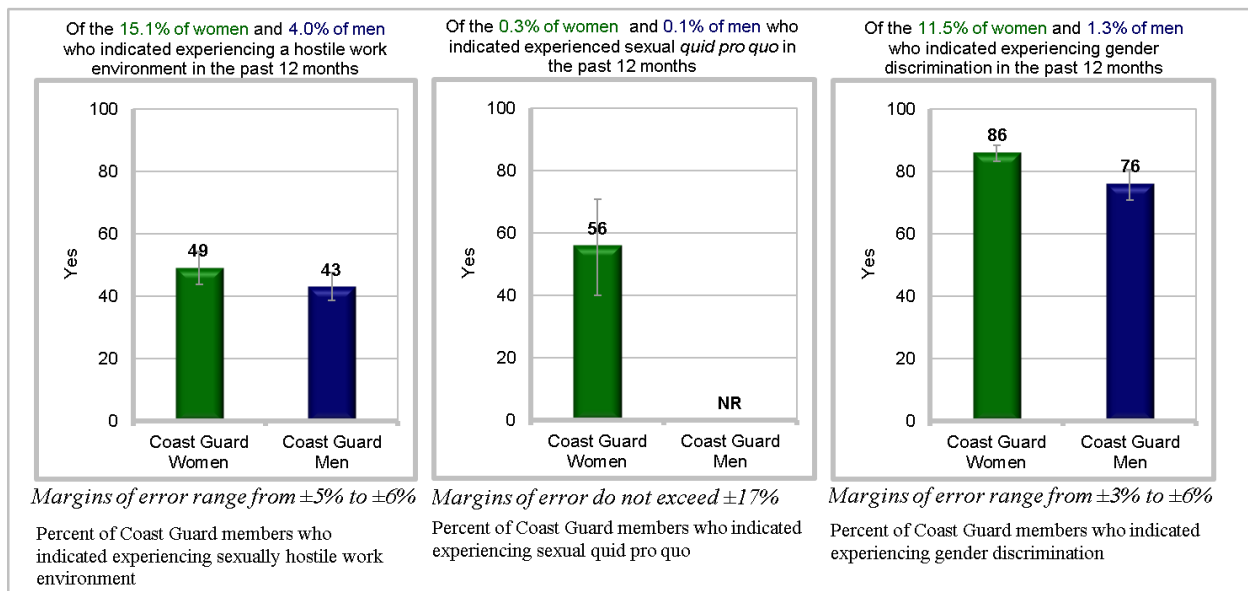
**Figure 119.**

*Gender Discrimination Identified by Members as Most Upsetting Behavior Experienced in the One Situation for DoD (Q51)*



## Coast Guard

As shown in Figure 120, of the 15.1% of Coast Guard women and 4.0% of Coast Guard men who indicated experiencing a sexually hostile work environment in the past 12 months, a little less than half (49%) of Coast Guard women and less than half (43%) of Coast Guard men identified the most upsetting situation as a sexually hostile work environment. Of the 0.9% of Coast Guard women who indicated experiencing sexual *quid pro quo*, more than half (56%) identified the most upsetting situation as sexual *quid pro quo*. Data are not reportable for the 0.1% of Coast Guard men who indicating experiencing sexual *quid pro quo*. Of the Coast Guard members who indicated experiencing gender discrimination—11.5% of women and 1.3% of men—the majority of women (86%) and men (76%) identified the most upsetting situation as gender discrimination.

**Figure 120.*****Sex-Based MEO Violation Behavior Indicated by Members as Most Upsetting Behavior Experienced in the One Situation for Coast Guard (Q51)*****Characteristics of the Alleged Offender(s) in the One Situation**

Active duty members who indicated experiencing a sex-based MEO violation in the past 12 months were asked to describe the alleged offender(s) in the most upsetting situation. Members were asked to indicate the number, gender, military status, and rank of the alleged offender(s).

**Number and Gender of Alleged Offender(s) in the One Situation****DoD**

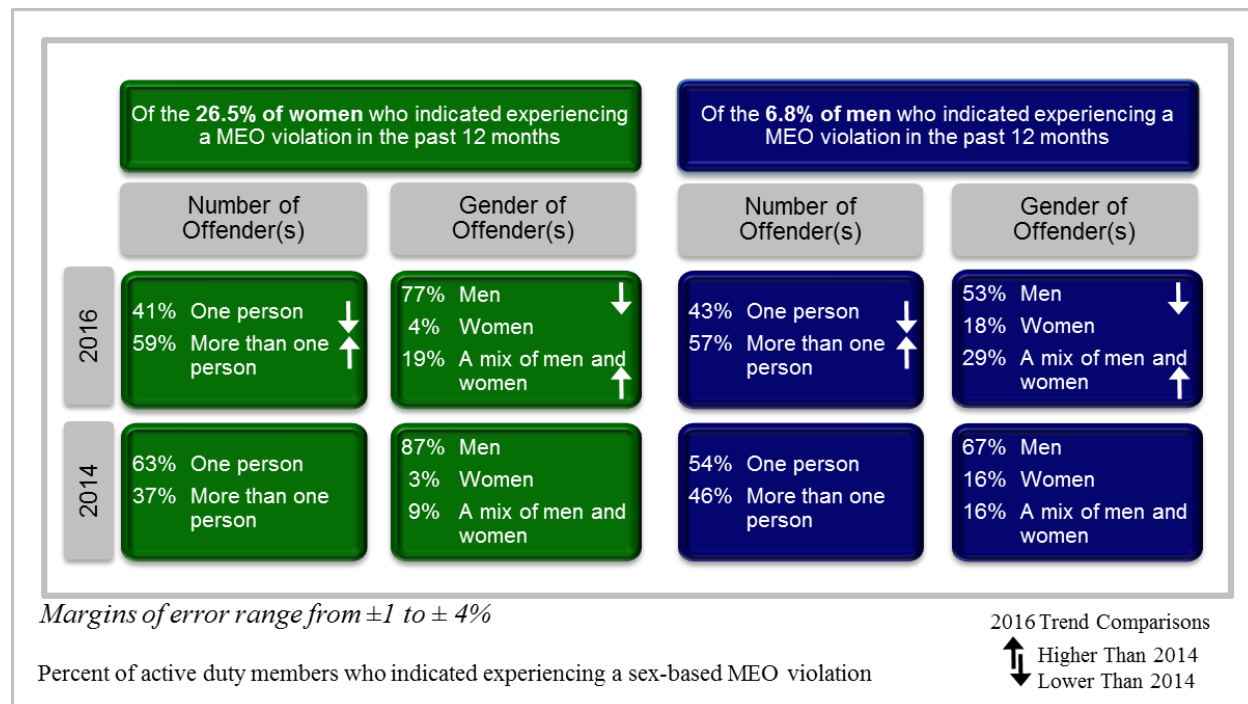
In 2016, of the 26.5% of DoD women who indicated experiencing a sex-based MEO violation, more than half (59%) indicated **more than one person** was involved in the upsetting situation (Figure 121). Compared to 2014, this showed a statistically significant *increase* of 22 percentage points in 2016 for women. With regard to gender of the alleged offender(s), the majority (77%) of women indicated the alleged offender(s) was (were) **men** (a statistically significant *decrease* of 10 percentage points since 2014), whereas only 4% indicated the alleged offender(s) was (were) **women** (statistically unchanged from 2014). Additionally, 19% of women indicated the alleged offenders were **a mix of men and women** (a statistically significant *increase* in 2016 of 10 percentage points since 2014).

Of the 6.8% of DoD men who indicated experiencing a sex-based MEO violation, more than half (57%) indicated **more than one person** was involved in the upsetting situation (Figure 121). Compared to 2014, this showed a statistically significant *increase* in 2016 of 11 percentage points for men. When asked about the gender of the alleged offender(s), a little more than half (53%) indicated the alleged offender(s) was (were) **men**, a little less than one-fifth (19%) indicated the alleged offender(s) was (were) **women**, and more than one-quarter (29%) indicated

they were a mix of men and women. Compared to 2014, there were no significant differences in gender of the alleged offender(s) for DoD men in 2016.

**Figure 121.**

**Number and Gender of Alleged Offender(s) in the One Situation for DoD (Q52–Q53)**



As shown in Table 25, in 2016, Navy women (61%) were *more likely* than women in the other Services to indicate *more than one person* was involved in the one situation, whereas Air Force women (56%) were *less likely*. Conversely, Air Force women (44%) were *more likely* to indicate only *one person* was involved in the situation, whereas Navy women (39%) were *less likely*. Compared to 2014, the percentage of women who indicated *more than one person* was involved in the upsetting situation showed a statistically significant *increase* for women in all Services: 23 percentage points for Marine Corps, 22 percentage points for Army and Air Force, and 21 points for Navy.

In 2016, Marine Corps women (2%) were *less likely* than women in the other Services to indicate the alleged offender(s) was (were) *women*, whereas Navy women (21%) were *more likely* to indicate the alleged offenders were a mix of women and men. Compared to 2014, the percentage of women who indicated the alleged offender(s) was (were) *men* showed a statistically significant *decrease* across all Services: 14 percentage points for Marine Corps, 11 percentage points for Army, 9 percentage points for Navy, and 8 percentage points for Air Force. With regard to indicating the alleged offender(s) was (were) *women*, compared to 2014, this response showed a statistically significant *increase* of 2 percentage points for Army women in 2016. Compared to 2014, the percentage of women who indicated the alleged offenders were a mix of men and women showed a statistically significant *increase* across all Services (13 percentage points for Marine Corps and 9 percentage points for Army, Navy, and Air Force).



As shown in Table 25, in 2016, there were no significant differences between Services for men who indicated the number of alleged offender(s) involved in the one situation. Compared to 2014, the percentage of men who indicated **more than one person** was involved in the upsetting situation showed a statistically significant *increase* for Army (19 percentage points) and Air Force men (14 percentage points).

In 2016, Marine Corps men (14%) were *less likely* than men in the other Services to indicate the alleged offender(s) was (were) **women**, while Army men (27%) were *less likely* to indicate the alleged offenders were **a mix of women and men**. Compared to 2014, the percentage of men who indicated the alleged offender(s) was (were) **men** showed a statistically significant *decrease* in 2016 for men in all Services: 24 percentage points for Marine Corps, 15 percentage points for Army, and 11 percentage points for Navy and Air Force. The percentage of men who indicated the alleged offender(s) was (were) **women** in 2016 showed a statistically significant *increase* of 8 percentage points for Marine Corps men. Compared to 2014, the percentage of men who indicated the alleged offenders were **a mix of men and women** showed a statistically significant *increase* in 2016 for men in all Services: 15 percentage points for Marine Corps, 13 percentage points for Army and Air Force, and 12 percentage points for Navy.

**Table 25.**  
**Number and Gender of Alleged Offender(s) in the One Situation for DoD (Q52–Q53)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Within Service Comparisons				
		Survey Year	Total DoD	Army	Navy	Marine Corps
<div>Higher Response</div> <div>Lower Response</div>						
Women						
Number of Offender(s) (Q52)						
One person	2016	41↓	42↓	39↓	39↓	44↓
	2014	63	64	60	62	66
More than one person	2016	59↑	58↑	61↑	61↑	56↑
	2014	37	36	40	38	34
Gender of Offender(s) (Q53)						
Men	2016	77↓	77↓	76↓	79↓	78↓
	2014	87	88	85	93	86
Women	2016	4	5↑	3	2	5
	2014	3	3	3	1	6
A mix of men and women	2016	19↑	18↑	21↑	19↑	18↑
	2014	9	9	12	6	9
Margins of Error		±1–2	±1–2	±1–3	±2–5	±1–3
Men						
Number of Offender(s) (Q52)						
One person	2016	43↓	42↓	43	42	41↓
	2014	54	61	50	39	55
More than one person	2016	57↑	58↑	57	58	59↑
	2014	46	39	50	61	45
Gender of Offender(s) (Q53)						
Men	2016	53↓	54↓	52↓	54↓	53↓
	2014	67	69	63	78	64
Women	2016	18	19	17	14↑	18
	2014	16	17	18	6	20
A mix of men and women	2016	29↑	27↑	31↑	31↑	29↑
	2014	16	14	19	16	16
Margins of Error		±2–4	±3–6	±4–8	±5–11	±3–7

Percent of active duty members who indicated experiencing a sex-based MEO violation

## Coast Guard

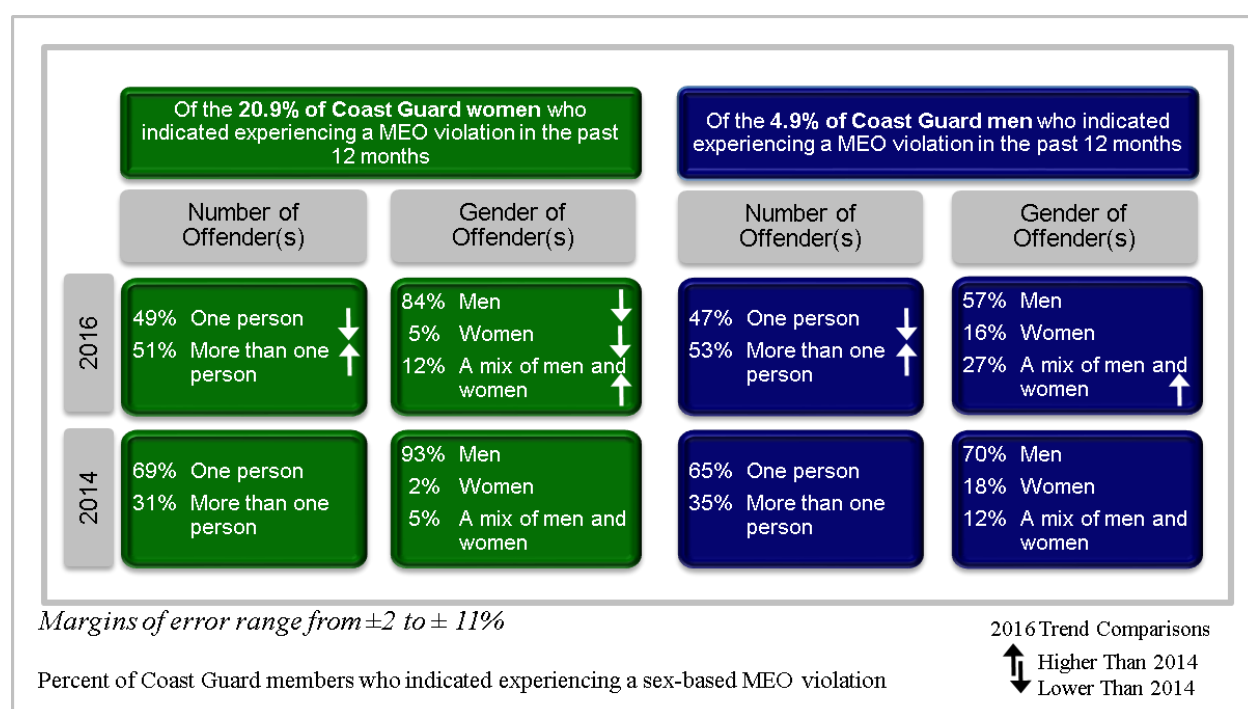
In 2016, of the 20.9% of Coast Guard women who experienced a sex-based MEO violation, more than half (51%) indicated **more than one person** was involved in the upsetting situation (Figure 122). This is a significant *increase* of 14 percentage points compared to 2014. When asked about the gender of the alleged offender(s), the majority (84%) of women indicated the alleged offender(s) was (were) **men**, which showed a statistically significant *decrease* from 2014 of 9 percentage points. Only 5% of Coast Guard women indicated the alleged offender(s) was (were) **women** (a statistically significant *decrease* from 2014 of 3 percentage points) and 12%

indicated they were **a mix of men and women** (a statistically significant *increase* from 2014 of 7 percentage points).

Of the 4.9% of Coast Guard men who indicated experiencing a sex-based MEO violation, more than half (53%) indicated **more than one person** was involved. Compared to 2014, this is a significant *increase* of 18 percentage points. More than half (57%) of Coast Guard men indicated the alleged offender(s) was (were) **men** and 16% indicated the alleged offender(s) was **women**. More than one-quarter (27%) of men indicated the alleged offenders were **a mix of men and women**, which showed a statistically significant *increase* from 2014 of 15 percentage points.

**Figure 122.**

**Number and Gender of Alleged Offender(s) in the One Situation for Coast Guard (Q52–Q53)**



### Status and Rank of Alleged Military Offender(s) in the One Situation

Active duty members were asked if any of the individuals involved in the one situation were military members. They were also asked about details of the employment status of the alleged offender(s). If a member indicated the alleged offender(s) was (were) a military member, then the member was asked to identify the rank(s) of the member(s).

#### DoD

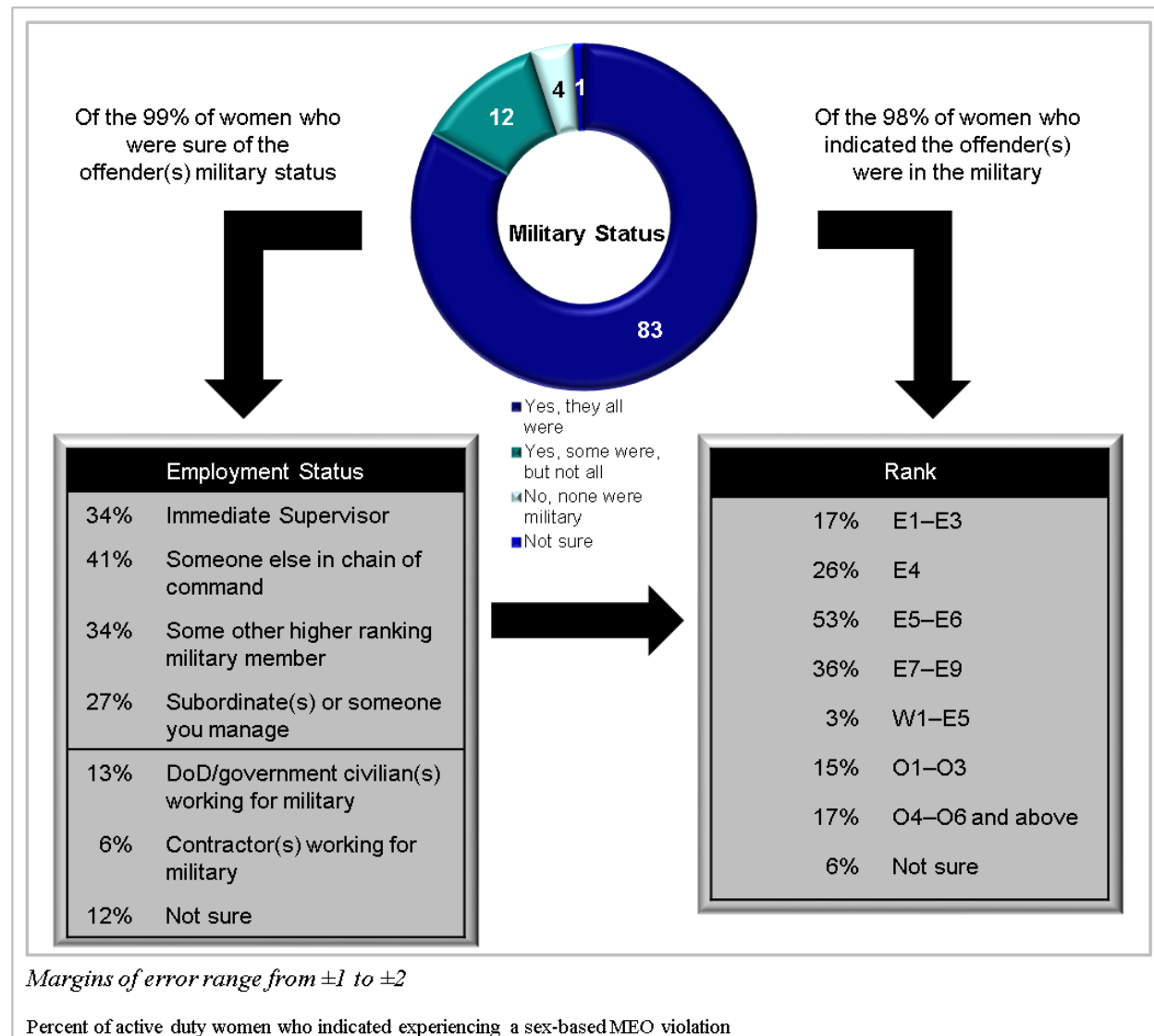
As shown in Figure 123, of the 26.5% of DoD women who indicated experiencing a sex-based MEO violation, the majority (83%) indicated all of the offenders in the one situation were **military members**, 12% indicated **some were, but not all**, whereas fewer (4%) indicated **none**

were military, and 1% were not sure. Of the 99% of women who knew the alleged offender(s) military status,<sup>44</sup> 41% indicated the alleged offender(s) was (were) someone in their chain of command (excluding their immediate supervisor), whereas more than one-third indicated the alleged offender(s) was (were) an immediate supervisor or some other higher ranking military member (both 34%). More than one-quarter (27%) of women indicated the alleged offender(s) was (were) a subordinate(s) or someone they manage, whereas 13% indicated they were a DoD or government civilian working for the military, and 6% indicated they were contractor(s) working for the military. A little more than one-tenth (12%) of women indicated they were not sure of the employment status of the alleged offender(s).

Of the 95% of women who indicated at least some or all of the alleged offender(s) was (were) in the military, a little more than half (53%) indicated the alleged offender(s) was (were) ranked E5–E6, whereas more than one-third (36%) indicated they were ranked E7–E9, and more than one-quarter (26%) indicated they were ranked E4.

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<sup>44</sup> Active duty DoD women who indicated they were not sure of the military status of the alleged offender(s) were not asked this question.

**Figure 123.*****Military Status and Rank of Alleged Offender(s) for DoD Women (Q54–Q56)***

As shown in Figure 124, of the 6.8% of DoD men who indicated experiencing a sex-based MEO violation, the majority (82%) indicated the alleged offenders in the one situation were **all military members**, whereas 10% indicated **some were, but not all**, and 4% indicated **none were military** or they were **not sure** of the military status of the alleged offender(s). Of the 96% of men who knew the alleged offender(s) military status,<sup>45</sup> 40% of men indicated they were **someone in their chain of command (excluding their immediate supervisor)**, whereas less than one-third (32%) indicated they were an **immediate supervisor**, and 31% indicated they were **some other higher ranking military** member. More than one-quarter (28%) indicated the alleged offender(s) was (were) **subordinate(s) or someone they manage**, whereas a little more than one-tenth (11%)

<sup>45</sup> Active duty DoD men who indicated they were not sure of the military status of the alleged offender(s) were not asked this question.

indicated they were a **DoD or government civilian working for the military**, and fewer (5%) indicated they were **contractor(s) working for the military**. Seventeen percent of men were **not sure** of the employment status of the alleged offender(s).

Of the 92% of DoD men who indicated at least some or all of the alleged offenders were in the military, more than half (55%) indicated the alleged offenders were ranked **E5–E6**. More than one-third (34%) of men indicated the alleged offenders were ranked **E7–E9**, and 29% indicated they were ranked **E4**.

**Figure 124.**

***Military Status and Rank of Alleged Offender(s) for DoD Men (Q54–Q56)***

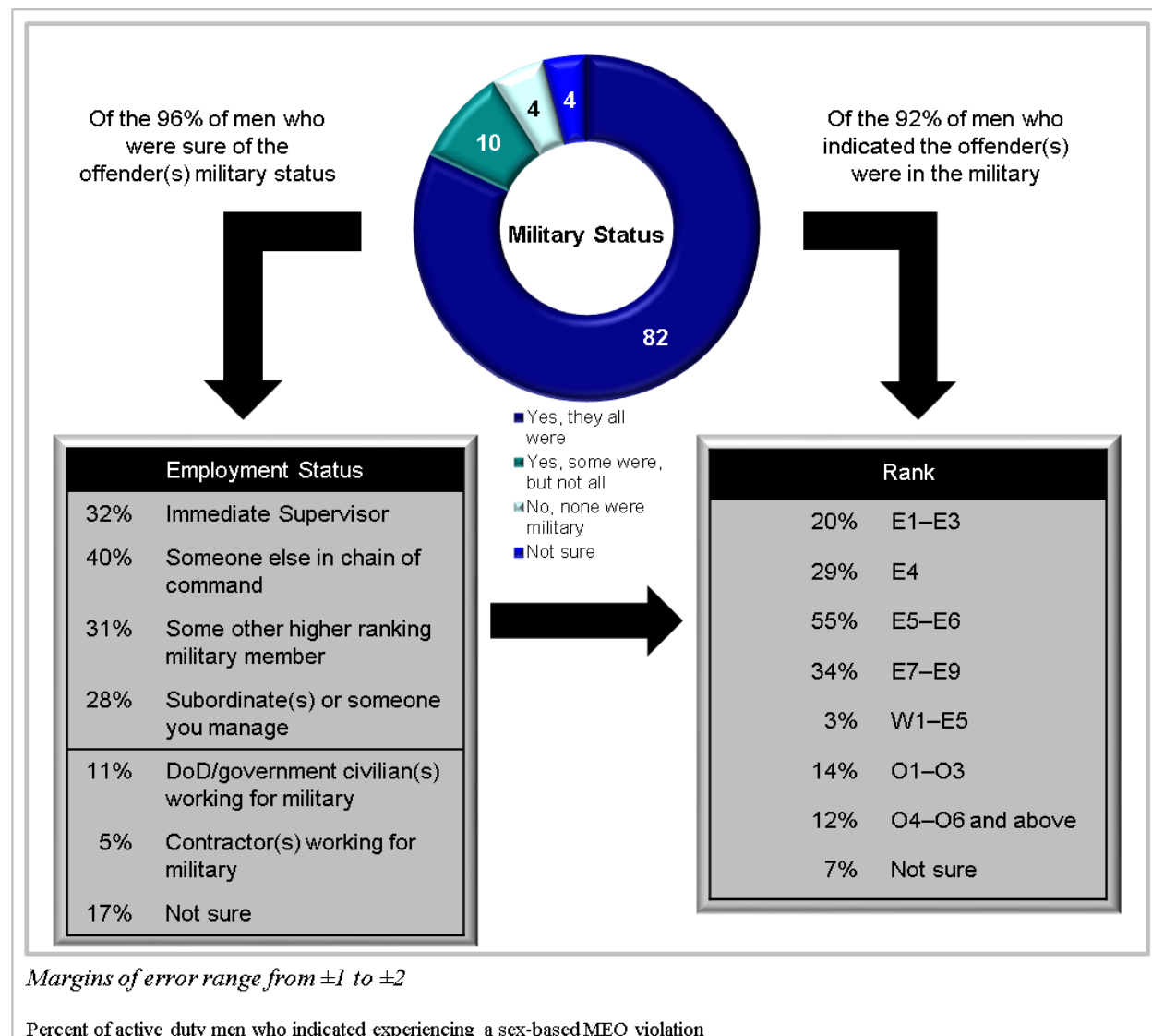




Table 26 shows within Service comparisons for both DoD women and DoD men. In 2016, women in the Marine Corps (89%), Army, and Navy (both 85%) were *more likely* than women

in the other Services to indicate the alleged offenders were **all military members**, whereas Air Force women (75%) were *less likely*. Air Force women (16%) were *more likely* than women in the other Services to indicate **some of the alleged offenders were military members, but not all**, whereas Marine Corps women (7%) were *less likely*. Women in the Air Force (7%) were also *more likely* than women in the other Services to indicate **none of the alleged offenders were military members**, whereas Navy (3%) and Marine Corps (1%) were *less likely*.

In 2016, men in the Army (84%) were *more likely* than men in the other Services to indicate the alleged offenders were **all military members**, whereas Air Force men (76%) were *less likely* (Table 26). Air Force men were *more likely* than men in the other Services to indicate **some of the alleged offenders were military members, but not all** (14%) and **none were military** (7%).

**Table 26.**

***Military Status of Alleged Offender(s) in the One Situation for DoD (Q54)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Yes, they all were	83	85	85	89	75
Yes, some were, but not all	12	11	11	7	16
No, none were military	4	3	3	1	7
Not sure	1	1	1	3	2
<i>Margins of Error</i>	$\pm 1$	$\pm 1-2$	$\pm 1-2$	$\pm 1-3$	$\pm 1-3$
<b>Men</b>					
Yes, they all were	82	84	83	79	76
Yes, some were, but not all	10	10	9	10	14
No, none were military	4	4	3	3	7
Not sure	4	3	5	8	4
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-2$	$\pm 2-3$	$\pm 2-4$	$\pm 2-3$

Percent of active duty members who indicated experiencing a sex-based MEO violation

As shown in Table 27, with regard to employment status of the alleged offender(s), women in the Navy (37%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) an **immediate supervisor**, whereas Air Force women (27%) were *less likely*. Navy women (31%) were also *more likely* than women in the other Services to indicate the alleged offender(s) was (were) **subordinate(s) or someone they manage**, whereas Army (25%) and Air Force women (23%) were *less likely*. Army women (36%) were *more likely* than women in the other Services to indicate the alleged offender(s) was (were) **some other higher ranking military member**, whereas Navy women (32%) were *less likely*. In regards the status of the alleged offender(s) as **DoD or government civilians working for the military**, Air Force women (20%) were *more likely* than women in the other Services to indicate this status, whereas Army (11%) and Marine Corps (5%) women were *less likely*. For **contractor(s) working for the military**, both Air Force (9%) and Navy women (7%) were *more likely* than women in the other Services to indicate they were the alleged offender(s), whereas Army (4%) and Marine Corps women (3%) were *less likely*.

**Table 27.**  
*Employment Status of Alleged Offender(s) in the One Situation for DoD (Q55)*

Percent of active duty members who indicated experiencing a sex-based MEO violation and knew the military status of the alleged offender(s)

As shown in Table 27, women in the Navy and Marine Corps were *more likely* than women in the other Services to indicate the rank of the alleged military offender(s) was (were) **E1–E3** (23% Navy, 25% Marine Corps) and **E4** (30% Navy, 38% Marine Corps), whereas Army and Air Force women (12% for both for **E1–E3**, 22% for Army and 19% for Air Force for **E4**) were *less likely*. Women in the Army were *more likely* than women in the other Services to indicate the rank of the alleged military offender(s) was (were) **E7–E9** (39%), **W1–W5** (5%), **O1–O3** (19%), and **O4–O6** (19%), but were *less likely* to indicate the alleged military offender(s) was (were) an **E5–E6** (49%). Navy women (61%) were *more likely* than women in the other Services to indicate the alleged military offender(s) was (were) an **E5–E6**, whereas Air Force women (46%) were *less likely*. Additionally, Navy women were *less likely* than women in the other Services to indicate the rank of the military alleged offender(s) was (were) **W1–W5** (1%), **O1–O3** (10%),



and **O4–O6** (12%). Women in the Marine Corps (5%) were *more likely* than women in the other Services to indicate the rank of the alleged offender(s) was (were) **W1–W5**, but were less likely to indicate the alleged military offender(s) was (were) **E7–E9** (27%) or **O4–O6** (10%).

Similar patterns are shown for DoD men (Table 27). Men in the Air Force were *less likely* than men in the other Services to indicate the rank of the alleged military offender(s) was (were) **E1–E3** (16%), **E4** (25%), **E5–E6** (47%), **E7–E9** (30%), and **W1–W5** (1%), but were *more likely* to indicate the alleged military offender(s) was (were) an **O4–O6** (20%). Army men were *more likely* than men in the other Services to indicate the rank of the alleged offender(s) was (were) **E7–E9** (38%), **W1–W5** (5%), **O1–O3** (18%), and **O4–O6** (15%), whereas Navy men were *less likely* (2% for **W1–W5**, 11% for **O1–O3**, and 7% for **O4–O6**). Additionally, Marine Corps men were *more likely* than men in the other Services to indicate the alleged military offender(s) was (were) an **E1–E3** (25%) and **E4** (37%), but were *less likely* to indicate they were ranked **E7–E9** (26%) and **O4–O6** (7%).

**Table 28.**

*Rank of Alleged Military Offender(s) in Relation to Member's Rank in the One Situation for DoD (Q56)*

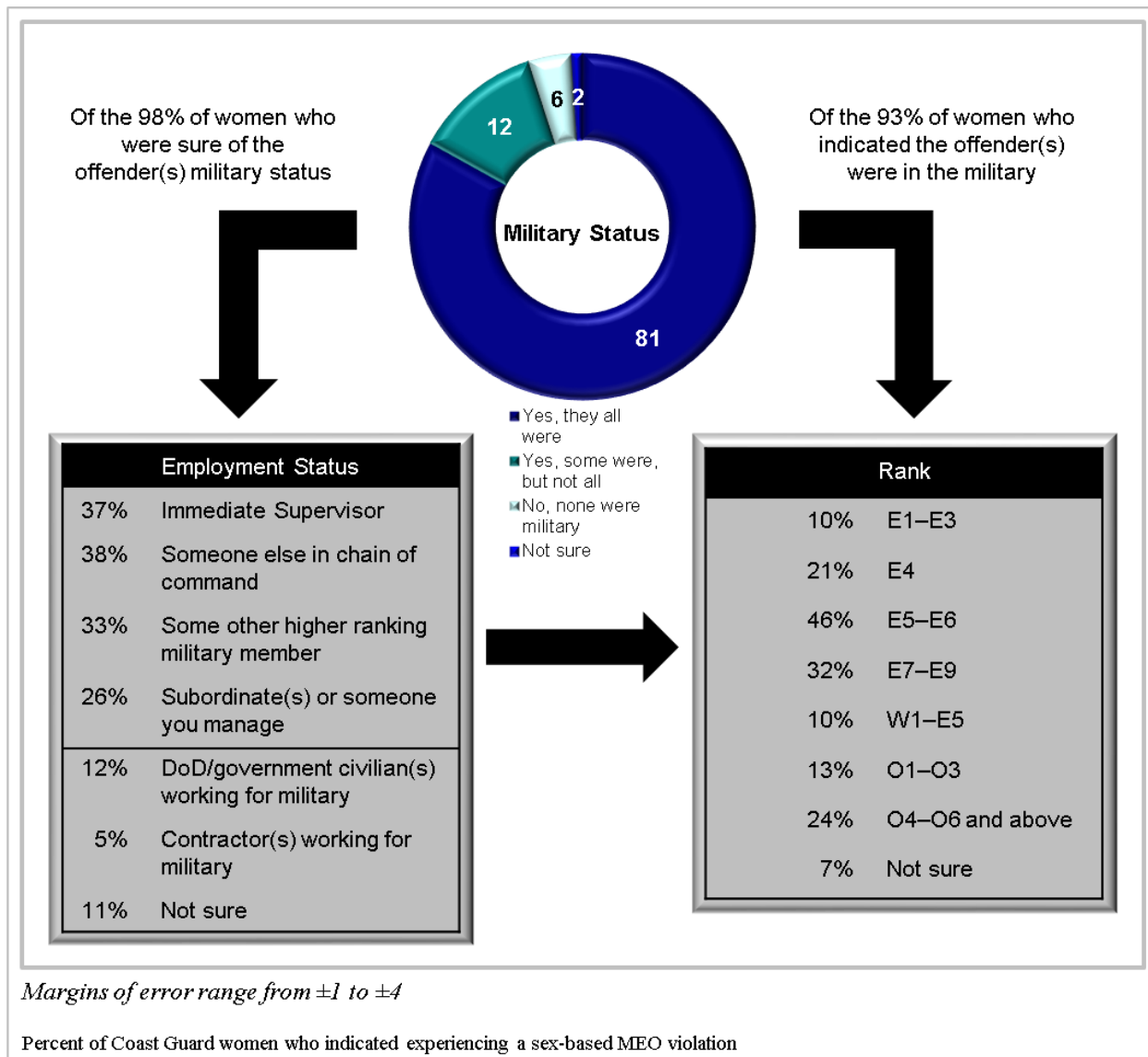
	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div> <div></div> Higher Response           <div></div> Lower Response         </div>					
<b>Women</b>					
E1–E3	17	12	23	25	12
E4	26	22	30	38	19
E5–E6	53	49	61	50	46
E7–E9	36	39	34	27	38
W1–W5	3	5	1	5	<1
O1–O3	15	19	10	13	14
O4–O6 and above	17	19	12	10	25
Not sure	6	6	5	6	7
Margins of Error	±1–2	±1–3	±1–3	±3–5	±1–3
<b>Men</b>					
E1–E3	20	18	21	25	16
E4	29	27	30	37	25
E5–E6	55	53	59	53	47
E7–E9	34	38	34	26	30
W1–W5	3	5	2	4	1
O1–O3	14	18	11	12	14
O4–O6 and above	12	15	7	7	20
Not sure	7	5	6	13	8
Margins of Error	±1–2	±2–4	±2–4	±3–6	±1–4

Percent of active duty members who indicated experiencing a sex-based MEO violation and indicated offender was a military member

**Coast Guard**

As shown in Figure 125, of the 20.9% of Coast Guard women who indicated experiencing a sex-based MEO violation, the majority (81%) indicated the alleged offender(s) in the one situation [were all military members](#), whereas 12% indicated [some were, but not all](#). Of the 98% of Coast Guard women who knew the military status of the alleged offender(s), more than one-third indicated the alleged offender(s) was (were) [someone in their chain of command \(excluding their immediate supervisor](#); 38%) or their [immediate supervisor](#) (37%), while 33% indicated the alleged offender(s) was (were) [some other higher ranking military member](#). More than one-quarter (26%) indicated the alleged offender(s) was (were) [subordinate\(s\) or someone they manage](#), 12% indicated they were a [DoD or government civilian\(s\) working for the military](#), and fewer (5%) indicated they were [contractor\(s\) working for the military](#). A little more than one-tenth (11%) of women indicated they were [not sure](#) of the employment status of the alleged offender(s).

Of the women who indicated at least some of the alleged offenders were in the military, a little less than half (46%) indicated they were ranked [E5–E6](#), whereas 32% indicated they were ranked [E7–E9](#), and 21% indicated they were ranked [E4](#).

**Figure 125.*****Military Status and Rank of Alleged Offender(s) for Coast Guard Women (Q54–Q56)***

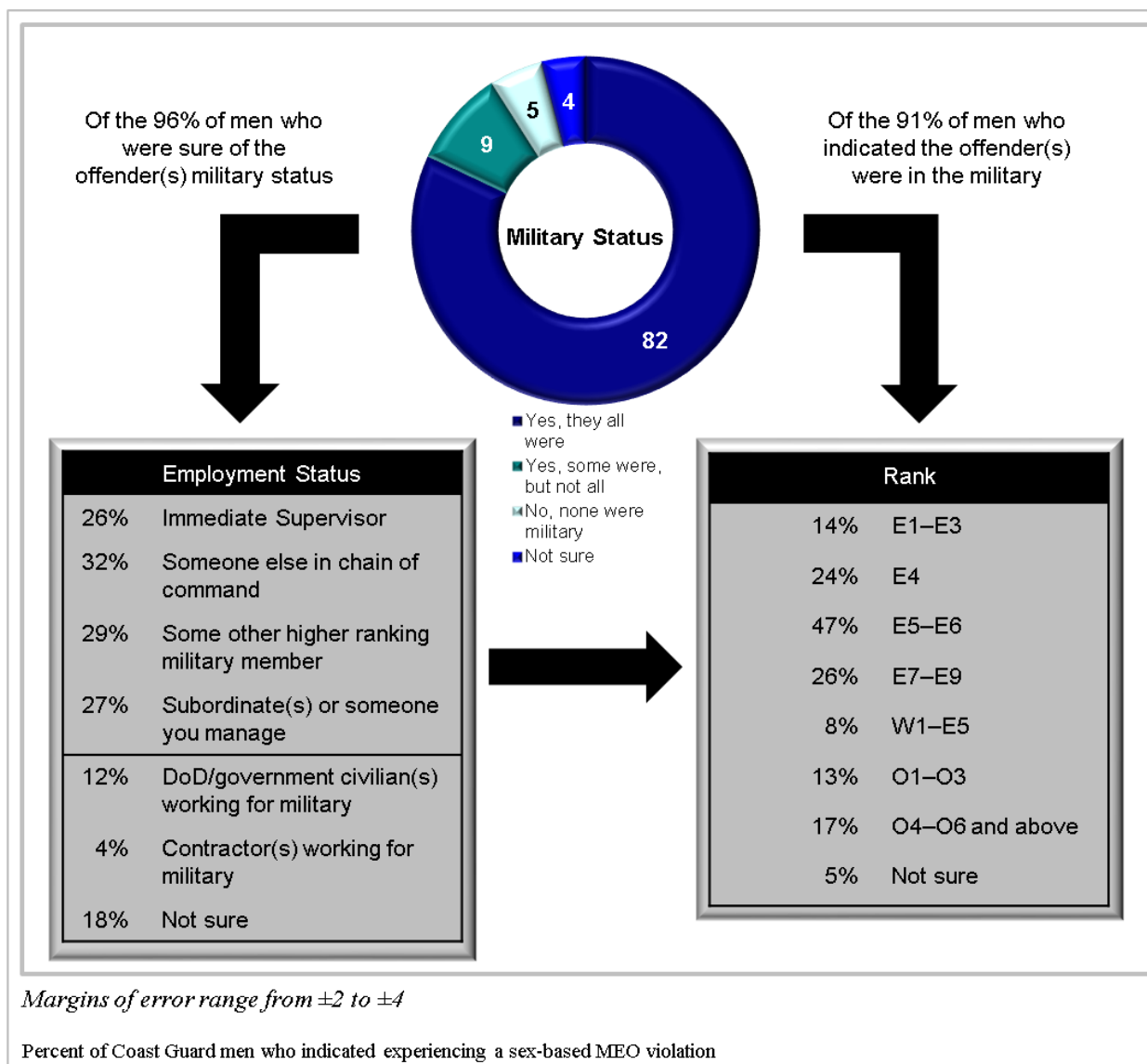
As shown in Figure 126, of the 6.8% of Coast Guard men who indicated experiencing a sex-based MEO violation, the majority (82%) indicated the alleged offenders in the one situation were **all military members**, whereas 9% indicated **some were, but not all**, and fewer indicated **none were in the military** (5%) or were **not sure** (4%). Of the 96% of Coast Guard men who knew of the military status of the alleged offender(s), 32% indicated the alleged offender(s) was (were) **someone in their chain of command (excluding their immediate supervisor)**, whereas more than one-quarter indicated the alleged offender was (were) **some other higher ranking military member** (29%), was (were) **subordinate(s) or someone they manage** (27%) or an **immediate supervisor** (26%). Additionally, 12% indicated the alleged offender(s) was (were) **DoD or government civilian(s) working for the military**, and fewer (4%) indicated the alleged

offender(s) was (were) **contractor(s) working for the military**. A little less than one-fifth (18%) of men indicated they were **not sure** of the employment status of the alleged offender(s).

Of the Coast Guard men who indicated at least one of the alleged offenders were in the military, a little less than half (47%) indicated the alleged offender(s) was (were) ranked **E5–E6**. More than one-quarter (26%) of men indicated the alleged military offender(s) was (were) ranked **E7–E9**, whereas 24% indicated they were ranked **E4**.

**Figure 126.**

***Military Status and Rank of Alleged Offender(s) for Coast Guard Men (Q54–Q56)***



## Length of Time the One Situation Continued

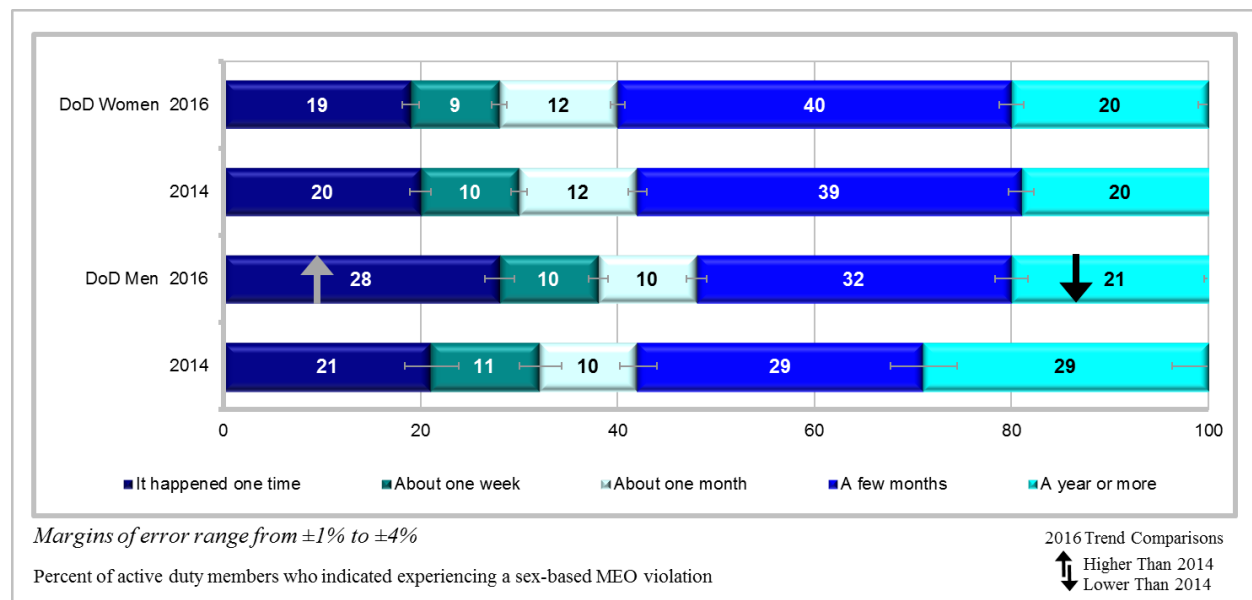
### DoD

Of the 26.5% of DoD women and 6.8% of DoD men who indicated experiencing a sex-based MEO violation, a little less than one-fifth (19%) of women and more than one-quarter (28%) of men indicated the most upsetting situation occurred **one time** (Figure 127). Forty percent of DoD women and a little less than one-third (32%) of DoD men indicated the situation continued for **a few months**, whereas 20% of women and 21% of men indicated it continued for **a year or more**. Twelve percent of women and 10% of men indicated the situation continued for **about one month**, and 9% of women and 10% of men indicated the upsetting situation occurred for **about one week**.

Compared to 2014, the percentage of those who indicated the upsetting behavior happened **one time** showed a statistically significant *increase* in 2016 of 7 percentage points in 2016 for men. Conversely, the percentage of men who indicated the upsetting behavior continued for **a year or more** showed a statistically significant *decrease* in 2016 of 8 percentage points. There were no significant differences compared to 2014 on length of time the one situation continued for women.

**Figure 127.**

*Length of Time the One Situation Continued for DoD (Q57)*



As shown in Table 28, in 2016, Air Force women were *more likely* than women in the other Services to indicate the upsetting situation **occurred one time** (22%) and continued for **a year or more** (23%). They were also *less likely* than women in the other Services to indicate the upsetting situation continued for **about one week** (8%) and **a few months** (37%). Additionally, Army women (18%) were *less likely* than women in the other Services to indicate the upsetting situation continued for **a year or more**.

Compared to 2014, the percentage of women who indicated the upsetting situation happened **one time** showed a statistically significant *increase* of 3 percentage points in 2016 for Air Force.

In 2016, men in the Army (12%) were *more likely* than men in the other Services to indicate the upsetting situation continued for **about one month**, whereas Navy men (8%) were *less likely* (Table 28). Air Force men were *less likely* to indicate the upsetting behavior occurred for **a few months** (27%), but were *more likely* to indicate it occurred for **a year or more** (24%) compared to men in the other Services.

Compared to 2014, the percentage of men who indicated the upsetting behavior **happened one time** showed a statistically significant *increase* in 2016 for Navy (9 percentage points), Air Force (7 percentage points), and Army (6 percentage points). The percentage of men who indicated the situation continued for **about one week** showed a statistically significant *increase* of 6 percentage points in 2016 for Marine Corps compared to 2014. The percentage of men who indicated the upsetting situation continued for **a year or more** showed a statistically significant *decrease* of 15 percentage points in 2016 for Navy men compared to 2014.

**Table 29.**  
***Length of Time the One Situation Continued for DoD (Q57)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div> <div></div> Higher Response <div></div> Lower Response </div>						
<b>Women</b>						
It happened one time	2016	19	19	18	19	22↑
	2014	20	19	20	22	19
About one week	2016	9	9	10	9	8
	2014	10	9	11	10	8
About one month	2016	12	13	11	12	11
	2014	12	13	13	12	11
A few months	2016	40	41	41	40	37
	2014	39	41	37	36	39
A year or more	2016	20	18	20	20	23
	2014	20	18	19	19	23
<i>Margins of Error</i>		±1–2	±2	±2–3	±3–5	±1–3
<b>Men</b>						
It happened one time	2016	28↑	27↑	28↑	30	29↑
	2014	21	21	19	24	22
About one week	2016	10	10	9	11↑	9
	2014	11	15	8	5	11
About one month	2016	10	12	8	8	11
	2014	10	10	9	13	13
A few months	2016	32	32	34	29	27
	2014	29	30	28	25	31
A year or more	2016	21↓	19	21↓	21	24
	2014	29	24	36	33	24
<i>Margins of Error</i>		±2–4	±2–6	±3–9	±3–12	±2–8

Percent of active duty members who indicated experiencing a sex-based MEO violation

## Coast Guard

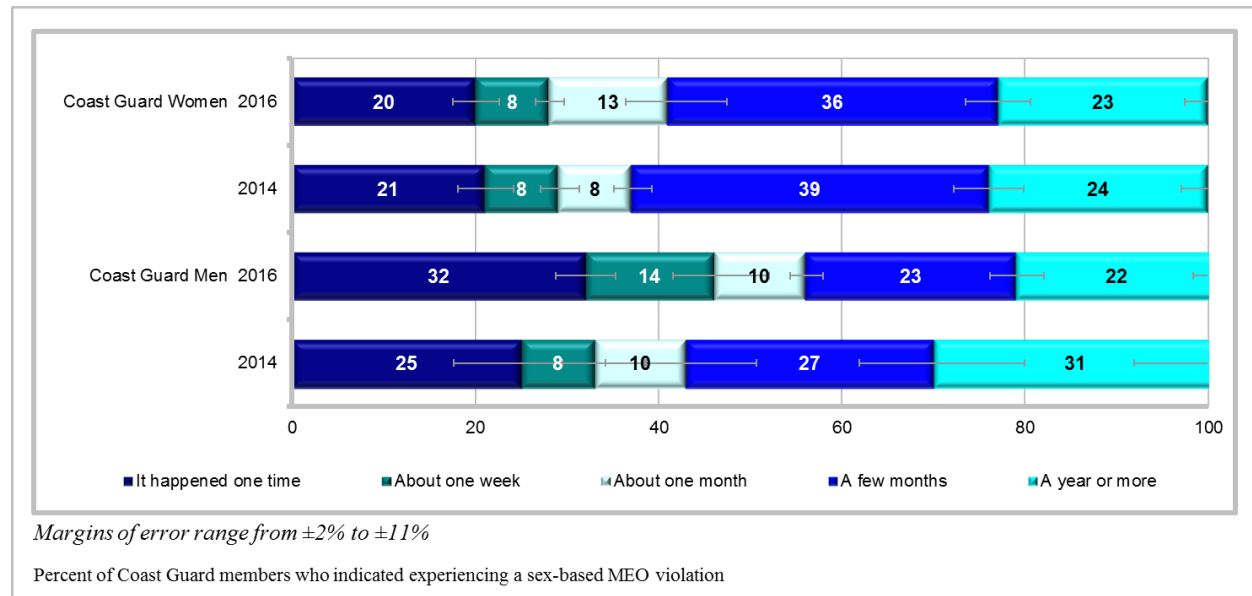
As shown in Figure 128, of the 20.9% of Coast Guard women who indicated experiencing a sex-based MEO violation, more than one-third (36%) indicated the upsetting situation continued for **a few months**. A little less than one-quarter (23%) indicated it continued for **a year or more**, whereas one-fifth (20%) indicated it happened **one time**. Thirteen percent of Coast Guard women indicated the upsetting situation continued for **about one month** and fewer (8%) indicated it continued for **about one week**.

Of the 4.9% of Coast Guard men who indicated experiencing a sex-based MEO violation, a little less than one-third (32%) indicated the upsetting situation happened **one time** (Figure 128). A little less than one-quarter (23%) indicated it continued for **a few months**, whereas a little more than one-fifth (22%) indicated it continued for **a year or more**. Fourteen percent of Coast Guard men indicated the upsetting situation continued for **about one week**, whereas 10% indicated it

continued for [about one month](#). Compared to 2014, there were no statistically significant differences for Coast Guard women and Coast Guard men in 2016.

**Figure 128.**

*Length of Time the One Situation Continued for Coast Guard (Q57)*



## Where the One Situation Occurred

Active duty members who indicated experiencing a sex-based MEO violation in the past 12 months were asked to select all applicable locations of where the one situation occurred. Examples of locations include at a military installation or ship, during an overseas port visit while deployed, or while at a location off base. Detailed location information is displayed followed by a “roll-up” of whether the locations selected were military or civilian locations.

### DoD

Figure 129 shows the top five (out of 12) locations where the one situation occurred for DoD women and DoD men. Of the 26.5% of women and 6.8% of men who indicated experiencing a sex-based MEO violation in the past 12 months, the majority of women (92%) and men (88%) indicated the upsetting situation occurred [at a military installation/ship](#). A little more than one-fifth (22%) of women and 23% of men indicated the upsetting situation occurred [while on TDY/TAD, at sea, or during field exercises/alerts](#), and similarly, 21% of women and 22% of men indicated the upsetting situation occurred [while at an official military function \(either on or off base\)](#). A little less than one-fifth (19%) of DoD women and 15% of DoD men indicated the situation occurred [while at a location off base](#), whereas 12% of women and 13% of men indicated it occurred [while completing military occupational specialty school or technical training](#).



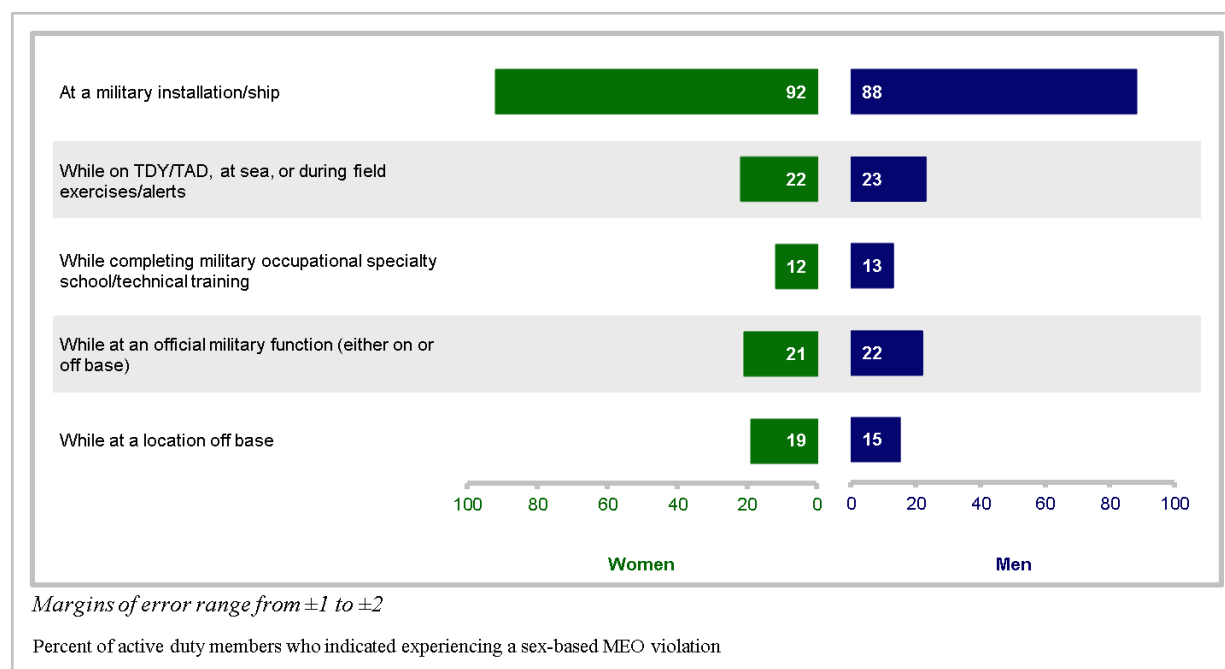
**Figure 129.*****Top Five Locations Where the One Situation Occurred for DoD (Q58)***

Table 29 displays the gender and Service breakouts for active duty DoD members for all 12 locations provided for members to endorse. To highlight some key differences, in 2016, women in the Air Force were generally *less likely* than women in the other Services to indicate the one situation occurred at a majority of the locations listed. For example, women in the Air Force were *less likely* than women in the other Services to indicate the situation occurred [while at a location off base](#) (17%), [while at an official military function \(either on or off base\)](#) (15%), and [while on TDY/TAD, at sea, or during field exercises/alerts](#) (15%).

In 2016, women in the Army and Marine Corps yielded similar patterns of responses in regard to the locations they each endorsed. For example, they were *more likely* than women in the other Services to indicate the one situation occurred [at an official military function](#) (23% for Army and 25% for Marine Corps) and [while completing military occupational specialty school or technical training](#) (14% for Army and 17% for Marine Corps). Women in the Army (12%) and Marine Corps (13%) were also *more likely* than women in the other Services to indicate the upsetting situation occurred [while in any other military combat training](#) (12% for Army and 13% for Marine Corps), and [while in Officer Candidate or Training School or a Basic or Advanced Officer Course](#) (4% for both Army and Marine Corps women).

Women in the Navy (93%) were *more likely* than women in the other Services to indicate the one situation occurred [at a military installation/ship](#), whereas Marine Corps women (86%) were *less likely*. Women in the Navy were also *more likely* than women in the other Services to indicate the situation occurred [during an overseas port visit while deployed](#) (15%), whereas women in the other Services were *less likely* (4% for Army, 3% for Marine Corps, and 2% for Air Force). Navy women (10%) were also *more likely* than women in the other Services to indicate the

situation occurred [while transitioning between operational theaters](#), whereas Army women (5%) and Air Force women (2%) were *less likely*.

Among the Services, patterns of responses for DoD men yielded similar results as DoD women for locations where the one situation occurred (Table 29). Navy men (90%) were *more likely* than men in the other Services to indicate the upsetting situation occurred at a [military installation/ship](#), whereas Marine Corps men (79%) were *less likely*. Air Force men were *less likely* than men in the other Services to indicate the upsetting situation occurred at the locations provided. For example, Air Force men were *less likely* to indicate the situation occurred [while at an official military function](#) (18%), [while on TDY/TAD, at sea, or during field exercises/alerts](#) (15%), or [while in recruit/basic training](#) (5%). Many of the locations *more likely* to be endorsed by Army men were *less likely* to be endorsed by Navy men. For instance, the upsetting situation was *more likely* to [occur at an official military function](#) for Army men (24%) and *less likely* for Navy men (19%). This also applies to [while completing military occupational specialty school/technical training](#) (15% for Army and 10% for Navy), [while in recruit/basic training](#) (11% for Army and 5% for Navy), and [while in any other training](#) (14% for Army and 5% for Navy). Men in the Navy were *more likely* than men in the other Services to indicate the upsetting situation occurred [during an overseas port visit while deployed](#) (15%) and [while transitioning between operational theaters](#) (12%).

**Table 30.**  
***Location Where the One Situation Occurred for DoD (Q58)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
At a military installation/ship	92	91	93	86	91
While on TDY/TAD, at sea, or during field exercises/alerts	22	23	26	21	15
While deployed to a combat zone/area where you drew imminent danger pay or hostile fire pay	10	11	10	6	9
During an overseas port visit while deployed	7	4	15	3	2
While transitioning between operational theaters	6	5	10	5	2
While in a delayed entry program	2	3	2	5	1
While in recruit training/basic training	5	10	3	4	2
While in any other type of military combat training	7	12	4	13	3
While in Officer Candidate or Training School/Basic or Advanced Officer Course	2	4	1	4	1
While completing military occupational specialty school/technical training	12	14	9	17	10
While at an official military function (either on or off base)	21	23	20	25	15
While at a location off base	19	18	21	23	17
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-2$	$\pm 1-3$	$\pm 2-4$	$\pm 1-3$
<b>Men</b>					
At a military installation/ship	88	88	90	79	89
While on TDY/TAD, at sea, or during field exercises/alerts	23	24	25	24	15
While deployed to a combat zone/area where you drew imminent danger pay or hostile fire pay	11	12	11	8	9
During an overseas port visit while deployed	8	5	15	7	3
While transitioning between operational theaters	8	7	12	7	3
While in a delayed entry program	2	2	2	6	2
While in recruit training/basic training	8	11	5	10	5
While in any other type of military combat training	9	14	5	11	4
While in Officer Candidate or Training School/Basic or Advanced Officer Course	3	4	2	3	2
While completing military occupational specialty school/technical training	13	15	10	14	11
While at an official military function (either on or off base)	22	24	19	27	18
While at a location off base	15	16	14	17	15
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 1-4$	$\pm 3-5$	$\pm 1-3$

Percent of active duty members who indicated experiencing a sex-based MEO violation

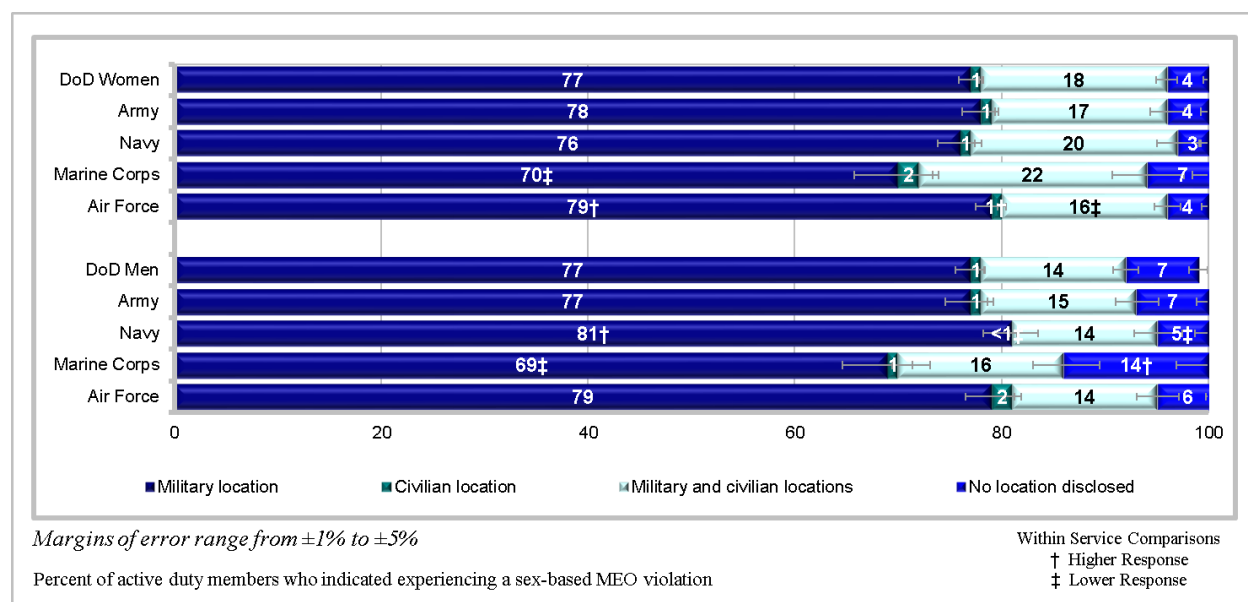
Combining the locations where active duty members indicated the upsetting situation occurred, results are shown in Figure 130 for whether the situation occurred at a military location, a civilian location, at both locations, or at neither location. Of the 26.5% of DoD women and 6.8% of DoD men who indicated experiencing a sex-based MEO violation in the past 12 months, the majority of women and men (both 77%) indicated the one situation occurred [at a military location](#). A little less than one-fifth (18%) of women and 14% of men indicated it occurred at

both military and civilian locations, whereas fewer (1% for both women and men) indicated the situation occurred only at a civilian location.

Women in the Air Force (79%) were *more likely* than women in the other Services to indicate the situation occurred at a military location, whereas Marine Corps women (70%) were *less likely*. Air Force women (1%) were also *more likely* than women in the other Services to indicate the situation occurred at a civilian location but were *less likely* to indicate it occurred at both military and civilian locations (16%).

Men in the Navy (81%) were *more likely* than men in the other Services to indicate the situation occurred at a military location, whereas Marine Corps men (69%) were *less likely*. However, Navy men (<1%) were *less likely* than men in the other Services to indicate the situation occurred at a civilian location. Marine Corps men (14%) were *more likely* than men in the other Services to not disclose a location, while Navy men (5%) were *less likely*.

**Figure 130.**  
*Where the One Situation Occurred for DoD (Q58)*



## Coast Guard

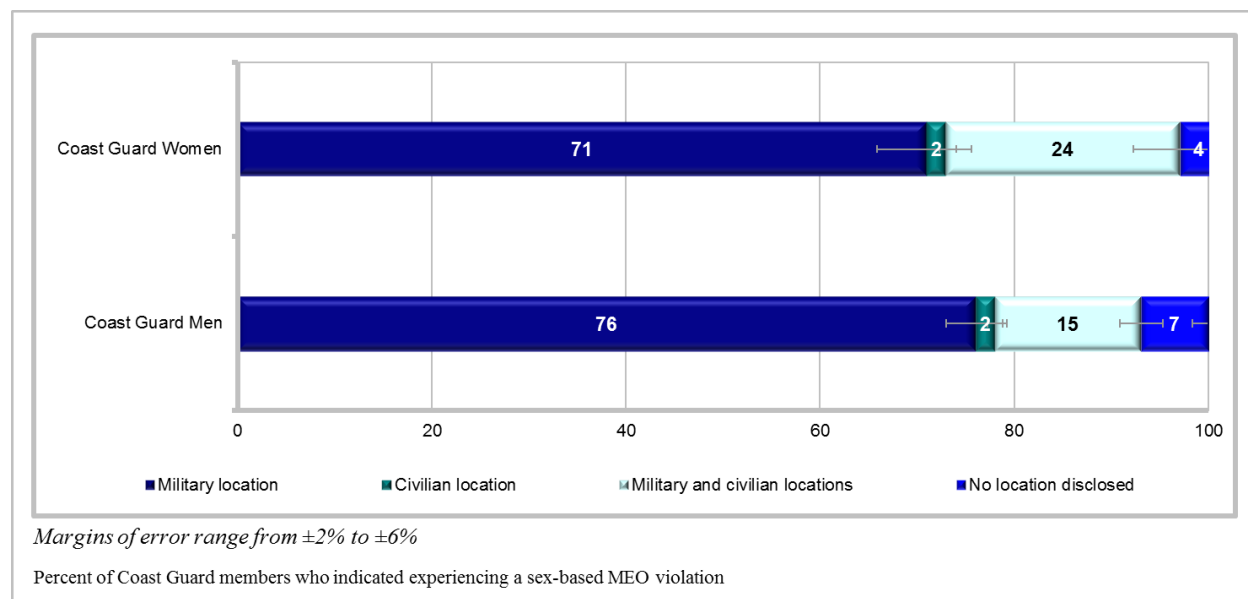
As shown in Table 31, of the 20.9% of Coast Guard women and 4.9% of Coast Guard men who indicated experiencing a sex-based MEO violation in the past 12 months, the majority of Coast Guard women (89%) and Coast Guard men (86%) indicated the one situation occurred at a military installation/ship. One-quarter (25%) of women and 16% of men indicated it occurred while at a location off base, whereas one-fifth (20%) of women and 23% of men indicated the situation occurred while on TDY/TAD, at least, or during field exercises/alerts.

**Table 31.**  
***Where the One Situation Occurred for Coast Guard (Q58)***

	Women	Men
At a military installation/ship	89	86
While you were on TDY/TAD, at sea, or during field exercises/alerts	20	23
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	1	2
During an overseas port visit while deployed	11	11
While transitioning between operational theaters	3	5
While you were in a delayed entry program	1	<1
While you were in recruit training/basic training	3	3
While you were in any other type of military combat training	1	1
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	2	1
While you were completing military occupational specialty school/technical training/advanced individual training/professional military education	13	7
While at an official military function (either on or off base)	15	16
While you were at a location off base	25	16
<i>Margins of Error</i>	$\pm 1-7$	$\pm 1-4$

Percent of Coast Guard members who indicated experiencing a sex-based MEO violation

Looking at the combinations of where the location occurred, the majority of Coast Guard women (71%) and Coast Guard men (76%) indicated the one situation occurred [at a military location](#) (Figure 131). Twenty-four percent of women and 15% of men indicated the situation occurred at [both military and civilian locations](#), whereas fewer (2% for both women and men) indicated it occurred [at a civilian location](#).

**Figure 131.*****Where the One Situation Occurred for Coast Guard (Q58)***

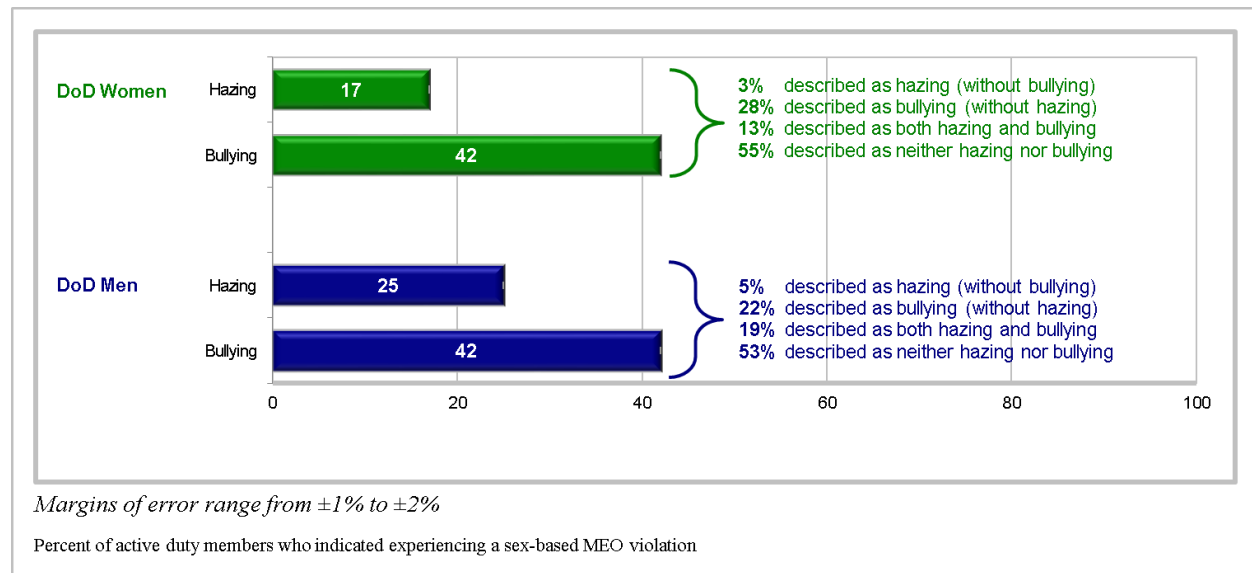
## Considered the One Situation as Hazing and/or Bullying

Active duty members who indicated experiencing a sex-based MEO violation in the past 12 months were asked if they would consider the one situation with the biggest effect to be hazing and/or bullying. Hazing refers to things done to humiliate or “toughen up” people before accepting them into a group. Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.

### DoD

As shown in Figure 132, of the 26.5% of DoD women who indicated experiencing a sex-based MEO violation in the past 12 months, 17% indicated they considered the situation to be **hazing**, and 42% indicated it involved **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 13% of women considered it to be **both hazing and bullying**. More than half (55%) would **not** describe the one situation as **hazing or bullying**, whereas 28% would describe the unwanted situation as **bullying (without hazing)** and 3% would describe the unwanted situation as **hazing (without bullying)**.

As shown in Figure 132, of the 6.8% of DoD men who indicated experiencing a sex-based MEO violation in the past 12 months, 25% indicated they considered the one situation to be **hazing** and 42% indicated it involved **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 19% of men considered the situation to be **both hazing and bullying**. More than half (53%) would **not** describe the unwanted situation as **hazing or bullying**, whereas 22% would describe the unwanted situation as **bullying (without hazing)** and 5% would describe the unwanted situation as **hazing (without bullying)**.

**Figure 132.*****Considered One Situation as Hazing and/or Bullying for DoD (Q60)***

As shown in Table 30, women in the Navy (19%) were *more likely* than women in the other Services to consider the situation to be **hazing**, whereas Marine Corps and Air Force women (both 13%) were *less likely*. Marine Corps women (47%) were *more likely* than women in the other Services to consider the situation to be **bullying**, whereas Air Force women (37%) were *less likely*. When combining these behaviors together, women in the Air Force (59%) were *more likely* than women in the other Services to indicate **neither hazing nor bullying** took place during the one situation. Navy women (16%) were *more likely* than women in the other Services to consider the unwanted situation to involve **both hazing and bullying**, whereas Air Force women (9%) were *less likely*. Marine Corps women (35%) were *more likely* than women in the other Services to indicate **bullying (without hazing)** took place and were *less likely* to indicate **hazing (without bullying)** took place during the one situation.

Men in the Army (29%) were *more likely* to indicate the situation involved **hazing** than men in the other Services, whereas Marine Corps men (19%) were *less likely* (Table 30). Additionally, Army men (46%) were *more likely* than men in the other Services to consider the one situation to be **bullying**, whereas Air Force men (34%) were *less likely*. When combining these behaviors together, men in the Marine Corps and Air Force (both 59%) were *more likely* than men in the other Services to indicate **neither hazing nor bullying** were involved in the one situation, whereas men in the Army (48%) were *less likely* (Table 30). Army men (23%) were *more likely* than men in the other Services to indicate **both hazing and bullying** took place, whereas Air Force men (15%) were *less likely*. Air Force men (19%) were *less likely* than men in the other Services to indicate they considered **bullying (without hazing)** took place, while Marine Corps men (2%) were *less likely* to indicate **hazing (without bullying)** was involved in the one situation.

**Table 32.**  
***Considered One Situation as Hazing and/or Bullying for DoD (Q60)***

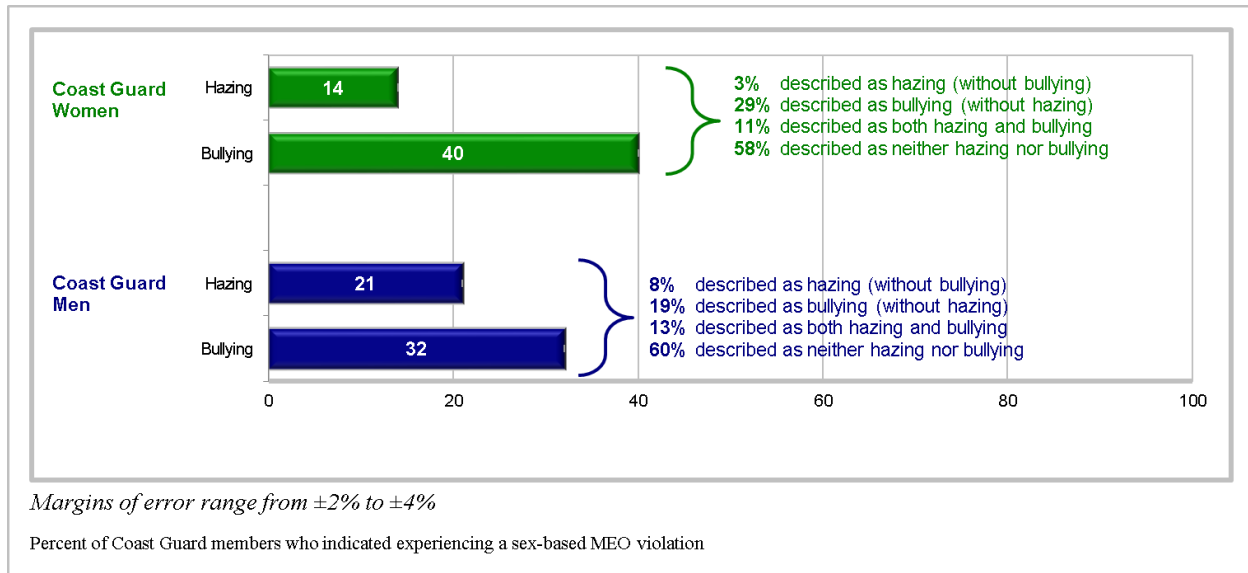
	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div style="display: flex; justify-content: space-around; align-items: center;"> <span style="width: 15px; height: 15px; background-color: #800080; border: 1px solid black;"></span> Higher Response           <span style="width: 15px; height: 15px; background-color: #FFFF00; border: 1px solid black;"></span> Lower Response         </div>					
<b>Women</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	17	18	19	13	13
Experienced bullying	42	42	43	47	37
<i>Margins of Error</i>	±1	±2	±2	±3-4	±1-2
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	3	4	4	1	4
Bullying (without hazing)	28	28	27	35	28
Both hazing and bullying	13	14	16	12	9
Neither hazing nor bullying	55	54	54	51	59
<i>Margins of Error</i>	±1-2	±1-3	±2-3	±2-5	±1-3
<b>Men</b>					
<b><i>Hazing and Bullying</i></b>					
Experienced hazing	25	29	24	19	22
Experienced bullying	42	46	41	38	34
<i>Margins of Error</i>	±2	±3	±3	±4	±3
<b><i>Hazing and Bullying Combinations</i></b>					
Hazing (without bullying)	5	6	5	2	7
Bullying (without hazing)	22	23	22	22	19
Both hazing and bullying	19	23	18	17	15
Neither hazing nor bullying	53	48	54	59	59
<i>Margins of Error</i>	±1-2	±2-3	±2-4	±3-5	±2-3

Percent of active duty members who indicated experiencing a sex-based MEO violation

## Coast Guard

Of the 20.9% of Coast Guard women and 4.9% of Coast Guard men who indicated experiencing a sex-based MEO violation in the past 12 months, 14% of women and 21% of men described the one situation to be **hazing** (Figure 133). Forty percent of women and 32% of men indicated they considered the one situation as involving **bullying**. When combining these behaviors to assess whether they considered the one situation to be a combination of hazing and bullying, 11% of women and 13% of men indicated **both hazing and bullying** took place. More than half of women (58%) and men (60%) considered the one situation to be **neither hazing nor bullying**. More than one-quarter (29%) of women and 19% of men indicated the upsetting situation involved **bullying (without hazing)**, and 3% of women and 8% of men indicated experiencing **hazing (without bullying)**.

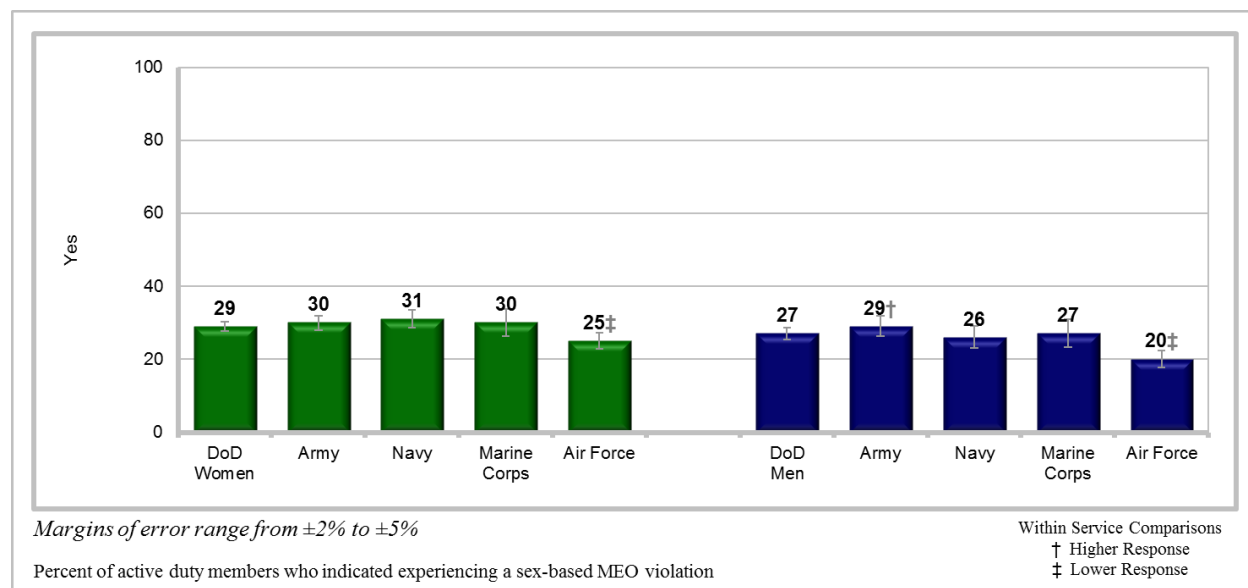


**Figure 133.*****Considered One Situation as Hazing and/or Bullying for Coast Guard (Q60)***

## Situation Made Member Take Steps to Leave/Separate From the Military

### DoD

Of the 26.5% of DoD women and 6.8% of DoD men who indicated experiencing a sex-based MEO violation in the past 12 months, 29% of women and 27% of men indicated the upsetting situation [made them take steps to leave or separate from the military](#) (Figure 134). Women in the Air Force (25%) were *less likely* than women in the other Services to indicate they [took steps to leave or separate from the military](#) as a result of the upsetting situation. Army men (29%) were *more likely* to indicate they [took steps to leave or separate from the military](#) because of the upsetting situation, whereas Air Force men (20%) were *less likely* than men in the other Services.

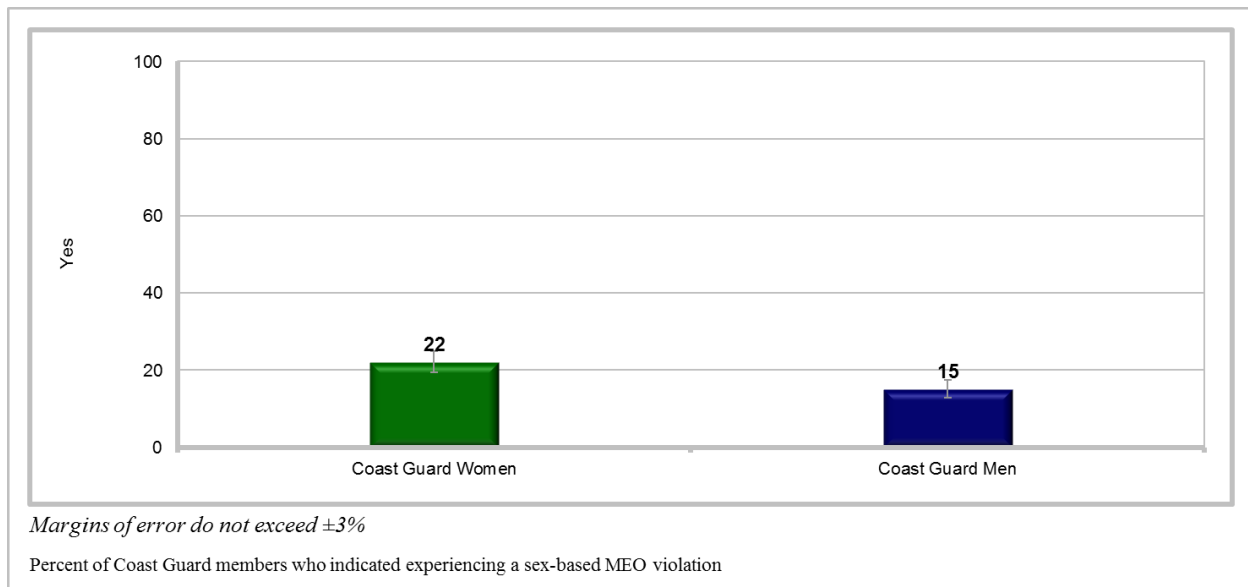
**Figure 134.***Situation Made Member Take Steps to Leave/Separate From the Military for DoD (Q59)*

## Coast Guard

As shown in Figure 135, of the 20.9% of Coast Guard women and 4.9% of Coast Guard men who indicated experiencing a sex-based MEO violation in the past 12 months, 22% of Coast Guard women and 15% of Coast Guard men indicated they [took steps to leave or separate from the military](#) because of the upsetting situation.

**Figure 135.**

*Situation Made Member Take Steps to Leave/Separate From the Military for Coast Guard (Q59)*



## Reporting/Discussing of the One Situation

Active duty members who indicated experiencing a sex-based MEO violation in the past 12 months were asked to indicate who they discussed the one situation with and if they reported the situation to the military.

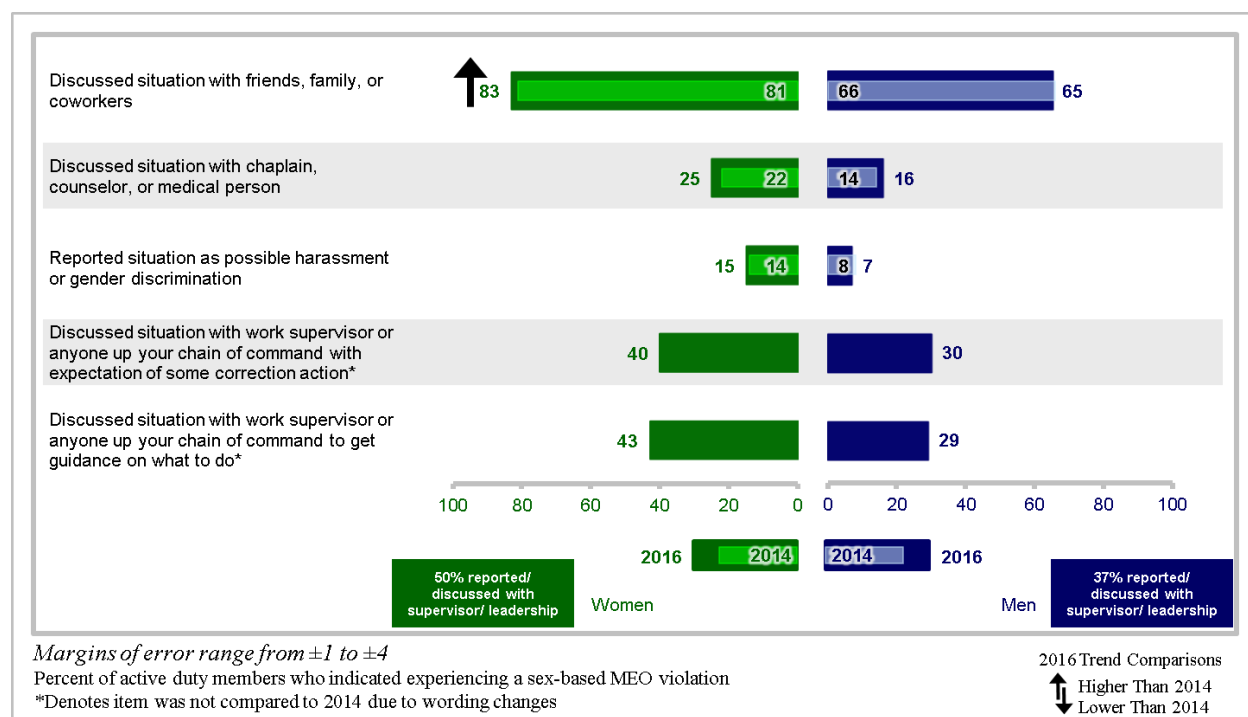
### DoD

As shown in Figure 136, of the 26.5% of DoD women who indicated experiencing a sex-based MEO violation, the majority (83%) indicated they discussed the situation with family, friends, or coworkers. Less than half (43%) of women indicated they discussed the situation with a supervisor/chain of command to get guidance on what to do, and 40% indicated they discussed the situation with a supervisor/chain of command with the expectation of corrective action. One-quarter (25%) indicated they discussed the situation with a chaplain, counselor, or medical person, and 15% indicated they reported the situation as possible harassment or gender discrimination.

Of the 6.8% of DoD men who indicated experiencing a sex-based MEO violation, a little less than two-thirds (65%) indicated they discussed with family, friends, or coworkers. A little less than one-third (30%) indicated they discussed the situation with a supervisor/chain of command with the expectation of corrective action, and 29% indicated they discussed the situation with a supervisor/chain of command to get guidance on what to do. Sixteen percent indicated they discussed the situation with a chaplain, counselor, or medical person, and 7% indicated they reported the situation as possible harassment or gender discrimination.

Compared to 2014, the percentage of women who indicated [discussing the upsetting situation with a chaplain, counselor, or medical person](#) showed a statistically significant *increase* in 2016 of 2 percentage points. There were no significant differences between 2014 and 2016 for DoD men on reporting or disclosing the one situation.

**Figure 136.**  
**Reporting/Discussing the One Situation for DoD (Q61)**



As shown in Table 32, Air Force women (85%) were *more likely* than women in the other Services to indicate [discussing the situation with friends, family, or coworkers](#), and were *less likely* to indicate [discussing with a chaplain, counselor, or medical person](#) (21%). Army women (18%) were *more likely* than women in the other Services to indicate [reporting the situation as possible harassment or gender discrimination](#), whereas Air Force women (11%) were *less likely*.

Compared to 2014, the percentage of women who indicated [discussing the upsetting situation with friends, family, or coworkers](#) showed a statistically significant *increase* of 2 percentage points in 2016 for Air Force. The percentage of Navy women who indicated [discussing the upsetting situation with a chaplain, counselor, or medical person](#) showed a statistically significant *increase* of 8 percentage points in 2016 compared to 2014.

In 2016, Marine Corps men were *less likely* than men in the other Services to indicate they [discussed the situation with friends, family, or workers](#) (60%). Army men were *more likely* than men in the other Services to [discuss the situation with a chaplain, counselor, or medical person](#) (20%), whereas Air Force men (11%) were *less likely*. Army men were also *more likely* than men in the other Services to indicate they [reported the situation](#) (9%), whereas Air Force men

were *less likely* (4%). Although Army men were *more likely* than men in the other Services to indicate they *discussed the situation with a supervisor/chain of command with the expectation of corrective action* (32%), Marine Corps men (25%) and Air Force men (26%) were *less likely*. Marine Corps and Air Force men (both 25%) were *less likely* than men in the other Services to indicate they *discussed the situation with a supervisor/chain of command to get guidance on what to do*.

Compared to 2014, the percentage of men who indicated *discussing with a chaplain, counselor, or medical person* showed a statistically significant *increase* in 2016 for Army men (6 percentage points).

**Table 33.**  
**Reporting/Discussing the One Situation for DoD (Q61)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Within Service Comparisons				
		Survey Year	Total DoD	Army	Navy	Marine Corps
<div><div></div> Higher Response</div> <div><div></div> Lower Response</div>						
Women						
To Whom Discussed/Reported To						
Discussed situation with friends, family, or coworkers	2016	83	83	82	80	85↑
	2014	81	81	81	78	83
Discussed situation with chaplain, counselor, or medical person	2016	25↑	27	26↑	27	21
	2014	22	25	18	26	18
Reported situation as possible harassment or gender discrimination	2016	15	18	13	12	11
	2014	14	19	11	14	10
Discussed situation with supervisor/chain of command with expectation of correction action*	2016	40	40	41	39	40
	2014	NA	NA	NA	NA	NA
Discussed situation with supervisor/chain of command to get guidance on what to do*	2016	43	42	44	42	44
	2014	NA	NA	NA	NA	NA
Summary Of To Whom Discussed/Reported To						
Reported/discussed with supervisor/leadership	2016	50	50	50	49	51
	2014	NA	NA	NA	NA	NA
Margins of Error		±1–2	±2	±2–3	±3–5	±2–3
Men						
To Whom Discussed/Reported To						
Discussed situation with friends, family, or coworkers	2016	65	66	65	60	67
	2014	66	67	67	59	66
Discussed situation with chaplain, counselor, or medical person	2016	16	20↑	16	13	11
	2014	14	14	13	16	13
Reported situation as possible harassment or gender discrimination	2016	7	9	6	6	4
	2014	8	8	7	14	6
Discussed situation with supervisor/chain of command with expectation of correction action*	2016	30	32	30	25	26
	2014	NA	NA	NA	NA	NA
Discussed situation with supervisor/chain of command to get guidance on what to do*	2016	29	31	32	25	25
	2014	NA	NA	NA	NA	NA
Summary Of To Whom Discussed/Reported To						
Reported/discussed with supervisor/leadership	2016	37	39	38	33	33
	2014	NA	NA	NA	NA	NA
Margins of Error		±1–4	±2–6	±3–8	±3–12	±2–6

Percent of active duty members who indicated experiencing a sex-based MEO violation

\*Denotes item is not comparable to 2014 due to wording changes

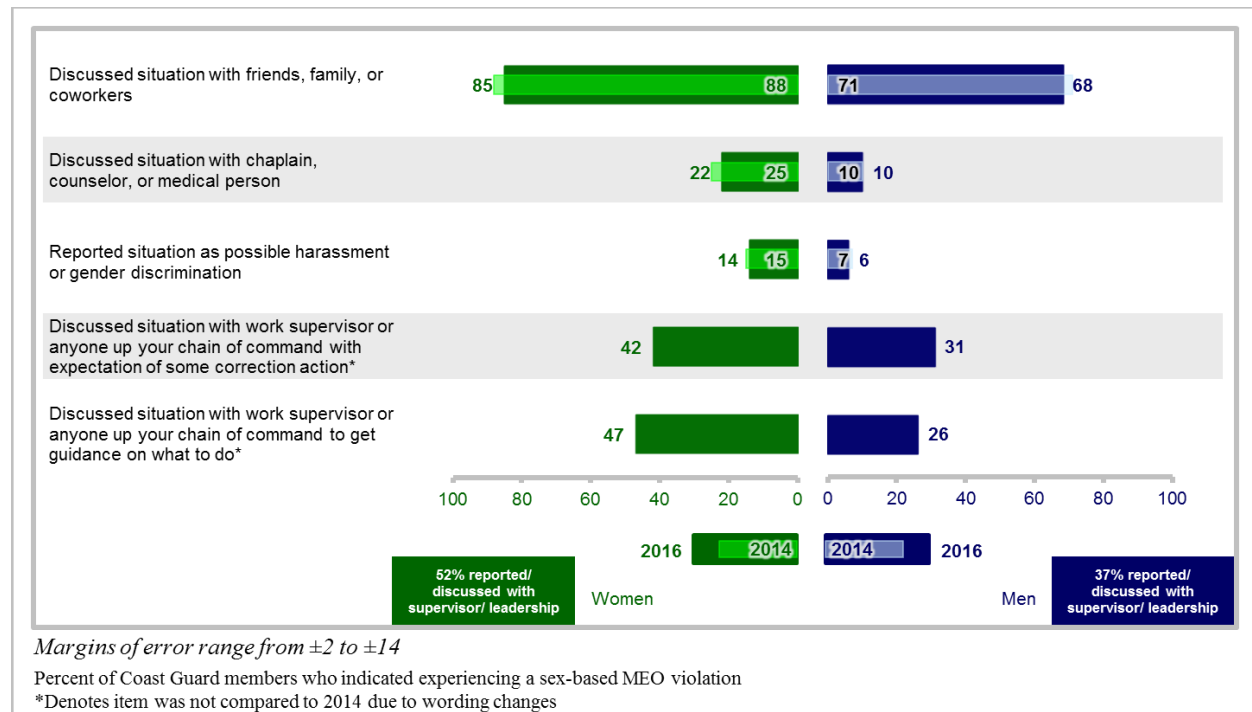
## Coast Guard

Of the 20.9% of Coast Guard women and 4.9 % of Coast Guard men who indicated experiencing a sex-based MEO violation in the past 12 months, the vast majority of women (85%) and a little more than two-thirds (68%) of men indicated [discussing the one situation with family, friends, or](#)

coworkers (Figure 137). Less than half (47%) of women and 26% of men indicated they discussed the situation with a work supervisor or anyone up their chain of command to get guidance, whereas 42% of women and 31% of men indicated they discussed the situation with those individuals with the expectation of some corrective action. Additionally, 22% of women and 10% of men indicated discussing with a chaplain, counselor, or medical person, and fewer (14% of women and 6% of men) indicated they reported the situation. There were no significant differences between 2014 and 2016 for Coast Guard women or Coast Guard men on reporting or disclosing the one situation.

**Figure 137.**

***Reporting/Discussing the One Situation for Coast Guard (Q61)***



## Actions Taken in Response to Reporting/Discussing the One Situation

Active duty members who indicated experiencing a sex-based MEO violation and either reported the situation or discussed the situation with a supervisor or chain of command, were asked to indicate the actions taken in response to the report/discussion.

### DoD

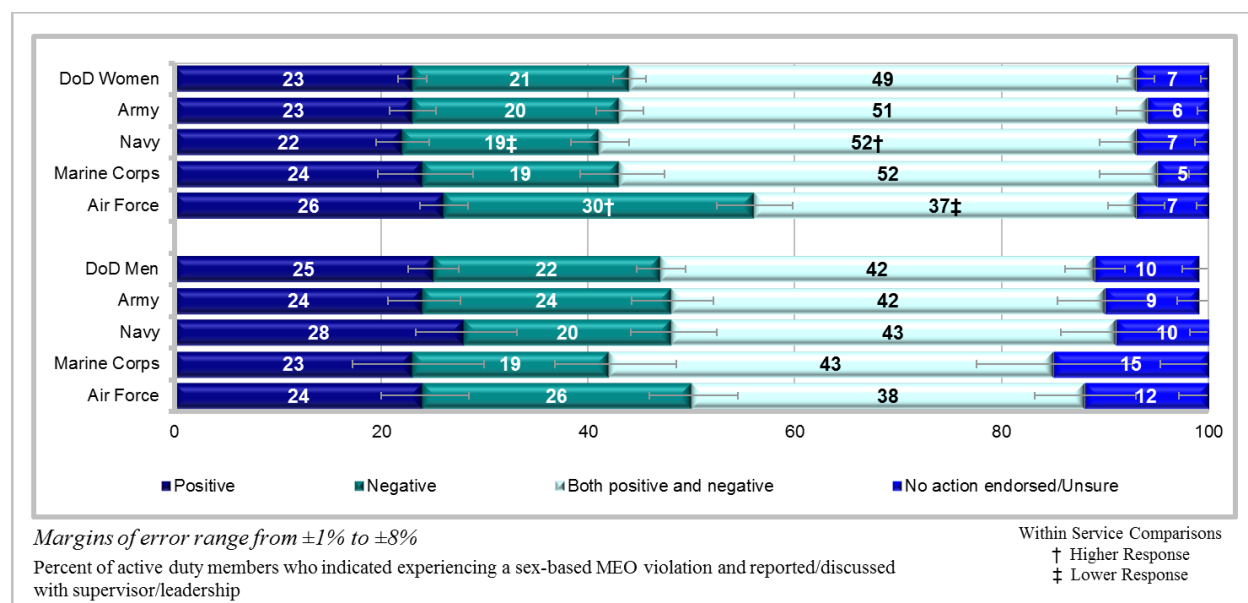
Of the 50% of DoD women and 37% of DoD men who reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, 23% of women and 25% of men indicated a positive action was taken in response to reporting/disclosing the one situation (Figure 138). Conversely, 21% of women and 22% of men indicated a negative action was taken, whereas 49% of women and 42% of men indicated experiencing both positive and negative actions taken in response to reporting/disclosing the one situation.

Navy women (52%) were *more likely* than women in the other Services to indicate experiencing **both positive and negative actions**, whereas Air Force women (37%) were *less likely*. However, women in the Navy (19%) were *less likely* than women in the other Services to indicate experiencing **negative actions**, whereas Air Force women (30%) were *more likely*.

In 2016, there were no significant differences between Services for men who indicated experiencing positive and/or negative actions taken in response to reporting/disclosing the one situation.

**Figure 138.**

***Positive and/or Negative Actions Taken in Response to Reporting/Discussing the One Situation for DoD (Q62)***



The top four positive and negative actions are shown in Figure 139, and all actions along with Service breakouts are shown in Table 34 (DoD women) and Table 35 (DoD men). As shown in Figure 139, the positive action selected most by DoD women was **the rules of harassment were explained to everyone in the workplace** (44%). Compared to 2014, this showed a statistically significant *decrease* in 2016 (20 percentage points). Forty-one percent of women indicated **someone talked to the person(s) to ask them to change their behavior**, which showed a statistically significant *decrease* from 2014 (8 percentage points). Additionally, 22% of women indicated **their work station or duties were changed to help them avoid the person(s)** and 29% of women indicated the **person(s) stopped their upsetting behavior**, which showed a statistically significant *decrease* from 2014 (3 percentage points).

The top negative action to reporting/discussing the one situation indicated by DoD women was **they were encouraged to drop the issue** (44%). Compared to 2014, this showed a statistically significant *increase* in 2016 (7 percentage points). Thirty-eight percent of women indicated **the person they told took no action**. Additionally, 34% of women indicated **their coworkers treated them worse, avoided them, or blamed them for the problem**, which showed a statistically



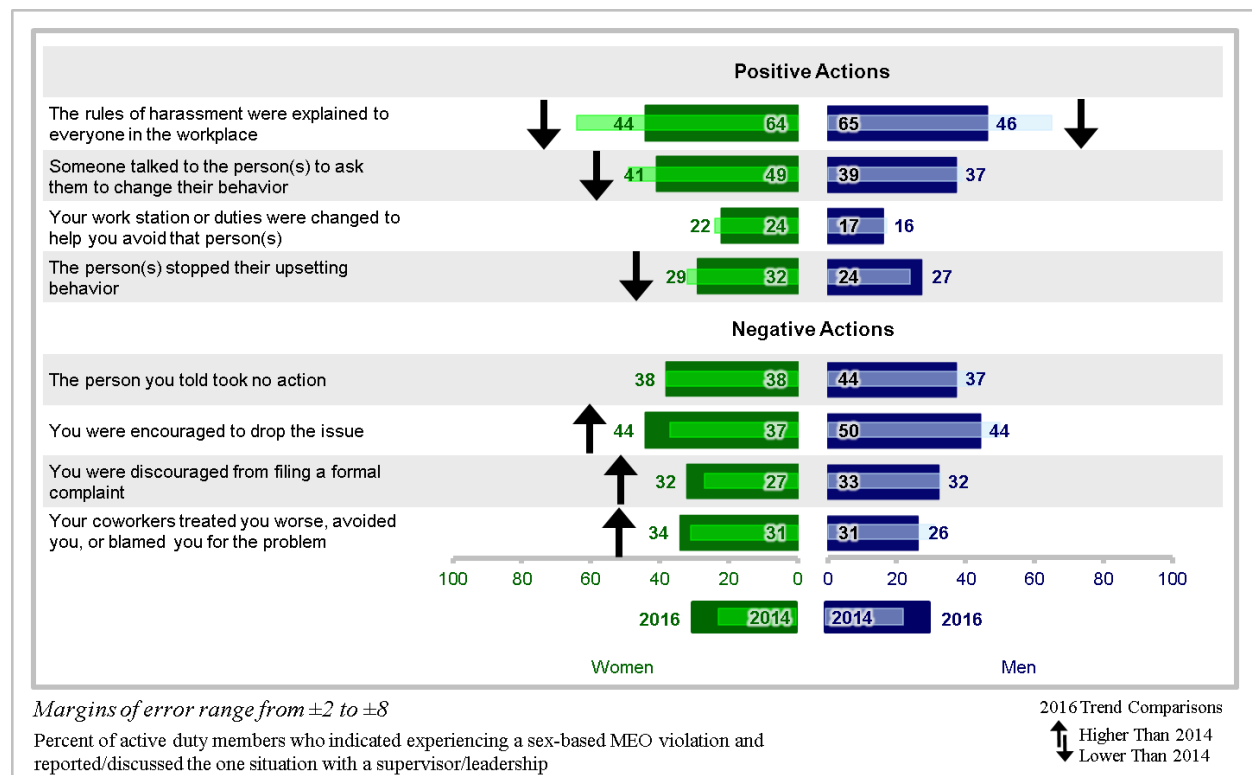
significant *increase* from 2014 (3 percentage points). A little less than one-third (32%) of women indicated *they were discouraged from filing a complaint*, which showed a statistically significant *increase* from 2014 (5 percentage points).

As shown in Figure 139, of the 37% of DoD men who reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, the positive action selected most was *the rules of harassment were explained to everyone in the workplace* (46%). Compared to 2014, this showed a statistically significant *decrease* in 2016 for DoD men (19 percentage points). Thirty-seven percent of men indicated *someone talked to the person(s) to ask them to change their behavior*, and 27% indicated the *person(s) stopped their upsetting behavior*. Sixteen percent indicated *their work station or duties were changed to help them avoid the person(s)*.

In 2016, as shown in Figure 139, the top negative action of reporting/discussing the one situation indicated by DoD men was *they were encouraged to drop the issue* (44%). Thirty-seven percent of men indicated *the person they told took no action* and 32% indicated *they were discouraged from filing a complaint*. Additionally, 26% of men indicated *their coworkers treated them worse, avoided them, or blamed them for the problem*.

**Figure 139.**

***Actions Taken in Response to Reporting/Discussing the One Situation for DoD (Q62)***



In 2016, as shown in Table 34, Air Force women were *less likely* than women in the other Services to indicate experiencing many of the positive actions taken in response to reporting.

For example, Air Force women were *less likely* than women in the other Services to indicate *someone talked to the person(s) to ask them to change their behavior* (34%), whereas Marine Corps women (51%) were *more likely*. In addition, Air Force women (33%) were *less likely* than women in the other Services to indicate *the rules of harassment were explained to everyone in the workplace*, whereas Army women (48%) were *more likely*. Further, Army women (25%) were *more likely* than women in the other Services to indicate *their work station/duties were changed to help avoid the person(s)*, whereas Air Force women (19%) were *less likely*. Army women (33%) were also *more likely* than women in the other Services to indicate *the person(s) stopped their upsetting behavior*, whereas Navy and Air Force women (both 26%) were *less likely*. Marine Corps women (13%) were *more likely* than women in the other Services to indicate *there was some official career action taken against the person(s) for their upsetting behavior*, whereas Navy women (7%) were *less likely*.

Compared to 2014, the percentage of women who indicated *the rules of harassment were explained to everyone in the workplace* showed a statistically significant *decrease* in 2016 for all Services: Air Force (24 percentage points), Navy (21 percentage points), Marine Corps (19 percentage points), and Army (18 percentage points). There were also statistically significant *decreases* in 2016 for women who indicated *someone talked to the person(s) to ask them to change their behavior* (8 percentage points for Air Force and 6 percentage points for Army women) and *the person(s) stopped their upsetting behavior* compared to 2014 (6 percentage points each for Navy and Air Force women). Further, the percentage of Air Force women who indicated *their work station was changed to help avoid the person(s)* and *the person(s) was (were) moved so the member did not have as much contact with them* showed statistically significant *decreases* in 2016 (5 percentage points for both). Lastly, the percentage of women who indicated there was *some official career action taken against the person(s)* showed a statistically significant *decrease* in 2016 for Army (6 percentage points).

Similar to the positive actions experienced from reporting the one situation, in 2016, Air Force women were *less likely* to indicate experiencing many of the negative actions (Table 34). Specifically, Air Force women were *less likely* than women in the other Services to *indicate they were discouraged from filing a formal complaint* (26%), whereas Navy women (38%) were *more likely*. Women in the Air Force (29%) were also *less likely* than women in the other Services to *indicate their coworkers treated them worse*, whereas Navy women (38%) were *more likely*. Air Force women were also *less likely* than women in the other Services to indicate *the person(s) who did this took action against them for complaining* (22%) and *their supervisor punished them for bringing it up* (16%). Additionally, Navy women (48%) were *more likely* to indicate *they were encouraged to drop the issue* than women in the other Services.

Compared to 2014, the percentage of women who indicated *their coworkers treated them worse/avoided them/blamed them* showed a statistically significant *increase* in 2016 for Navy women (10 percentage points), *they were encouraged to drop the issue* (8 percentage points), *they were discouraged from filing a formal complaint* (8 percentage points), and *their supervisor punished them for bring it up* (6 percentage points).

**Table 34.****Actions Taken in Response to Reporting/Discussing the One Situation for DoD Women (Q62)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
			Higher Response		Lower Response	
<b>Positive Actions</b>						
The rules of harassment were explained to everyone in the workplace	2016	44 ↓	48 ↓	45 ↓	45 ↓	33 ↓
	2014	64	66	66	64	57
Someone talked to the person(s) to ask them to change their behavior	2016	41 ↓	42 ↓	43	51	34 ↓
	2014	49	48	49	58	46
Your work station or duties were changed to help you avoid that person(s)	2016	22	25	22	21	19 ↑
	2014	24	26	21	27	24
The person(s) was/were moved/reassigned so that you did not have as much contact with them	2016	15 ↓	17	14	20	14 ↓
	2014	18	21	15	18	19
There was some official career action taken against the person(s) for their upsetting behavior	2016	9 ↓	10 ↓	7	13	8
	2014	12	16	8	15	7
The person(s) stopped their upsetting behavior	2016	29 ↓	33	26 ↓	32	26 ↓
	2014	32	32	32	36	32
<b>Negative Actions</b>						
The person you told took no action	2016	38	39	37	35	40
	2014	38	40	36	36	39
You were encouraged to drop the issue	2016	44 ↑	42	48 ↑	45	42
	2014	37	38	36	42	37
You were discouraged from filing a formal complaint	2016	32 ↑	31	38 ↑	31	26
	2014	27	29	26	30	23
The person(s) who did this took action against you for complaining	2016	26	29	26	29	22
	2014	28	32	24	31	24
Your coworkers treated you worse, avoided you, or blamed you for the problem	2016	34 ↑	34	38 ↑	36	29
	2014	31	32	28	40	31
Your supervisor punished you for bringing it up	2016	21	23	21 ↑	20	16
	2014	19	23	15	21	18
Margins of Error		±1-2	±2-3	±2-5	±3-8	±2-5

Percent of active duty women who indicated experiencing a sex-based MEO violation and reported/discussed with a supervisor/leadership

In 2016, as shown in Table 35, men across the Services showed little difference in their likelihood to indicate or not indicate nearly all positive actions taken in response to reporting the one situation. The exceptions include Air Force men (39%) who were *less likely* than men in the other Services to indicate *the rules of harassment were explained to everyone* and Navy men (9%) who were *less likely* than men in the other Services to indicate *the person(s) was (were) moved/reassigned so the member did not have as much contact with them*.

There were also nearly no significant differences among Services for men from 2014 and 2016 for the positive actions, except the percentage of men who indicated *the rules of harassment were explained to everyone in the workplace* which showed a statistically significant *decrease* in 2016

Similar to the positive actions resulting from reporting/disclosing the one situation, there were little differences between Services for men for negative actions (Table 35). However, men in the Army (30%) were *more likely* than men in the other Services to indicate **the person(s) who did this took action against them for complaining**. Compared to 2014, the percentage of men who indicated **the person(s) who did this took action against them for complaining** showed a statistically significant *decrease* for Navy (7 percentage points).

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div>Higher Response</div> <div>Lower Response</div>						
Positive Actions						
The rules of harassment were explained to everyone in the workplace	2016	46↓	47↓	48↓	48	39↓
	2014	65	71	69	NR	56
Someone talked to the person(s) to ask them to change their behavior	2016	37	37	37	35	37
	2014	39	40	39	27	45
Your work station or duties were changed to help you avoid that person(s)	2016	16	16	18	12	15
	2014	17	14	19	NR	14
The person(s) was/were moved/reassigned so that you did not have as much contact with them	2016	12	14	9	16	12
	2014	14	13	13	NR	11
There was some official career action taken against the person(s) for their upsetting behavior	2016	7	9	6	8	5
	2014	10	11	6	11	10
The person(s) stopped their upsetting behavior	2016	27	26	28	26	27
	2014	24	26	19	20	29
Negative Actions						
The person you told took no action	2016	37	40	35	34	38
	2014	44	49	47	27	37
You were encouraged to drop the issue	2016	44	46	43	41	41
	2014	50	48	52	NR	43
You were discouraged from filing a formal complaint	2016	32	34	34	27	27
	2014	33	38	30	NR	28
The person(s) who did this took action against you for complaining	2016	26↓	30	23↓	23	21
	2014	34	35	40	22	28
Your coworkers treated you worse, avoided you, or blamed you for the problem	2016	26	26	28	22	25
	2014	31	24	36	NR	30
Your supervisor punished you for bringing it up	2016	20	23	19	17	17
	2014	22	22	24	16	17
Margins of Error		±2–7	±3–9	±3–14	±5–17	±3–9

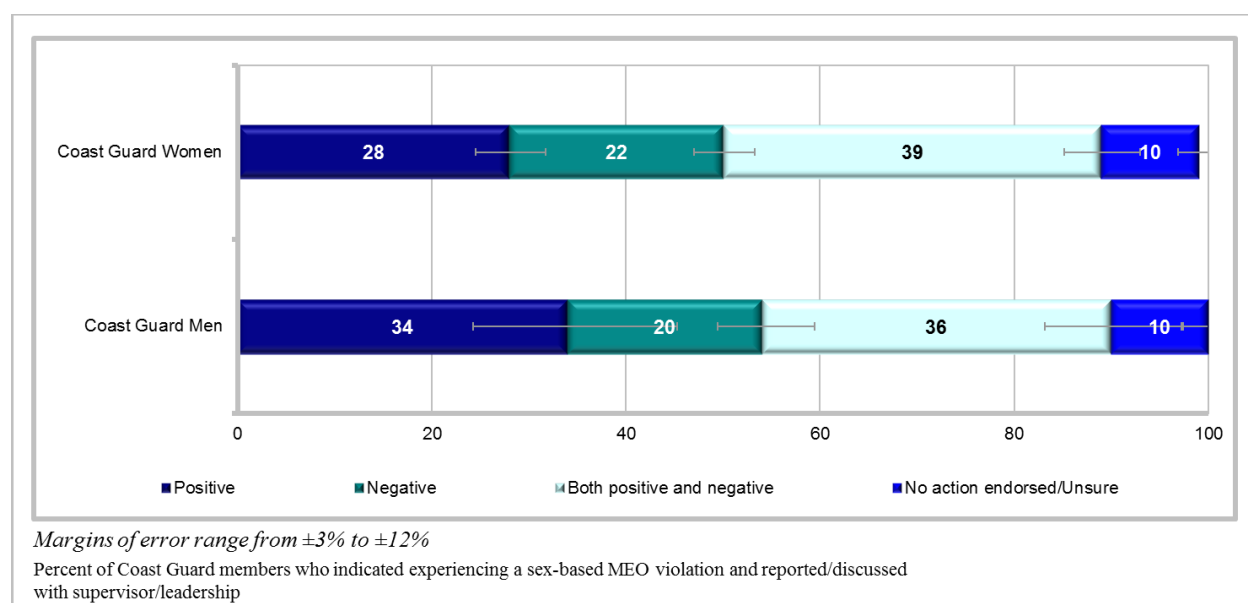
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## Coast Guard

Of the 52% of Coast Guard women and 37% of Coast Guard men who reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, 28% of women and 34% of men indicated experiencing a **positive action** taken in response to reporting/discussing the one situation (Figure 140). Conversely, 22% of women and 20% of men indicated experiencing a **negative action**, whereas 39% of women and 36% of men indicated experiencing **both positive and negative actions** taken in response to reporting/discussing the one situation.

**Figure 140.**

*Positive and/or Negative Actions Taken in Response to Reporting/Discussing the One Situation for Coast Guard (Q62)*



The top four positive and negative actions taken in response to reporting/discussing the one situation for the Coast Guard are shown in Figure 141, and all actions are shown in Table 36. As shown in Figure 141, the positive action selected most by Coast Guard women was **someone talked to the person(s) to ask them to change their behavior** (40%), which showed a statistically significant *decrease* from 2014 (13 percentage points). More than one-third (35%) of women indicated **the rules of harassment were explained to everyone in the workplace**, which showed a statistically significant *decrease* from 2014 (21 percentage points). Additionally, 32% of women indicated **the person(s) stopped their upsetting behavior** and 18% indicated **their work station or duties were changed to help them avoid the person(s)**.

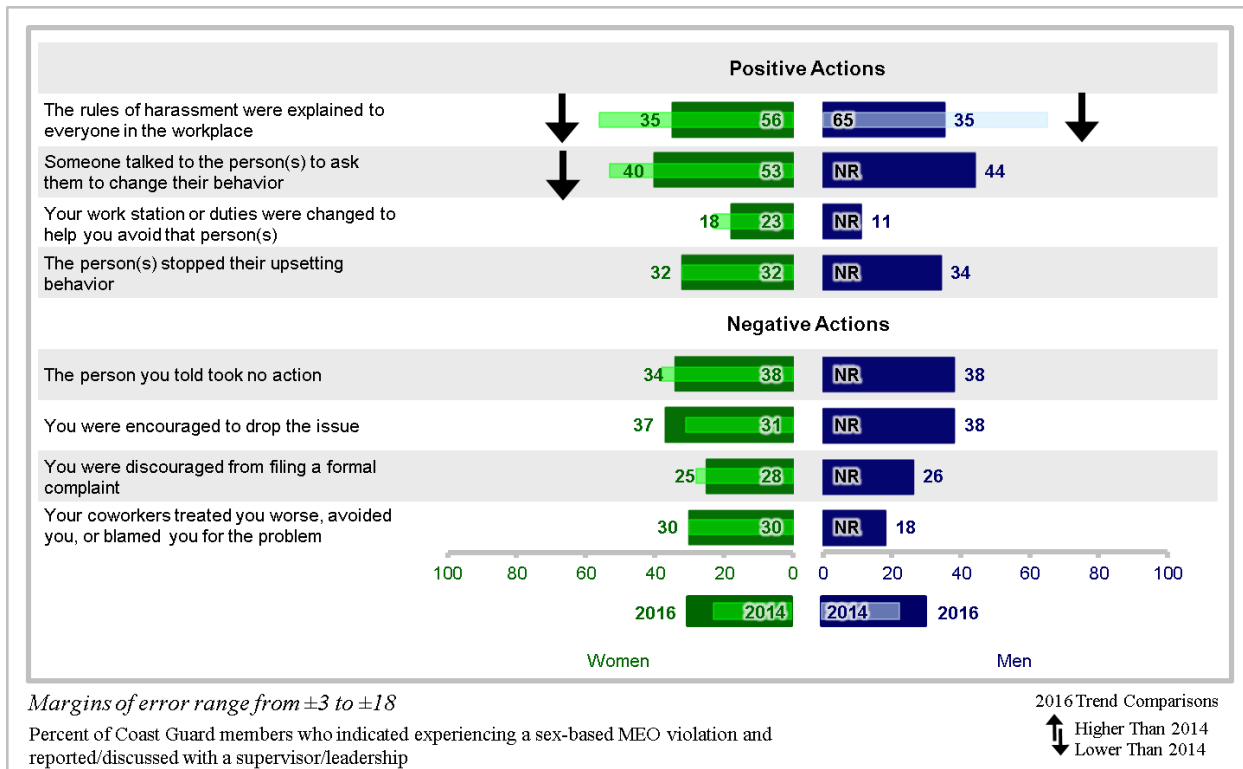
The top negative action indicated by Coast Guard women was **they were encouraged to drop the issue** (37%; Figure 141). Thirty-four percent of women also indicated **the person they told took no action**, and 30% indicated **their coworkers treated them worse, avoided them, or blamed them for the problem**. One-quarter (25%) of women indicated **they were discouraged from filing a formal complaint**. There were no statistically significant differences between 2014 and 2016 for negative actions experienced by Coast Guard women.

As shown in Figure 141, the positive action selected most by Coast Guard men was *someone talked to the person(s) to ask them to change their behavior* (44%). More than one-third (35%) of men indicated *the rules of harassment were explained to everyone in the workplace*, which showed a statistically significant *decrease* from 2014 (30 percentage points). Additionally, 34% of men indicated *the person(s) stopped their upsetting behavior*, and 11% indicated *their work station or duties were changed to help them avoid the person(s)*.

The top negative actions indicated by Coast Guard men were *they were encouraged to drop the issue* and *the person they told took no action* (38% for both; Figure 141). Further, 26% of men indicated *they were discouraged from filing a formal complaint*, and 16% indicated *their coworkers treated them worse, avoided them, or blamed them for the problem*.

**Figure 141.**

*Actions Taken in Response to Reporting/Discussing the One Situation for Coast Guard (Q62)*



As shown in Table 36, compared to 2014, the percentage of those who indicated *the person(s) was/were moved/reassigned so that they did not have as much contact with member* showed a statistically significant *decrease* in 2016 for Coast Guard women (7 percentage points). Data are not reportable for 2014 for Coast Guard men for all negative actions; therefore comparisons between survey years are not possible.



**Table 36.*****Actions Taken in Response to Reporting/Discussing the One Situation for Coast Guard (Q62)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Survey Year	Women	Men
Positive Actions			
The rules of harassment were explained to everyone in the workplace	2016	35 ↓	35 ↓
	2014	56	65
Someone talked to the person(s) to ask them to change their behavior	2016	40 ↓	44
	2014	53	NR
Your work station or duties were changed to help you avoid that person(s)	2016	18	11
	2014	23	NR
The person(s) was/were moved/reassigned so that you did not have as much contact with them	2016	11 ↓	10
	2014	18	NR
There was some official career action taken against the person(s) for their upsetting behavior	2016	12	8
	2014	18	NR
The person(s) stopped their upsetting behavior	2016	32	34
	2014	32	NR
Margins of Error		±3–6	±4–18
Negative Actions			
The person you told took no action	2016	34	38
	2014	38	NR
You were encouraged to drop the issue	2016	37	38
	2014	31	NR
You were discouraged from filing a formal complaint	2016	25	26
	2014	28	NR
The person(s) who did this took action against you for complaining	2016	22	18
	2014	28	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem	2016	30	18
	2014	30	NR
Your supervisor punished you for bringing it up	2016	16	17
	2014	20	NR
Margins of Error		±3–6	±4–11

Percent of Coast Guard members who indicated experiencing a sex-based MEO violation and reported/discussed with a supervisor/leadership

## Satisfaction With Reporting/Discussing the One Situation

For those active duty members who indicated experiencing a sex-based MEO violation and either reported the situation or discussed the situation with their supervisor or someone in the chain of command, they were asked to indicate their level of satisfaction with how the report and/or discussion was handled.

### DoD

Of the 50% of DoD women who reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, 21% indicated they were **satisfied** with the responses/actions taken by the personnel handling their situation, which showed a statistically

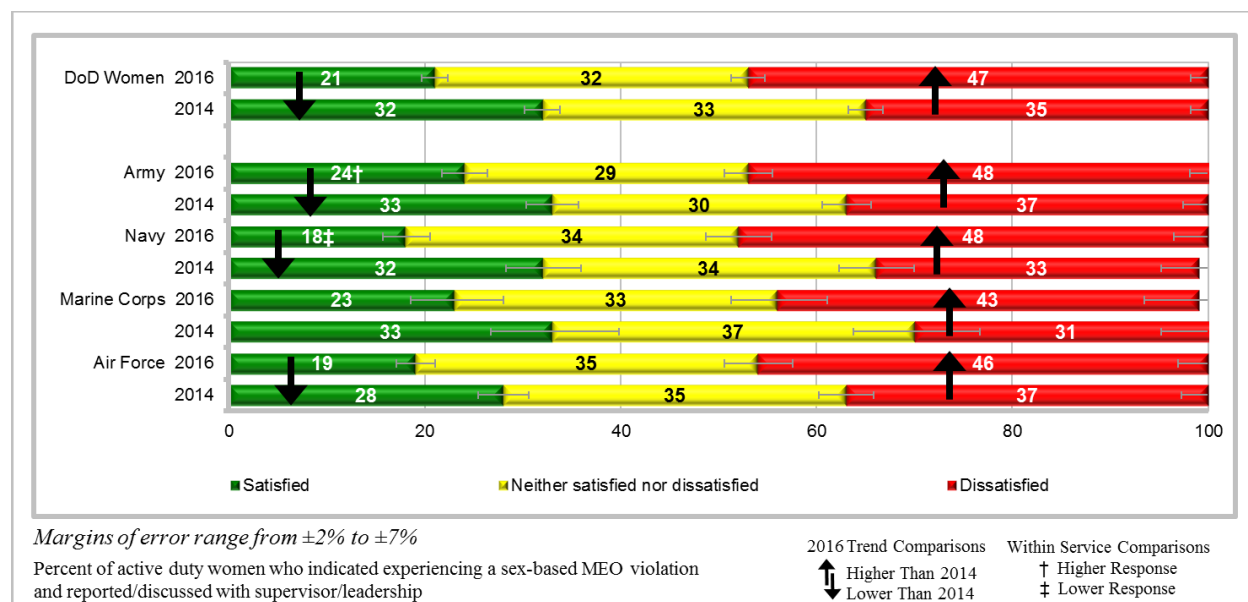
significant *decrease* of 11 percentage points from 2014 (Figure 142). A little less than half (47%) of women were *dissatisfied* with the responses/actions taken, which showed a statistically significant *increase* of 12 percentage points from 2014.

In 2016, women in the Army (24%) were *more likely* than women in the other Services to indicate they were *satisfied* with the responses/actions taken, whereas Navy women (18%) were *less likely*.

Compared to 2014, the percentage of women who indicated they were *satisfied* with the responses/actions taken by the personnel handling their situation showed a statistically significant *decrease* in 2016 for Navy (14 percentage points), Army, and Air Force women (9 percentage points for both). Those who indicated they were *dissatisfied* with responses/actions showed a statistically significant *increase* in 2016 for women in all Services compared to 2014: Navy (15 percentage points), Marine Corps (12 percentage points), Army (11 percentage points) and Air Force (9 percentage points).

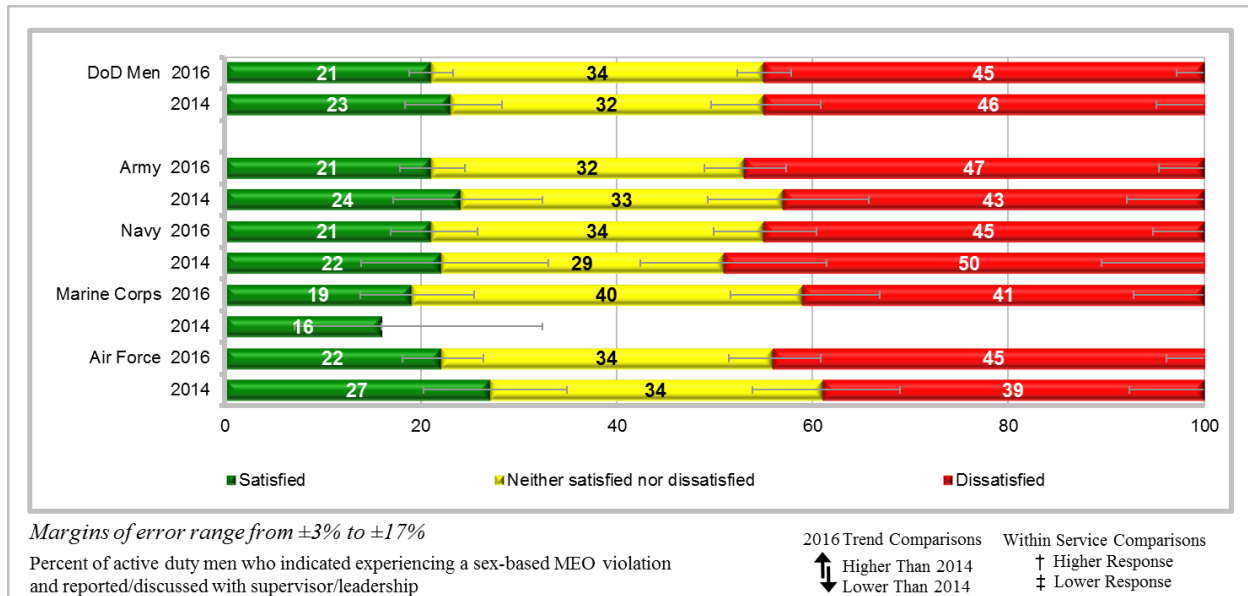
**Figure 142.**

*Satisfaction With How the Reporting/Discussion Was Handled for DoD Women (Q63)*

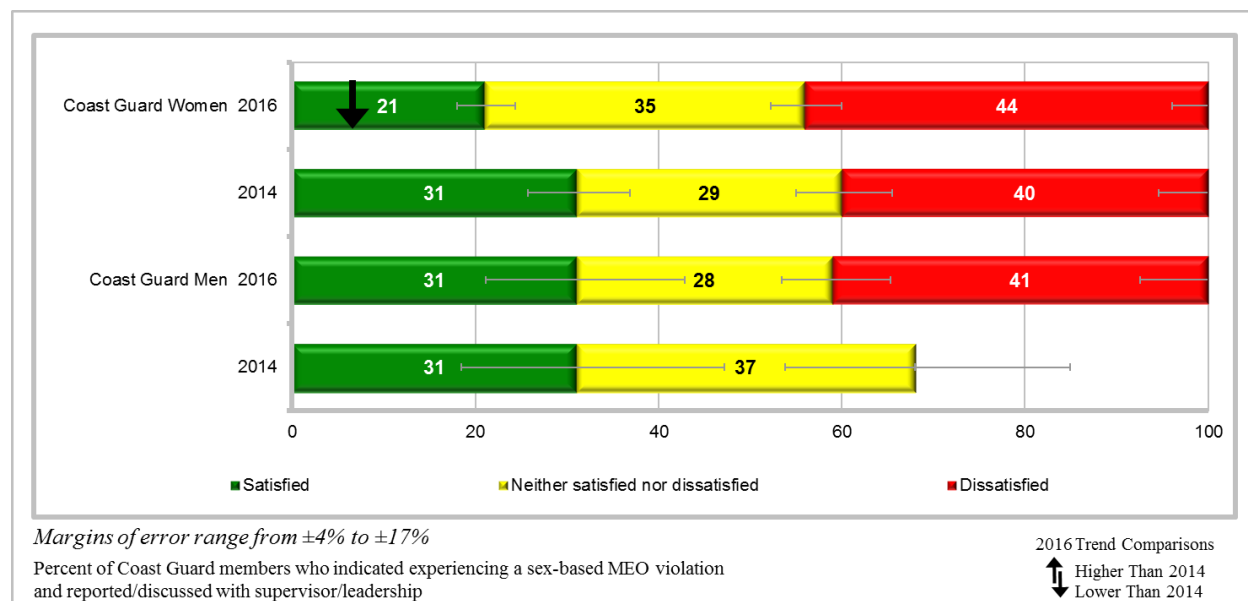


As shown in Figure 143, of the 37% of DoD men who indicated they reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, 21% indicated they were *satisfied*, whereas a little less than half (45%) indicated they were *dissatisfied* with the response/actions taken by the personnel handling their situation. There were no significant differences among Services between 2014 and 2016 for DoD men on satisfaction with reporting/discussing the one situation.



**Figure 143.*****Satisfaction With How the Reporting/Discussion Was Handled for DoD Men (Q63)*****Coast Guard**

As shown in Figure 144, of the 28% of Coast Guard women and 34% Coast Guard of men who reported or discussed the sex-based MEO violation with a supervisor or someone in the chain of command, a little more than one-fifth (21%) of women and a little less than one-third (31%) of men indicated they were **satisfied** with the responses/actions taken by the personnel handling their situation. For women, this showed a statistically significant *decrease* from 2014 of 10 percentage points. Less than half (44%) of women and 41% of men indicated they were **dissatisfied** with the responses/actions taken by the personnel handling their situation (statistically unchanged for men and women compared to 2014).

**Figure 144.*****Satisfaction With How the Reporting/Discussion Was Handled for Coast Guard (Q63)***

### Reasons for Not Reporting/Discussing the One Situation With Someone in the Chain of Command With the Expectation of Action

Active duty members who indicated they did not report or discuss their sex-based MEO violation with leadership with the expectation for action to be taken were asked to indicate all applicable reasons for deciding not to report or discuss the one situation.

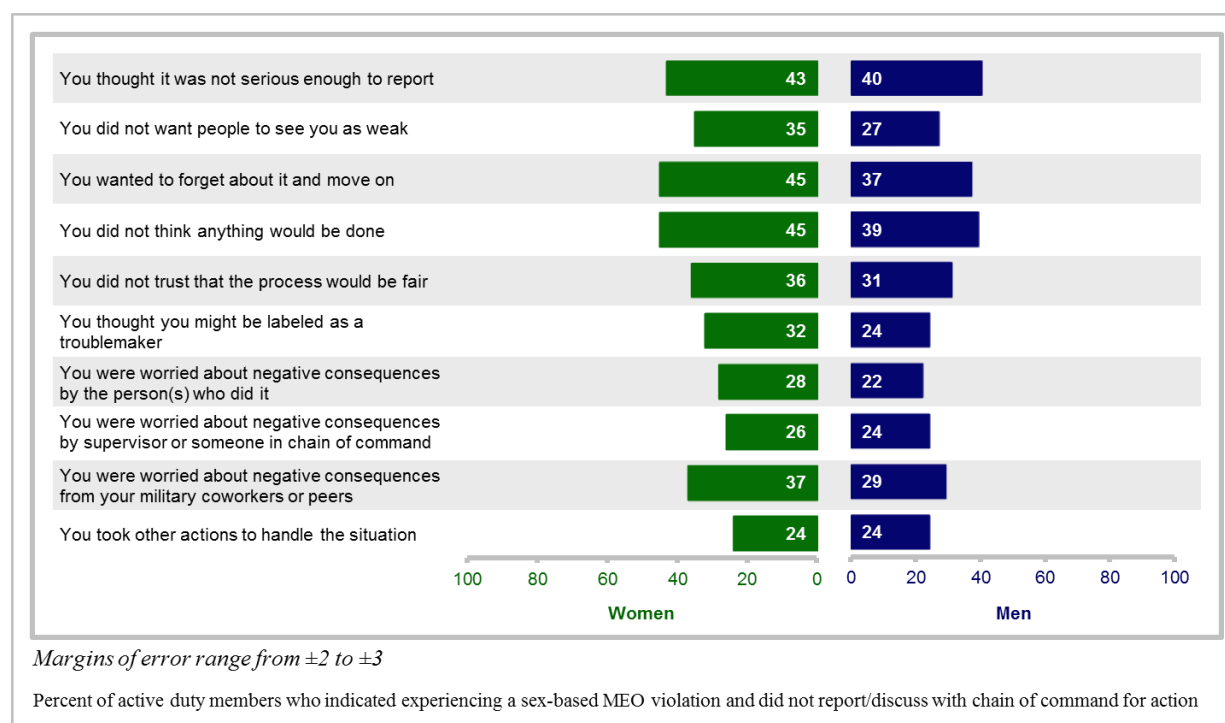
#### DoD

As shown in Figure 145, the top 10 reasons DoD women selected for not reporting/discussing the situation with someone in the chain of command with the expectation for action are shown and the top three reasons endorsed are described. A little less than half (45%) of women indicated they did not report because *they wanted to forget about it and move on*. Forty-five percent also indicated *they did not think anything would be done*, and 43% of women indicated *they thought it was not serious enough to report*.

For DoD men, 40% indicated they did not report because *they did not think it was serious enough to report*. Thirty-nine percent of men indicated *they did not think anything would be done*, and 37% indicated *they wanted to forget about it and move on*.

**Figure 145.**



***Reasons for Not Reporting/Discussing the One Situation With Someone in the Chain of Command With the Expectation of Action for DoD (Q64)***



As shown in Table 37, there is little difference between women in the Services on reasons for not reporting. However, Air Force women were *less likely* than women in the other Services to indicate *they wanted to forget and move on* (41%), *they thought it would hurt their performance evaluation* (19%), *they felt shamed or embarrassed* (18%), *they thought they would get in trouble for something they did* (7%), and *they were concerned for their physical safety* (1%). Air Force women (48%) were *more likely* than women in the other Services to indicate *it was not serious enough to report*, whereas Army women (38%) were *less likely*. Navy women (21%) were *more likely* than women in the other Services to indicate *the offensive behavior stopped on its own*, whereas Marine Corps women (14%) were *less likely*. Marine Corps women (42%) were *more likely* than women in the other Services to indicate *they did not want people to see them as weak*. Additionally, Army women were *more likely* than women in the other Services to indicate *it might hurt their career* (29%) and *they were worried about negative consequences by the person(s) who did it* (29%).

**Table 37.**

***Reasons for Not Reporting/Discussing the One Situation With Someone in the Chain of Command With the Expectation of Action for DoD Women (Q64)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
			 Higher Response	 Lower Response	
The offensive behavior stopped on its own	18	17	21	14	17
You thought it was not serious enough to report	43	38	44	44	48
You did not want more people to know	29	29	28	33	27
You did not want people to see you as weak	35	33	36	42	34
You did not know who to discuss with/report the situation to	10	9	12	12	9
You wanted to forget about it and move on	45	45	47	46	41
You did not think anything would be done	45	43	46	46	47
You did not think you would be believed	21	21	21	23	19
You did not trust that the process would be fair	36	36	37	36	34
You felt partially to blame	12	11	12	14	12
You thought other people would blame you	20	20	20	25	18
You thought you might get in trouble for something you did	9	9	11	8	7
You thought you might be labeled as a troublemaker	32	33	31	32	30
You felt shamed or embarrassed	20	20	20	24	18
You were concerned for your physical safety	3	3	3	3	1
You thought it might hurt your performance evaluation	22	23	23	21	19
You thought it might hurt your career	27	29	26	24	25
You did not want to hurt the person's career or family	23	23	25	23	21
You were worried about negative consequences by the person(s) who did it	28	29	28	26	25
You were worried about negative consequences by supervisor or someone in chain of command	26	29	25	24	25
You were worried about negative consequences from your military coworkers or peers	37	36	40	37	36
You took other actions to handle the situation	24	25	24	21	26
Margins of Error	±1-2	±2-3	±2-4	±3-7	±1-4

Percent of active duty women who indicated experiencing a sex-based MEO violation and did not report/discuss with chain of command for action

As shown in Table 38, men in the Army were *more likely* than men in the other Services to indicate they did not report/discuss the situation with the chain of command with expectation for action because *they thought they would be labeled as a troublemaker* (28%), *they were worried about negative consequences from the chain of command* (28%), and *they were worried about negative consequences from the person(s) who did it* (26%), but were *less likely* to indicate *they thought it was not serious enough to report* (35%). Navy men were *less likely* than men in the other Services to indicate *they thought they would be labeled as a troublemaker* (21%) and *they felt shamed or embarrassed* (11%). Marine Corps men (20%) were *less likely* than men in the other Services to indicate *they were worried about negative consequences by their supervisor or someone in their chain of command*. Additionally, Air Force men (33%) were *more likely* than

men in the other Services to indicate *they were worried about negative consequences from their peers*, whereas Marine Corps men were *less likely* (23%). Air Force men (1%) were *less likely* than men in the other Services to indicate *they were concerned for their physical safety*.

**Table 38.**

*Reasons for Not Reporting/Discussing the One Situation With Someone in the Chain of Command With the Expectation of Action for DoD Men (Q64)*

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
		Higher Response		Lower Response	
The offensive behavior stopped on its own	19	19	20	18	19
You thought it was not serious enough to report	40	35	42	42	43
You did not want more people to know	19	20	20	16	17
You did not want people to see you as weak	27	27	26	28	27
You did not know who to discuss with/report the situation to	8	8	8	8	9
You wanted to forget about it and move on	37	38	38	34	36
You did not think anything would be done	39	39	39	40	38
You did not think you would be believed	18	19	18	20	15
You did not trust that the process would be fair	31	32	31	33	32
You felt partially to blame	6	6	6	5	6
You thought other people would blame you	12	12	11	12	13
You thought you might get in trouble for something you did	8	9	9	7	7
You thought you might be labeled as a troublemaker	24	28	21	21	27
You felt shamed or embarrassed	14	15	11	15	14
You were concerned for your physical safety	4	6	4	4	1
You thought it might hurt your performance evaluation	21	21	22	20	20
You thought it might hurt your career	24	26	23	21	23
You did not want to hurt the person's career or family	20	20	21	21	20
You were worried about negative consequences by the person(s) who did it	22	26	20	20	22
You were worried about negative consequences by supervisor or someone in chain of command	24	28	23	20	22
You were worried about negative consequences from your military coworkers or peers	29	32	28	23	33
You took other actions to handle the situation	24	23	25	22	23
Margins of Error	±2-3	±2-4	±3-5	±3-6	±2-4

Percent of active duty men who indicated experiencing a sex-based MEO violation and did not report/discuss with chain of command for action

## Coast Guard

As shown in Table 39, the top reason Coast Guard women did not report/discuss the situation with someone in the chain of command with the expectation for corrective action was *they thought it was not serious enough to report* (56%). Forty-one percent indicated *they wanted to forget about it and move on*, whereas 38% indicated *they did not think anything would be done*.

For Coast Guard men, 40% indicated they did not report/discuss the situation with someone in the chain of command with the expectation for corrective action because *they did not think it was serious enough to report* (Table 39). Thirty-four percent of men indicated *they wanted to forget about it and move on*, whereas 30% indicated *they did not think anything would be done*.

**Table 39.**

***Reasons for Not Reporting/Discussing the One Situation With Someone in Chain of Command With Expectation for Action for Coast Guard (Q64)***

	Women	Men
The offensive behavior stopped on its own	18	23
You thought it was not serious enough to report	56	40
You did not want more people to know	25	12
You did not want people to see you as weak	34	21
You did not know who to discuss with/report the situation to	10	6
You wanted to forget about it and move on	41	34
You did not think anything would be done	38	30
You did not think you would be believed	17	10
You did not trust that the process would be fair	31	23
You felt partially to blame	11	4
You thought other people would blame you	20	7
You thought you might get in trouble for something you did	11	5
You thought you might be labeled as a troublemaker	32	22
You felt shamed or embarrassed	19	10
You were concerned for your physical safety	2	1
You thought it might hurt your performance evaluation/fitness report	23	14
You thought it might hurt your career	26	18
You did not want to hurt the person's career or family	18	19
You were worried about negative consequences by the person(s) who did it	28	19
You were worried about negative consequences by supervisor or someone in chain of command	27	16
You were worried about negative consequences from your military coworkers or peers	34	23
You took other actions to handle the situation	30	23
<i>Margins of Error</i>	$\pm 2-9$	$\pm 1-4$

## Chapter 8: Training on Topics Related to Sexual Assault and Sexual Harassment

*Mr. Michael Siebel and Ms. Amanda Grifka*

### Introduction

This chapter provides information on sexual assault and sexual harassment training—the percentage of active duty members who had training in the past 12 months, information on various aspects of training, effectiveness of training, and awareness of resources for prevention of and response to sexual assault.

Results are reported for 2016 and trend comparisons to the 2014 *RMWS* are provided where data are available.

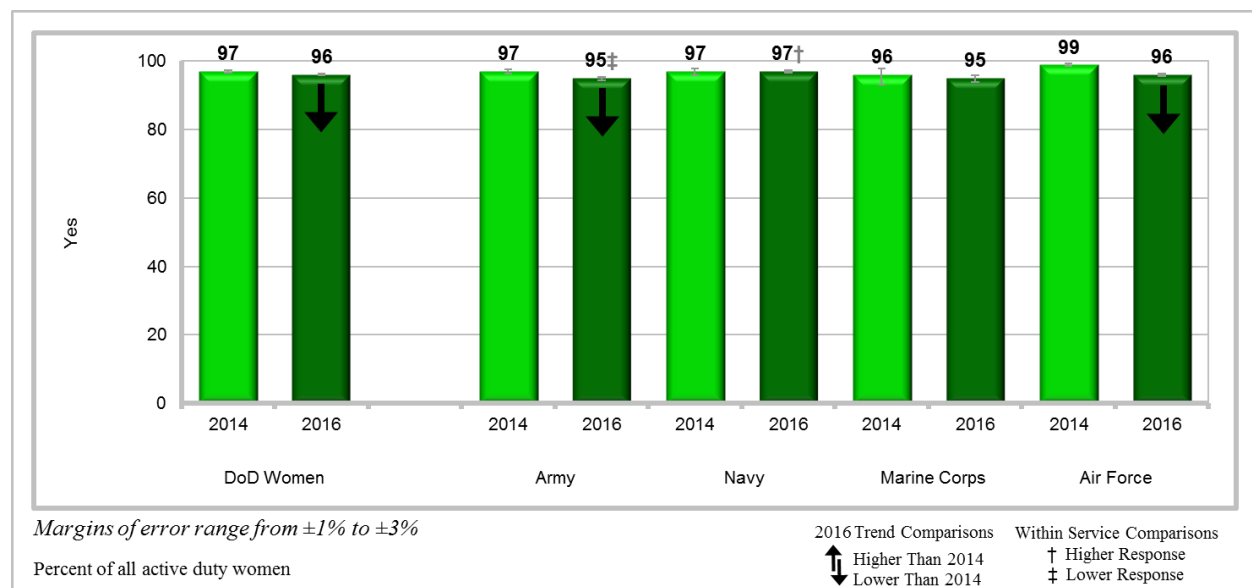
### Training on Topics Related to Sexual Assault

#### DoD

As shown in Figure 146, the vast majority of DoD women (96%) received [training on topics related to sexual assault](#) in the past 12 months, which compared to 2014, showed a statistically significant *decrease* of 1 percentage point. In 2016, Navy women (97%) were *more likely* than women in the other Services to indicate receiving [sexual assault training](#), whereas Army women (95%) were *less likely*. Compared to 2014, the percentage of women who indicated receiving [sexual assault training](#) showed a statistically significant *decrease* in 2016 for Air Force (3 percentage points) and Army women (2 percentage points).

**Figure 146.**

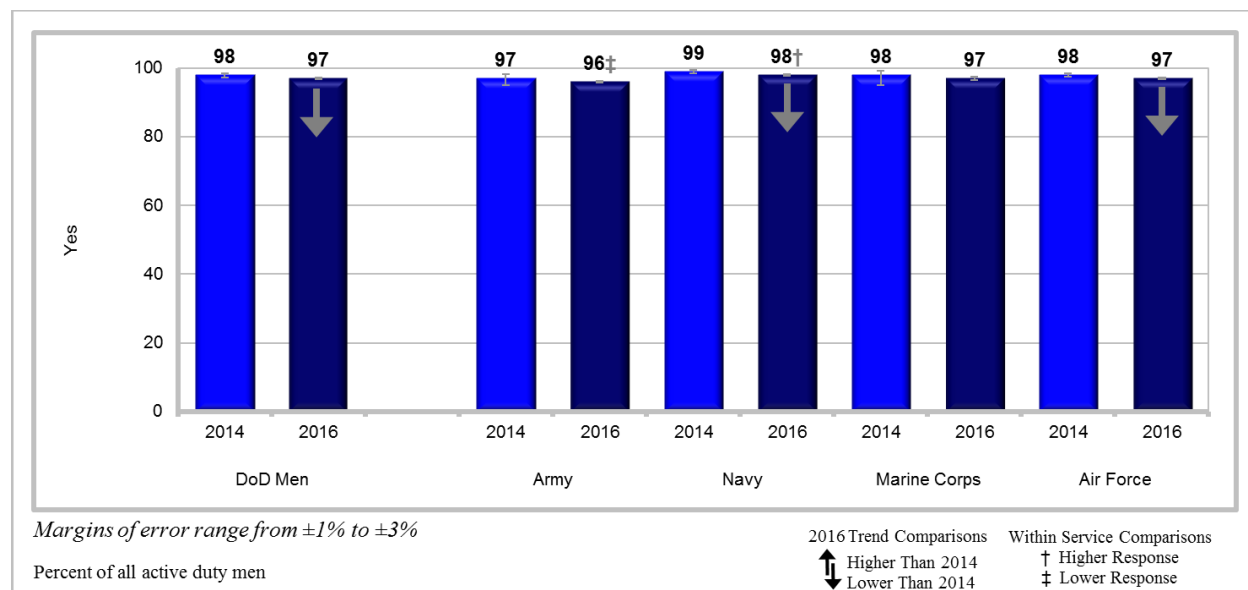
*Training During the Last 12 Months on Topics Related to Sexual Assault for DoD Women (Q199)*



As shown in Figure 147, the vast majority of DoD men (97%) received [training on topics related to sexual assault](#) in the past 12 months, which compared to 2014, showed a statistically significant *decrease* of 1 percentage point. In 2016, Navy men (98%) were *more likely* than men in the other Services to indicate receiving [sexual assault training](#), whereas Army men (96%) were *less likely*. Compared to 2014, the percentage of men who indicated receiving [sexual assault training](#) showed a statistically significant *decrease* in 2016 for Navy and Air Force men (1 percentage point for both).

**Figure 147.**

***Training During the Last 12 Months on Topics Related to Sexual Assault for DoD Men (Q199)***



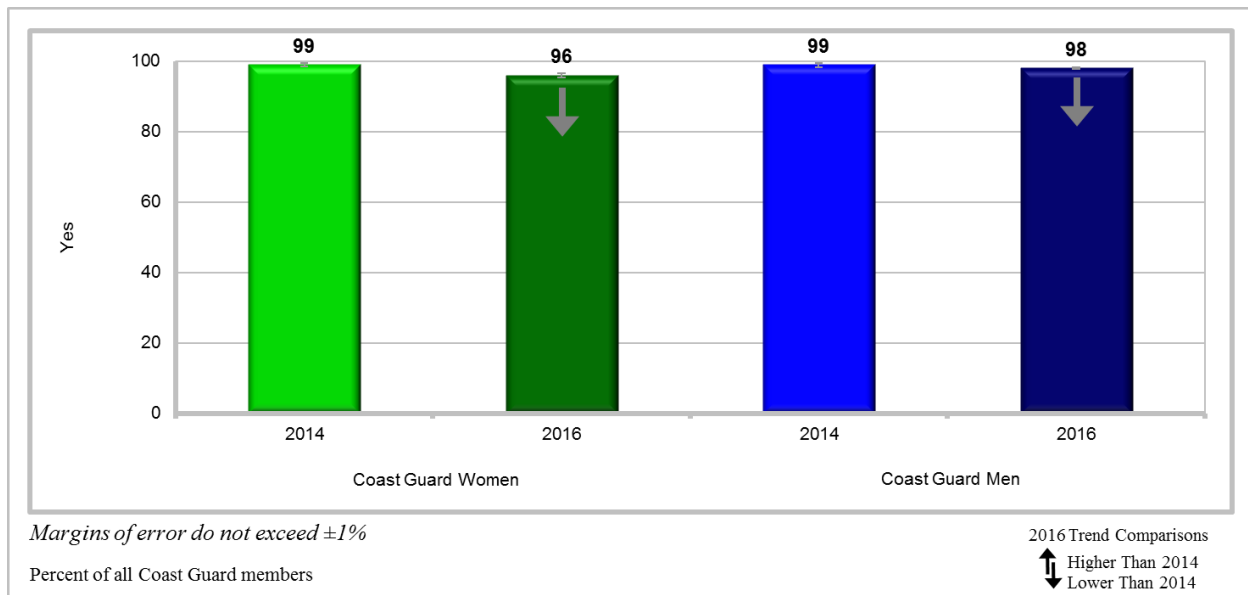
## Coast Guard

The vast majority of Coast Guard members (96% of women and 98% of men) [received training on topics related to sexual assault](#) in the past 12 months (Figure 148). Compared to 2014, this showed a statistically significant *decrease* in 2016 for women (3 percentage points) and men (1 percentage point).



**Figure 148.**

***Training During the Last 12 Months on Topics Related to Sexual Assault for Coast Guard (Q199)***



## Effectiveness/Relevance of Sexual Assault Training

Members who indicated they had training in the past 12 months on sexual assault were asked about the effectiveness/relevance of training topics related to sexual assault, such as training provides a good understanding of what actions are considered sexual assault and whether it explained how sexual assault is a mission readiness problem.

### DoD

Across all topics of sexual assault training, the majority of DoD members (81%–95% of women, 87%–95% of men) indicated training was *effective* (Table 40 and Table 41). The percentage of women and men who rated the effectiveness of sexual assault training showed a statistically significant *increase* in 2016 on all metrics compared to 2014 (2–4 percentage points for women and 3–5 percentage points for men).

In general, women in the Navy and Air Force were *more likely* than women in the other Services to agree their Service's training was *effective*, and Army women were *less likely* (Table 40). For example, women in the Air Force (94%) were *more likely* than women in the other Services to indicate their Service's *training provides a good understanding of what actions are considered sexual assault*, whereas Army women (93%) were *less likely*. Air Force women (94%) were also *more likely* than women in the other Services to indicate *training teaches you to intervene when you witness a situation involving a fellow Service member*, whereas Army women (91%) were *less likely*. Air Force women were *more likely* than women in the other Services to indicate *training explains reporting options available if a sexual assault occurs* (95%) and *training identifies the point of contact for reporting* (96%). Army women were *less likely* than women in the other Services to indicate *training explains the reporting options* (94%) and *training identifies*

the point of contact for reporting (92%). Additionally, Air Force women were *more likely* than women in the other Services to indicate training *explains the resources available to victims* (94%) and *explains that, in addition to women, men can experience sexual assault* (95%), whereas Army women were *less likely* (*training explains the resources available to victims* [92%] and *training explains men can be victims too* [93%]).

Women in the Navy were *more likely* than women in the other Services to indicate their Service's training *teaches how to intervene when you witness a situation involving a fellow Service member* (94%), *teaches how to avoid situations that might increase the risk of sexual assault* (91%), and *teaches how to obtain medical care following a sexual assault* (91%). Additionally, women in the Navy and Marine Corps were *more likely* than women in the other Services to indicate training *teaches that the consumption of alcohol may increase the likelihood of sexual assault* (93% Navy and 94% Marine Corps) and *explains how sexual assault is a mission readiness problem* (91% Navy and 92% Marine Corps).

Compared to 2014, the percentage of women who indicated *topics were effective and/or relevant to sexual assault training* showed a statistically significant *increase* in general for Army (2–4 percentage points), Navy (3–6 percentage points), and Marine Corps women (5–6 percentage points).

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div>■ Higher Response</div> <div>■ Lower Response</div>						
Women						
Provides a good understanding of what actions are considered sexual assault	2016	94 ↑	93 ↑	94 ↑	94 ↑	94 ↑
	2014	90	90	88	88	93
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	2016	92 ↑	92	93 ↑	94 ↑	91
	2014	90	90	89	88	92
Teaches how to avoid situations that might increase risk of being a victim of sexual assault	2016	90 ↑	90 ↑	91 ↑	91 ↑	89
	2014	87	87	85	86	89
Teaches how to intervene when you witness a situation involving a fellow Service member	2016	93 ↑	91 ↑	94 ↑	93 ↑	94 ↑
	2014	90	89	88	88	92
Teaches how to obtain medical care following a sexual assault	2016	90 ↑	89 ↑	91 ↑	90 ↑	90
	2014	86	86	85	84	89
Explains the role of the chain of command in handling sexual assault allegations	2016	90 ↑	90 ↑	90 ↑	91 ↑	91
	2014	87	86	84	85	90
Explains the reporting options available if a sexual assault occurs	2016	95 ↑	94 ↑	95 ↑	95 ↑	95 ↑
	2014	91	90	89	89	94
Identifies the point of contact for reporting sexual assault (e.g., SARC, VA)	2016	94 ↑	92 ↑	94 ↑	94 ↑	96 ↑
	2014	91	89	90	88	94
Explains how sexual assault is a mission readiness problem	2016	90 ↑	90 ↑	91 ↑	92 ↑	89
	2014	88	88	88	84	90
Explains the recourses available to victims (e.g., Safe Helpline)	2016	93 ↑	92 ↑	93 ↑	94 ↑	94 ↑
	2014	89	88	88	88	92
Explains that, in addition to women, men can experience sexual assault*	2016	94	93	95	94	95
	2014	NA	NA	NA	NA	NA
Highlights engagement of chain of command outside of formal training*	2016	86	85	85	87	86
	2014	NA	NA	NA	NA	NA
Explains use of social media and community to engage with SAPR prevention*	2016	81	81	82	81	81
	2014	NA	NA	NA	NA	NA
Margins of Error		±1	±1-2	±1-3	±2-5	±1-2

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

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than men in the other Services to indicate training [identifies the point of contact for reporting sexual assault](#) (96%), whereas Army and Marine Corps men (94% for both) were *less likely*. Additionally, Air Force men were *more likely* than men in the other Services to indicate [training explains resources available to victims](#) (95%) and [highlights engagement of chain of command outside of formal training](#) (91%), whereas Army men were *less likely* ([explains resources available](#) [94%] and [highlights chain of command outside of formal training](#) [90%]). Men in the Marine Corps (93%) and Navy (93%) were *more likely* than men in the other Services to indicate training [teaches how to avoid situations that might increase risk of being a victim of sexual assault](#), whereas Air Force men (91%) were *less likely*.

Compared to 2014, the percentage of men who [indicated topics were effective and/or relevant to sexual assault training](#) showed a statistically significant *increase* in 2016 for Army (2–4 percentage points), Navy (4–6 percentage points), Marine Corps (4–6 percentage points), and Air Force men (1–2 percentage points).

**Table 41.**  
***Effectiveness/Relevance of Sexual Assault Training for DoD Men (Q200)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
		Higher Response		Lower Response		
Provides a good understanding of what actions are considered sexual assault	2016	94 ↑	94 ↑	95 ↑	94 ↑	94 ↑
	2014	90	88	92	91	92
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	2016	94 ↑	94 ↑	94	94	93
	2014	91	88	93	90	93
Teaches how to avoid situations that might increase risk of being a victim of sexual assault	2016	92 ↑	92 ↑	93	93	91
	2014	88	85	90	90	90
Teaches how to intervene when you witness a situation involving a fellow Service member	2016	94 ↑	93 ↑	94 ↑	93 ↑	94 ↑
	2014	89	87	92	89	91
Teaches how to obtain medical care following a sexual assault	2016	93 ↑	92 ↑	93 ↑	92	93 ↑
	2014	88	85	90	89	90
Explains the role of the chain of command in handling sexual assault allegations	2016	93 ↑	93 ↑	93 ↑	93 ↑	94 ↑
	2014	89	86	91	89	92
Explains the reporting options available if a sexual assault occurs	2016	95 ↑	95 ↑	95 ↑	94	96 ↑
	2014	91	88	92	91	93
Identifies the point of contact for reporting sexual assault (e.g., SARC, VA)	2016	95 ↑	94 ↑	95	94 ↑	96 ↑
	2014	91	88	93	89	94
Explains how sexual assault is a mission readiness problem	2016	93 ↑	93 ↑	93	93	93
	2014	90	87	92	88	92
Explains the recourses available to victims (e.g., Safe Helpline)	2016	94 ↑	94 ↑	94	94 ↑	95 ↑
	2014	90	87	92	89	93
Explains that, in addition to women, men can experience sexual assault*	2016	93	93	93	93	93
	2014	NA	NA	NA	NA	NA
Highlights engagement of chain of command outside of formal training*	2016	91	90	90	91	91
	2014	NA	NA	NA	NA	NA
Explains use of social media and community to engage with SAPR prevention*	2016	87	86	86	87	87
	2014	NA	NA	NA	NA	NA
Margins of Error		±1–2	±1–3	±1–3	±1–5	±1–2

Percent of active duty men who received sexual assault training in the past 12 month

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

## Coast Guard

As shown in Table 42, the majority of Coast Guard members (90%–97% of women, 94%–97% of men) indicated the majority of the aspects of training regarding sexual assault were *effective*. For example, 83% of Coast Guard women and 92% of men indicated *training effectively highlights engagement of chain of command outside of formal training*. Seventy-three percent of women and 85% of men indicated *training explains the use of social media and community to engage with SAPR prevention*.

Compared to 2014, the percentage of those who indicated they agree [training provides an effective and/or relevant understanding of sexual assault](#) showed a statistically significant increase on all topics in 2016 for Coast Guard women (4–8 percentage points) and Coast Guard men (4–7 percentage points).

**Table 42.*****Effectiveness/Relevance of Sexual Assault Training for Coast Guard (Q200)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Survey Year	Women	Men
Provides a good understanding of what actions are considered sexual assault	2016	96 ↑	96 ↑
	2014	91	92
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	2016	96 ↑	96 ↑
	2014	92	92
Teaches how to avoid situations that might increase risk of being a victim of sexual assault	2016	92 ↑	95 ↑
	2014	88	90
Teaches how to intervene when you witness a situation involving a fellow Service member	2016	93 ↑	95 ↑
	2014	87	88
Teaches how to obtain medical care following a sexual assault	2016	91 ↑	94 ↑
	2014	83	87
Explains the role of the chain of command in handling sexual assault allegations	2016	91 ↑	95 ↑
	2014	84	90
Explains the reporting options available if a sexual assault occurs	2016	97 ↑	97 ↑
	2014	91	91
Identifies the point of contact for reporting sexual assault (e.g., SARC, VA)	2016	96 ↑	96 ↑
	2014	88	90
Explains how sexual assault is a mission readiness problem	2016	90 ↑	94 ↑
	2014	86	90
Explains the recourses available to victims (e.g., Safe Helpline)	2016	94 ↑	96 ↑
	2014	87	90
Explains that, in addition to women, men can experience sexual assault*	2016	95	95
	2014	NA	NA
Highlights engagement of chain of command outside of formal training*	2016	83	92
	2014	NA	NA
Explains use of social media and community to engage with SAPR prevention*	2016	73	85
	2014	NA	NA
Margins of Error		±1–2	±1–2

Percent of Coast Guard members who received sexual assault training in the past 12 month

\*Denotes new item for 2016 WGRA and therefore not comparable to 2014 RMWS

## Training on Topics Related to Sexual Harassment

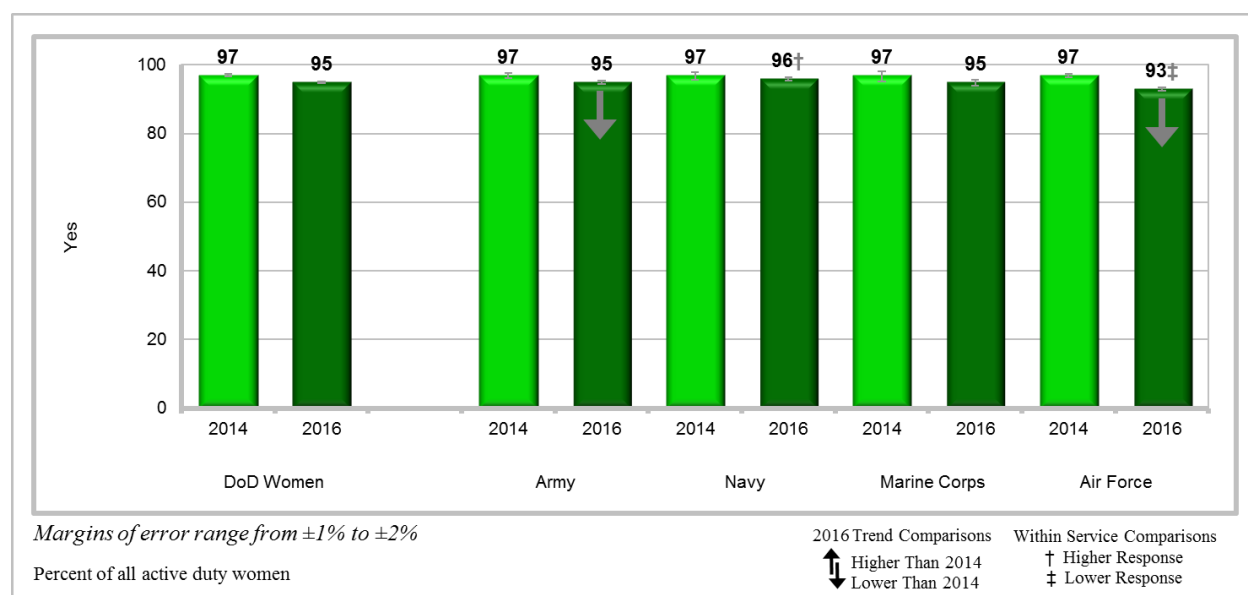
### DoD

As shown in Figure 149, the vast majority of DoD women (95%) received [training on topics related to sexual harassment](#) in the past 12 months, which compared to 2014, showed a statistically significant *decrease* in 2016 (2 percentage points).

Navy women (96%) were *more likely* than women in the other Services to receive [training on topics related to sexual harassment](#) in the past 12 months, whereas Air Force women (93%) were *less likely* (Figure 149). Compared to 2014, the percentage of women who indicated receiving [training on sexual harassment](#) in the past 12 months showed a statistically significant *decrease* in 2016 for Air Force (4 percentage points) and Army women (2 percentage points).

**Figure 149.**

***Training During the Last 12 Months on Topics Related to Sexual Harassment for DoD Women (Q201)***

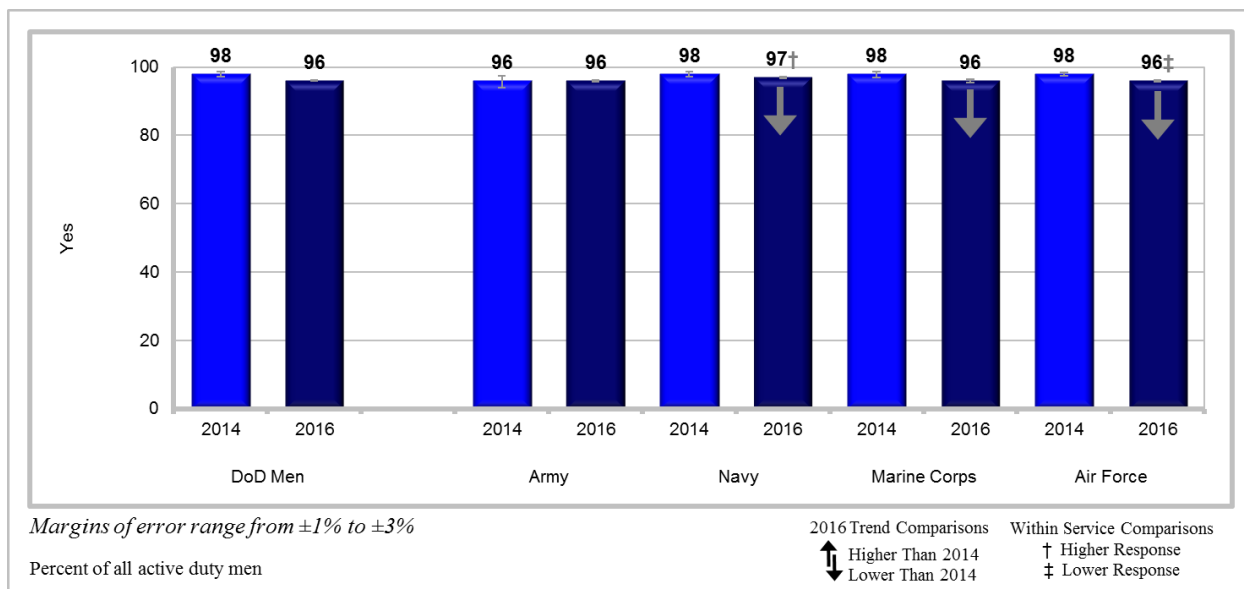


As shown in Figure 150, the vast majority of DoD men (96%) received [training on topics related to sexual harassment](#) in the past 12 months, which compared to 2014, showed a statistically significant *decrease* in 2016 (2 percentage points).

Navy men (97%) were *more likely* than men in the other Services to receive [training on topics related to sexual harassment](#) in the past 12 months, whereas Air Force men (96%) were *less likely* (Figure 150). Compared to 2014, the percentage of men who indicated receiving [training on sexual harassment](#) in past 12 months showed a statistically significant *decrease* in 2016 for Air Force and Marine Corps men (2 percentage points for both), and Navy men (1 percentage point).

**Figure 150.**

*Training During the Last 12 Months on Topics Related to Sexual Harassment for DoD Men (Q201)*



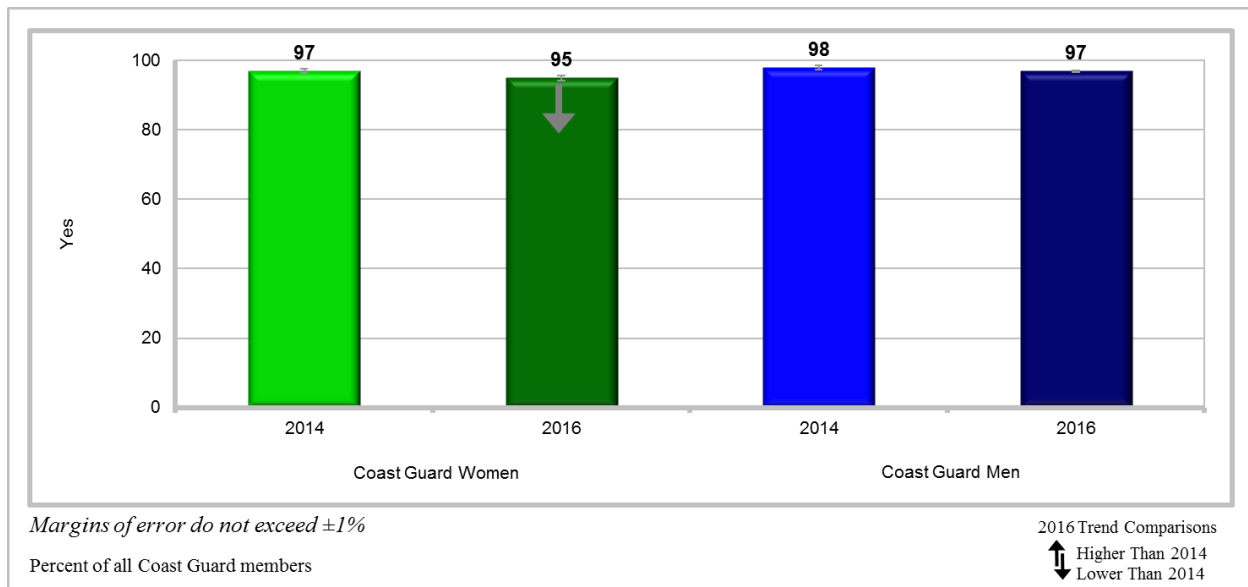
## Coast Guard

As shown in Figure 151, the vast majority of Coast Guard members (95% of women and 97% of men) received [training on topics related to sexual harassment](#) in the past 12 months. Compared to 2014, this showed a statistically significant *decrease* in 2016 for Coast Guard women (2 percentage points) but remained statistically unchanged since 2014 for Coast Guard men.



**Figure 151.**

***Training During the Last 12 Months on Topics Related to Sexual Harassment for Coast Guard (Q201)***

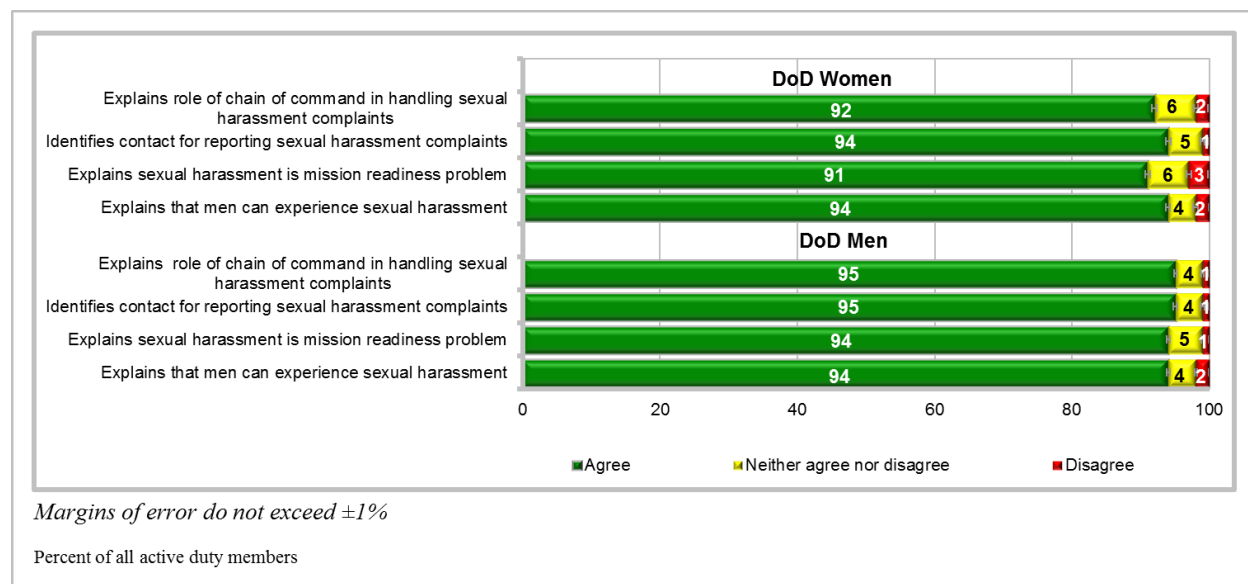


## Effectiveness/Relevance of Sexual Harassment Training

Members who indicated receiving training in the past 12 months on sexual harassment were asked about a series of topics related to sexual harassment, such as whether training explained that, in addition to women, men can experience sexual harassment and whether it identified the point of contact for reporting sexual harassment complaints. Members were asked to indicate the level of effectiveness/relevance for each item.

### DoD



The vast majority of DoD members (91%–94% of women, 94%–95% of men), indicated their Service's sexual harassment training was *effective* in conveying relevant information (Figure 152). Ninety-two percent of women and 95% of men indicated their [training explains the role of the chain of command in handling sexual harassment complaints](#). Ninety-four percent of women and 95% of men indicated [training identifies the point of contact for reporting sexual harassment complaints](#), whereas 91% of women and 94% of men indicated [training explains sexual harassment is a mission readiness problem](#). Additionally, 94% of women and men indicated [training explains that, in addition to women, men can be experience sexual harassment](#).

**Figure 152.*****Effectiveness/Relevance of Sexual Harassment Training for DoD (Q202)***

As shown in Table 43, there is little difference between Services among DoD women on their views of *effectiveness* of sexual harassment training, with the exceptions of Air Force and Army. Air Force women (94%) were *more likely* than women in the other Services to indicate their Service's *sexual harassment training identifies the points of contact for reporting sexual harassment complaints*. Women in the Air Force (95%) were also *more likely* than women in the other Services to indicate their Service's *sexual harassment training explains that, in addition to women, men can experience sexual harassment*, whereas Army women (93%) were *less likely*.

Similar to DoD women, there is little difference between Services for DoD men on their views of the *effectiveness* of *sexual harassment training*, with the exception of the Air Force (Table 43). Air Force men were *more likely* than men in the other Services to indicate their Service's *sexual harassment training explains the role of the chain of command in handling sexual harassment complaints* (95%) and *identifies the points of contact for reporting sexual harassment* (96%).

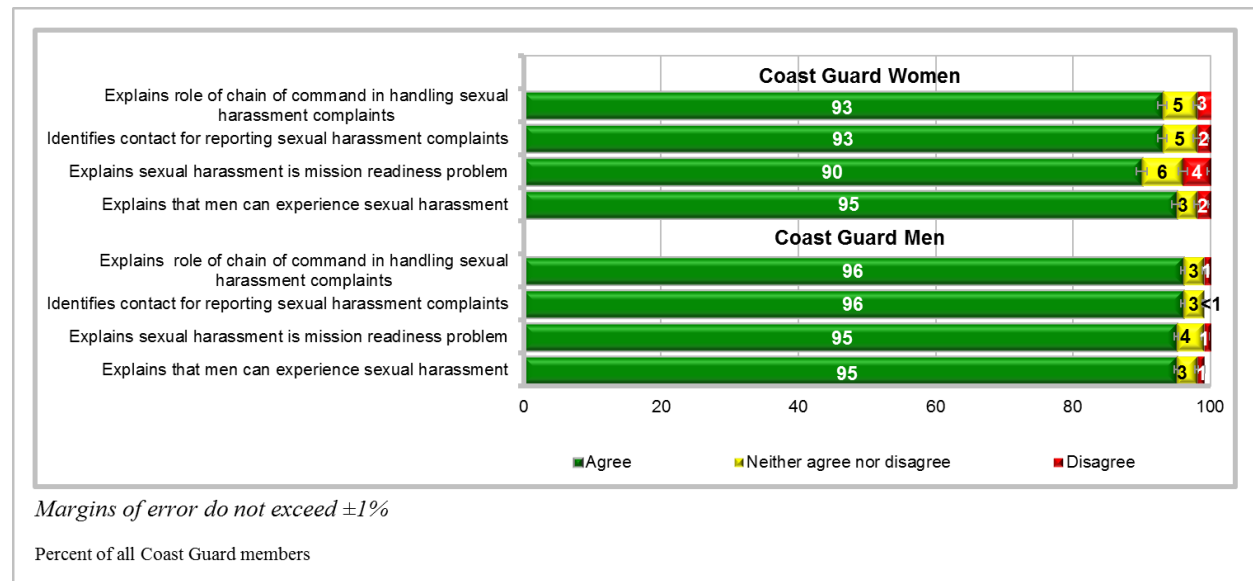
**Table 43.**  
***Effectiveness/Relevance of Sexual Harassment Training for DoD (Q202)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Explains the role of the chain of command in handling sexual harassment complaints	92	92	91	92	92
Identifies the point of contact for reporting sexual harassment complaints	94	93	93	93	94
Explains how sexual harassment is a mission readiness problem	91	91	92	91	91
Explains that, in addition to women, men can experience sexual harassment	94	93	94	93	95
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 2$	$\pm 1$
<b>Men</b>					
Explains the role of the chain of command in handling sexual harassment complaints	95	95	95	94	95
Identifies the point of contact for reporting sexual harassment complaints	95	95	95	95	96
Explains how sexual harassment is a mission readiness problem	94	94	94	94	94
Explains that, in addition to women, men can experience sexual harassment	94	94	94	94	94
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$

Percent of active duty members who received sexual harassment training in the past 12 months

### ***Coast Guard***

The vast majority of Coast Guard members (90%–95% of women and 94%–96% of men) indicated their Service’s sexual harassment training is *effective* in conveying relevant information (Figure 153). Ninety-three percent of Coast Guard women and 96% of Coast Guard men indicated their training [explains the role of the chain of command in handling sexual harassment complaints](#). Ninety-three percent of women and 96% of men indicated training [identifies the point of contact for reporting sexual harassment complaints](#), whereas 90% of women and 95% of men indicated training [explains sexual harassment is a mission readiness problem](#). Additionally, 95% of women and men indicated [training explains that, in addition to women, men can experience sexual harassment](#).

**Figure 153.*****Effectiveness/Relevance of Sexual Harassment Training for Coast Guard (Q202)***

## Chapter 9: Military Workplace Climate

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*Mr. Hunter Peebles, Ms. Amanda Grifka, and Ms. Lisa Davis*

### Introduction

This chapter examines various topics related to the workplace climate within the military. One of the main topics covered within this section is bystander intervention—witnessing a problematic situation that potentially involved sexual assault, the actions taken in response to observing the harmful situation, and what contributed to the decision to intervene. Other important topics on military workplace climate that are discussed below include positive actions and/or behaviors demonstrated by military members within the workplace, female coworkers in the workplace, and the use of social media in the workplace.

Results are reported for 2016 and trend comparisons to the 2014 RMWS are provided where data are available.

### Likelihood to Encourage a Member to Come Forward to Report Sexual Assault and/or Sexual Harassment

Active duty members were asked how likely they would be to encourage a member to come forward to report sexual assault and/or sexual harassment, to tell a military supervisor about sexual harassment if it happened to them, and to report a sexual assault if it happened to them.

#### DoD

As shown in Table 44 and Table 45, the majority of DoD women and men indicated they would encourage a member to come forward to report sexual assault and/or sexual harassment.

Overall, women in the Army were *more likely* than women in the other Services to indicate that they would be more likely to encourage a member to come forward to report, whereas Marine Corps women were *less likely* (Table 44). For example, Army women were *more likely* than women in the other Services to indicate they would be likely to [encourage someone who has experienced sexual assault to report it](#) (95%), to [encourage someone who has experienced sexual harassment to tell a military supervisor](#) (91%), to [tell a military supervisor about sexual harassment if it happened to them](#) (79%), and to [report a sexual assault if it happened to them](#) (87%). Moreover, Marine Corps women were *less likely* than women in the other Services to indicate they would be likely to [encourage someone who has experienced sexual assault to report it](#) (91%), to [tell a military supervisor about sexual harassment if it happened to them](#) (71%), and to [report a sexual assault if it happened to them](#) (78%).

Additionally, women in the Air Force (97%) were *more likely* than women in the other Services to indicate they would be likely to [encourage someone who has experienced sexual assault to seek counseling](#), while Marine Corps women (94%) were *less likely*. Air Force women were *less likely* than women in the other Services to indicate they would be likely to [encourage someone to tell a military supervisor](#) (87%) and to [tell a military supervisor if it happened to them](#) (75%).

Navy women were *less likely* than women in the other Services to indicate they would be likely to encourage someone who has experienced sexual assault to report it (93%) and to encourage someone who has experienced sexual harassment to tell a military supervisor (87%).

As shown in Table 44, compared to 2014, the percentage of women who indicated they would be likely to encourage someone who has experienced sexual assault to seek counseling and encourage someone who has experienced sexual assault to report it showed statistically significant *increases* in 2016 for Army (3 percentage points for each) and Navy women (3 percentage points and 4 percentage points, respectively). The percentage of women who indicated they would be likely to tell a military supervisor about sexual harassment if it happened to them showed a statistically significant *increase* in 2016 for Army (5 percentage points), Navy (5 percentage points), and Air Force women (2 percentage points). The percentage of women who indicated they would report a sexual assault if it happened to them showed a statistically significant *increase* in 2016 for Army (5 percentage points), Navy (3 percentage points), and Air Force women (2 percentage points).

**Table 44.**  
***Likelihood to Encourage a Member to Come Forward to Report for DoD Women (Q177)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
			Higher Response	Lower Response		
<b>Likely</b>						
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	89	91	87	87	87
	2014	88	89	85	86	88
Would encourage someone who has experienced sexual assault to seek counseling	2016	97↑	96↑	96↑	94	97
	2014	94	93	93	90	97
Would encourage someone who has experienced sexual assault to report it	2016	94↑	95↑	93↑	91	94
	2014	91	92	89	88	94
Would tell a military supervisor about sexual harassment if it happened to you	2016	77↑	79↑	76↑	71	75↑
	2014	72	74	71	69	73
Report a sexual assault if it happened to you	2016	85↑	87↑	84↑	78	85↑
	2014	82	82	81	78	83
Margins of Error		±1-2	±1-2	±1-3	±2-5	±1-2
<b>Unlikely</b>						
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	5	4	5	5	5
	2014	4	4	4	5	4
Would encourage someone who has experienced sexual assault to seek counseling	2016	1↓	1↓	1	1	1
	2014	2	2	1	3	1
Would encourage someone who has experienced sexual assault to report it	2016	2	2	2	2	1
	2014	2	2	2	3	1
Would tell a military supervisor about sexual harassment if it happened to you	2016	11↓	10↓	11	13	12↓
	2014	13	13	13	15	14
Report a sexual assault if it happened to you	2016	7↓	6↓	7	9	6
	2014	8	8	8	10	7
Margins of Error		±1	±1-2	±1-3	±1-4	±1-2

























Percent of active duty women

Overall, men in the Army and Air Force were *more likely* than men in the other Services to indicate they would be likely to encourage a member to come forward to report, while men in the Marine Corps were *less likely* (Table 45). For example, Army (95%) and Air Force men (96%) were *more likely* than men in the other Services to indicate they would be likely to **encourage someone who has experienced sexual assault to report it**, whereas men in the Marine Corps (92%) were *less likely*. Similarly, men in the Army (91%) and Air Force (90%) were *more likely* than men in the other Services to indicate they would be likely to **report a sexual assault if it happened to them**, whereas Navy (89%) and Marine Corps (86%) were *less likely*. Additionally, men in the Army (93%) were *more likely* than men in the other Services to indicate they would be likely to **encourage someone who has experienced sexual harassment to tell a military supervisor**, whereas men in the Marine Corps (90%) and Air Force (92%) were *less likely*. Men in the Army (87%) were *more likely* than men in the other Services to indicate they would be likely to **tell a military supervisor about sexual harassment if it happened to them**, whereas Navy (84%) and Marine Corps men (82%) were *less likely*. Air Force men (97%) were *more likely*

than men in the other Services to indicate they would be likely to [encourage someone who has experienced sexual assault to seek counseling](#), whereas Marine Corps men (93%) were *less likely*.

Compared to 2014, the percentage of men who indicated they would be likely to [encourage someone who has experienced sexual assault to seek counseling](#) showed a statistically significant *increase* in 2016 for Army (4 percentage points) and Air Force men (2 percentage points; Table 45). The percentage of men who indicated they would be likely to [encourage someone who has experienced sexual assault to report it](#) showed a statistically significant *increase* in 2016 for Army (2 percentage points) and Air Force men (1 percentage point), as well as their likelihood to [report sexual assault if it happened to them](#) (Army men by 4 percentage points and Air Force men by 1 percentage point). The percentage of men who indicated they would be likely to [tell a military supervisor about sexual harassment if it happened to them](#) showed a statistically significant *increase* in 2016 for Army men (3 percentage points).

**Table 45.**  
***Likelihood to Encourage a Member to Come Forward to Report for DoD Men (Q177)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
			 Higher Response	 Lower Response		
<b>Likely</b>						
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	92	 93	92	 90	 92
	2014	91	91	91	90	91
Would encourage someone who has experienced sexual assault to seek counseling	2016	95 ↑	96 ↑	95	 93	 97 ↑
	2014	94	92	97	93	95
Would encourage someone who has experienced sexual assault to report it	2016	95	 95 ↑	94	 92	 96 ↑
	2014	94	93	96	93	95
Would tell a military supervisor about sexual harassment if it happened to you	2016	85	 87 ↑	 84	 82	85
	2014	84	84	84	83	83
Report a sexual assault if it happened to you	2016	89 ↑	 91 ↑	 89	 86	 90 ↑
	2014	88	87	89	87	89
<i>Margins of Error</i>		±1-2	±1-3	±1-6	±1-4	±1-2
<b>Unlikely</b>						
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	3	2	3	 3	2
	2014	2	3	2	2	3
Would encourage someone who has experienced sexual assault to seek counseling	2016	1	1	1	 2	1 ↓
	2014	2	2	1	2	2
Would encourage someone who has experienced sexual assault to report it	2016	1	1	1	 2	1 ↓
	2014	2	2	1	2	2
Would tell a military supervisor about sexual harassment if it happened to you	2016	6	5	 7 ↑	 7	6 ↓
	2014	6	6	5	7	7
Report a sexual assault if it happened to you	2016	4	4 ↓	 4	 5	3 ↓
	2014	5	6	4	5	4
<i>Margins of Error</i>		±1	±1-2	±1-4	±1-4	±1

Percent of active duty men



## Coast Guard

As shown in Table 46, the vast majority of Coast Guard members were likely to indicate they would [encourage someone who has experienced sexual assault to seek counseling](#) (98% of women and 97% of men), [report a sexual assault if it happened to them](#) (94% of women and 97% of men), and [encourage someone who has experienced sexual harassment to tell a military supervisor](#) (91% of women and 95% of men). The majority of members (80% of women and 90% of men) were likely to indicate they would [tell a military supervisor if sexual harassment happened to them](#) and [report sexual assault if it happened to them](#) (87% of women and 93% of men).

Compared to 2014, the percentage of those who indicated they would be likely to [encourage someone who has experienced sexual assault to seek counseling](#) showed a statistically significant *increase* in 2016 for Coast Guard women and men (1 percentage point for each). The percentage who indicated they would be likely to [report a sexual assault if it happened to them](#) showed a statistically significant *increase* in 2016 for women (3 percentage points) and men (2 percentage points). Additionally, the percentage of those who indicated they would be likely to [tell a military supervisor about sexual harassment if it happened to them](#) showed a statistically significant *increase* in 2016 for Coast Guard women (3 percentage points).

**Table 46.**  
***Likelihood to Encourage a Member to Come Forward to Report for Coast Guard (Q177)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Survey Year	Women	Men
Likely			
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	91	95
	2014	90	95
Would encourage someone who has experienced sexual assault to seek counseling	2016	98 ↑	97 ↑
	2014	97	96
Would encourage someone who has experienced sexual assault to report it	2016	94	97
	2014	94	96
Would tell a military supervisor about sexual harassment if it happened to you	2016	80 ↑	90
	2014	77	88
Report a sexual assault if it happened to you	2016	87 ↑	93 ↑
	2014	84	91
Margins of Error		±1–2	±1–2
Unlikely			
Would encourage someone who has experienced sexual harassment to tell a military supervisor	2016	3	1
	2014	3	2
Would encourage someone who has experienced sexual assault to seek counseling	2016	<1	1 ↓
	2014	1	1
Would encourage someone who has experienced sexual assault to report it	2016	1	1 ↓
	2014	1	1
Would tell a military supervisor about sexual harassment if it happened to you	2016	9	3
	2014	10	5
Report a sexual assault if it happened to you	2016	5 ↓	2
	2014	7	3
Margins of Error		±1–2	±1–2

Percent of all Coast Guard members

## Bystander Intervention

Bystander intervention involves members maintaining vigilance and acting to prevent sexual assault. It focuses on perpetrators of sexual assault and on changing social norms around appropriate sexual behavior in a social setting. To gauge the extent of bystander intervention, members were asked whether they had observed a situation they believed was, or could have led to, sexual assault and, if so, whether and how they had intervened, and what led them to decide to intervene.

### Observed a Potential Sexual Assault Situation

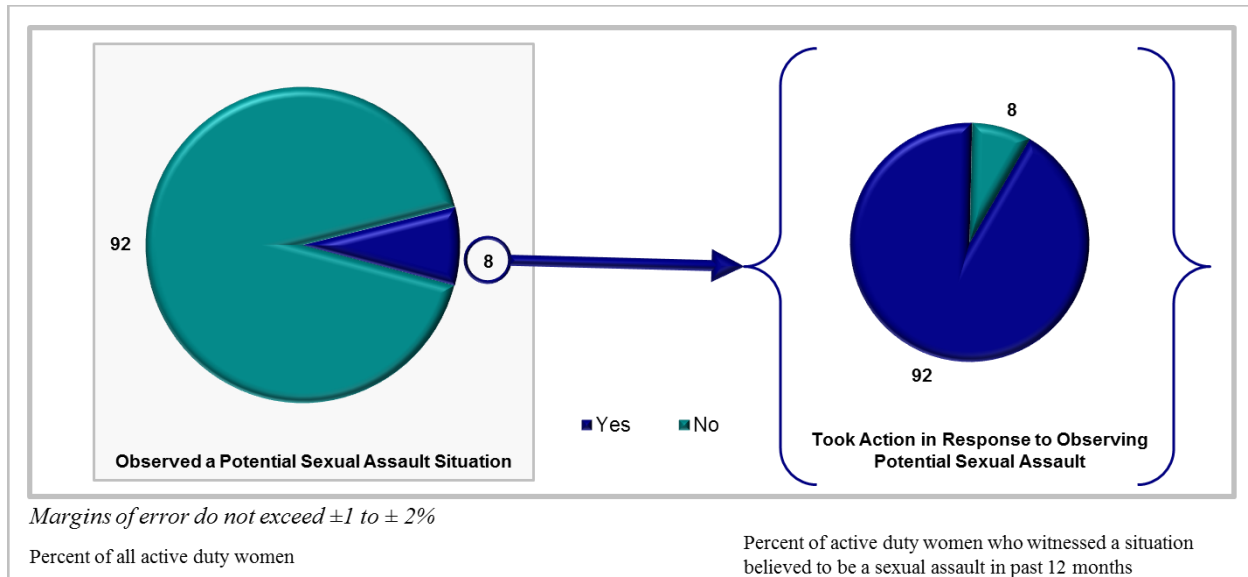
#### DoD

As shown in Figure 154, 8% of DoD women indicated they [observed a situation in the past 12 months they believed was, or could have led to, a sexual assault](#). As shown in Table 47, compared to 2014, this showed a statistically significant *decrease* in 2016 for DoD women (3

percentage points). Of this 8% of DoD women who observed a potential sexual assault situation, the vast majority (92%) indicated [they took action](#).

**Figure 154.**

***Observed a Potential Sexual Assault Situation and Whether Action Was Taken for DoD Women (Q178–Q179)***



As shown in Figure 155, 4% of DoD men indicated they [observed a situation in the past 12 months they believed was, or could have led to, a sexual assault](#). As shown in Table 47, compared to 2014, this showed a statistically significant *decrease* in 2016 for DoD men (2 percentage points). Of this 4% of DoD men who observed a potential sexual assault situation, the majority (89%) indicated [they took action](#).

**Figure 155.**

***Observed a Potential Sexual Assault Situation and Whether Action Was Taken for DoD Men (Q178–Q179)***

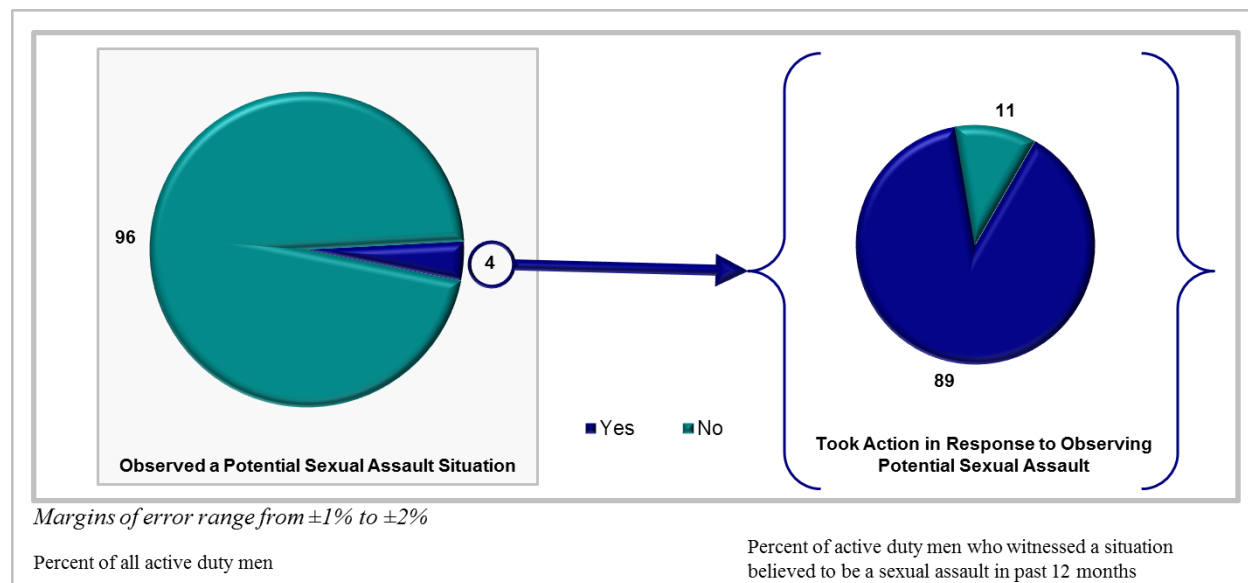


Table 47 shows in 2016, women in the Marine Corps (12%) and Navy (10%) were *more likely* than women in the other Services to indicate [observing a potential sexual assault situation in the past 12 months](#), whereas Air Force women (6%) were *less likely*. Compared to 2014, the percentage of women who indicated they [observed a situation they believed was, or could have led to, a sexual assault](#) showed a statistically significant *decrease* in 2016 for Army (4 percentage points), Navy (3 percentage points), and Air Force women (2 percentage points). There were no significant differences within Services for women who indicated they [took action in response to observing a potential sexual assault](#) in 2016. Compared to 2014, the percentage of women who indicated they [took action in response to observing a potential sexual assault](#) showed a statistically significant *decrease* in 2016 for Air Force women (3 percentage points).

Similar observations were found among DoD men in 2016 (Table 47). Men in the Navy and Marine Corps (5% for both) were *more likely* than men in the other Services to [observe a potential sexual assault situation](#), whereas Air Force men (3%) were *less likely*. Compared to 2014, the percentage of men who indicated they [observed a situation they believed was, or could have led to, a sexual assault](#) showed a statistically significant *decrease* in 2016 for Navy (3 percentage points) and Air Force men (1 percentage point). There were no significant differences within Services from 2014 to 2016 for men who indicated they took action.

Related to bystander intervention, members were also asked to what extent they agreed it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others in social situations. In 2016, 93% of women indicated that [in a social setting, it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others](#), which showed a statistically significant *increase* in 2016 by 1 percentage point. Women in the Air Force (95%) were *more likely* than women in the other Services to indicate that [in a social setting, it is their duty to confront a fellow Service member](#)

from doing something potentially harmful to themselves or others, whereas Army women (92%) were *less likely*. Compared to 2014, this showed a statistically significant *increase* in 2016 for Marine Corps (5 percentage points) and Navy women (3 percentage points).

For DoD men, 94% of men indicated that in a social setting, it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others, which showed a statistically significant *increase* in 2016 by 3 percentage points. Men in the Air Force (95%) were *more likely* than men in the other Services to indicate that in a social setting, it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others, whereas Army and Marine Corps men (both 93%) were *less likely*. Compared to 2014, this showed a statistically significant *increase* in 2016 for Army men (4 percentage points).

**Table 47.**  
**Bystander Intervention for DoD (Q178–Q179, Q203a)**

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Within Service Comparisons				
		Survey Year	Total DoD	Army	Navy	Marine Corps
<div>Higher Response</div> <div>Lower Response</div>						
Women						
Observed a potential sexual assault situation (Q178)						
Yes	2016	8↓	8↓	10↓	12	6↓
	2014	11	12	13	13	8
Margins of Error		±1	±1–2	±1–3	±2–4	±1
Of those who observed a potential sexual assault situation, took action in response to observing potential sexual assault (Q179)						
Yes	2016	92	92	92	92	93↓
	2014	93	90	93	NR	96
Margins of Error		±2–3	±4–6	±4–6	±5	±3
In a social setting, it is your duty to confront a fellow Service member from doing something potentially harmful to themselves or others (Q203a)						
Agree	2016	93↑	92	92↑	94↑	95
	2014	92	91	89	89	95
Margins of Error		±1	±1–2	±1–3	±2–4	±1
Men						
Observed a potential sexual assault situation (Q178)						
Yes	2016	4↓	4	5↓	5	3↓
	2014	6	6	8	6	4
Margins of Error		±1	±1–2	±1–3	±1–4	±1
Of those who observed a potential sexual assault situation, took action in response to observing potential sexual assault (Q179)						
Yes	2016	89	88	89	91	90
	2014	85	84	86	NR	88
Margins of Error		±2–6	±4–12	±3–13	±4	±3–8
In a social setting, it is your duty to confront a fellow Service member from doing something potentially harmful to themselves or others (Q203a)						
Agree	2016	94↑	93↑	93	93	95
	2014	91	89	92	89	95
Margins of Error		±1–2	±1–2	±1–3	±1–4	±1

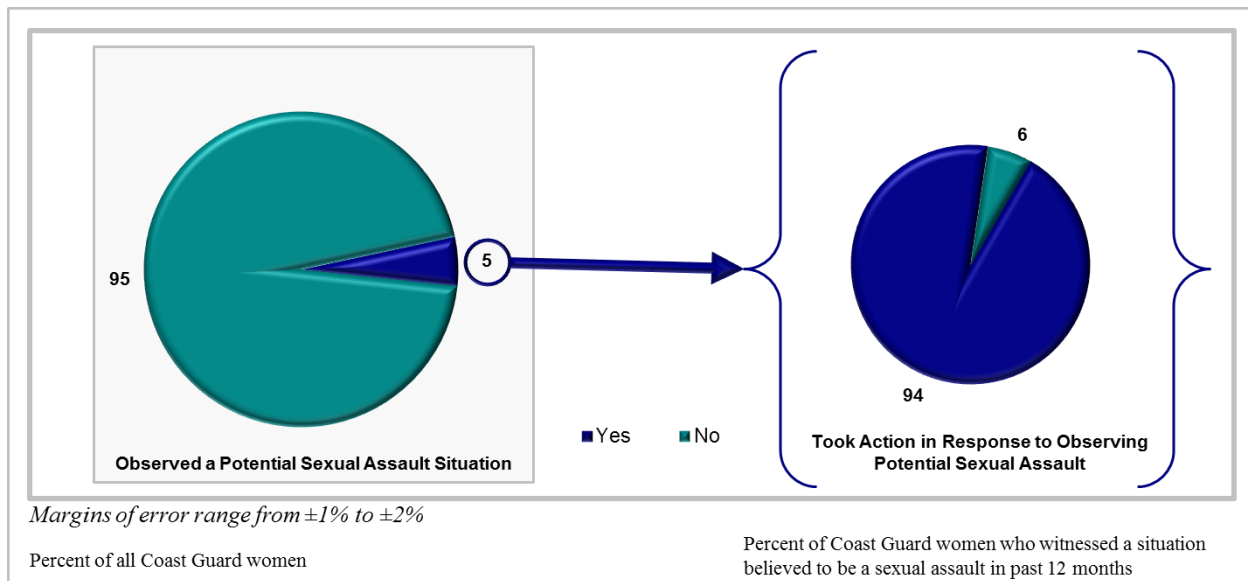
Percent of all active duty members

## Coast Guard

For Coast Guard women, 5% indicated they [observed a situation in the past 12 months they believed was, or could have led to, a sexual assault](#) (Figure 156). Compared to 2014, this showed a statistically significant *decrease* for Coast Guard women in 2016 (3 percentage points). Of this 5% of Coast Guard women who observed a potential sexual assault situation, the vast majority (94%) indicated [they took action](#) (statistically unchanged since 2014; Table 48).

**Figure 156.**

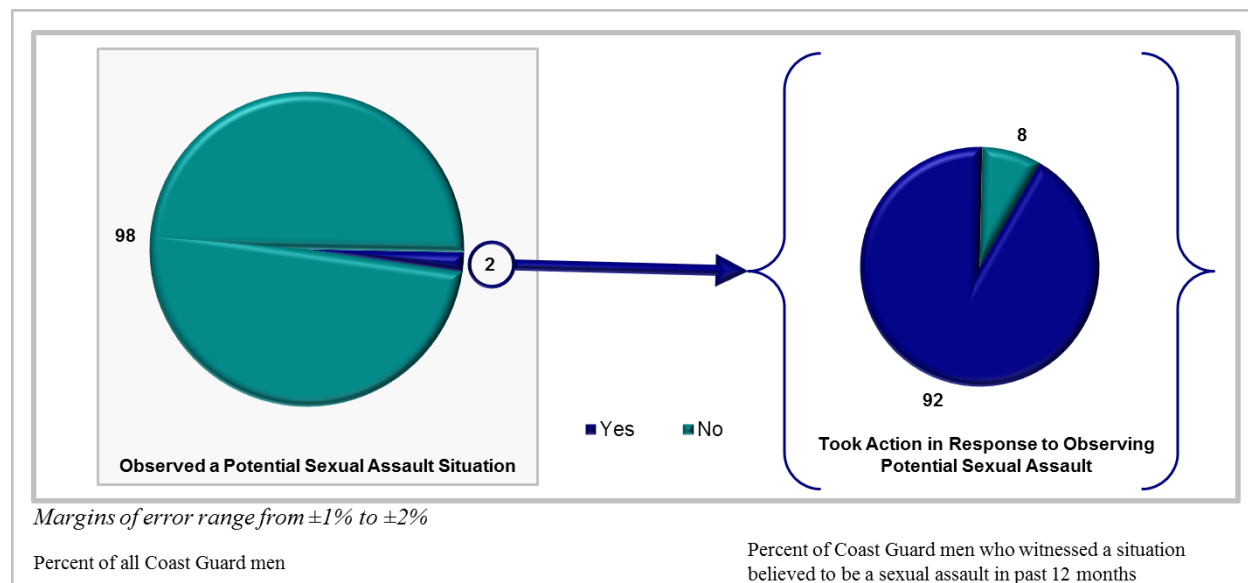
*Observed a Potential Sexual Assault Situation and Whether Action Was Taken for Coast Guard Women (Q178–Q179)*



As shown in Figure 157, 2% of Coast Guard men indicated they [observed a situation in the past 12 months they believed was, or could have led to, a sexual assault](#). Of this 2%, the vast majority (92%) indicated [they took action](#). There were no statistically significant differences between 2014 and 2016 for Coast Guard men for observing and reacting to a potential sexual assault situation (Table 48).

**Figure 157.**

***Observed a Potential Sexual Assault Situation and Whether Action Was Taken for Coast Guard Men (Q178–Q179)***



Related to bystander intervention, members were also asked to what extent they agreed it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others in social situations. As shown in Table 48, 96% of Coast Guard women indicated *in a social setting, it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others*, which showed a statistically significant *increase* in 2016 by 5 percentage points. Additionally, 96% of Coast Guard men indicated *in a social setting, it is their duty to confront a fellow Service member from doing something potentially harmful to themselves or others*, which showed a statistically significant *increase* in 2016 by 3 percentage points.



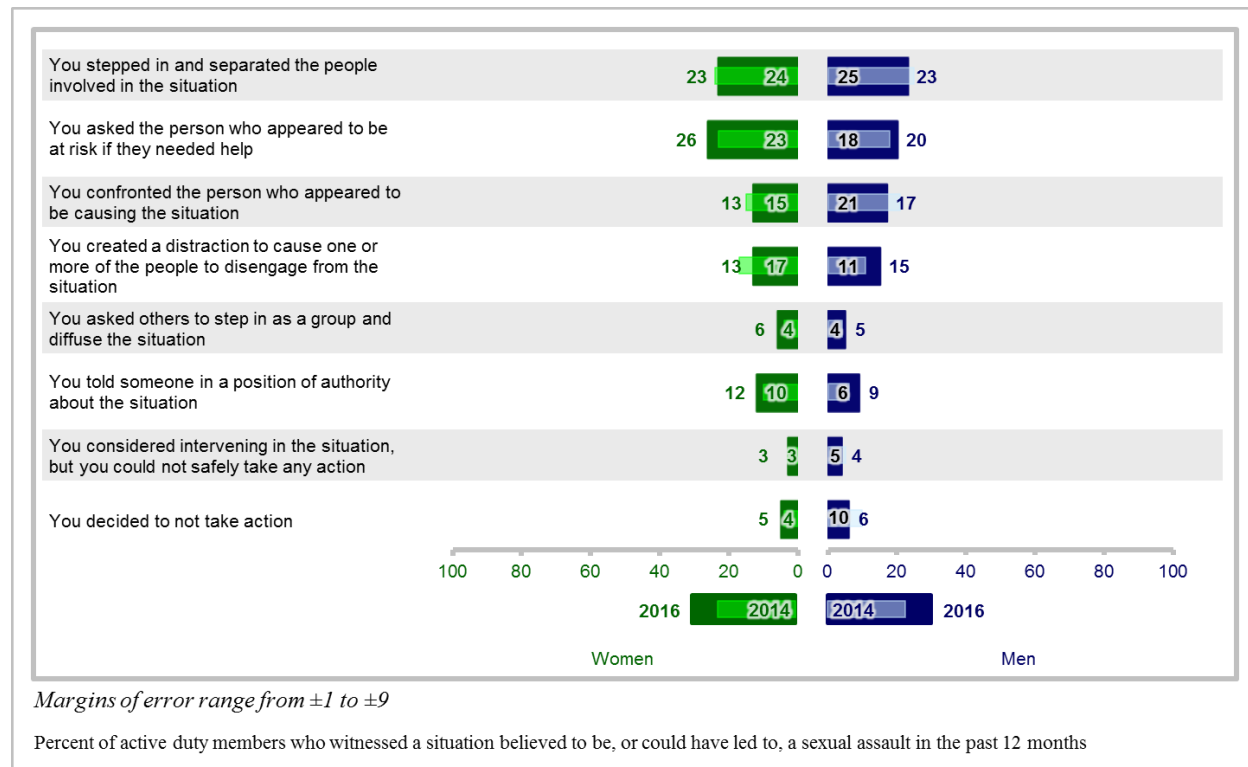
**Table 48.*****Bystander Intervention for Coast Guard (Q178–Q179, Q203a)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014		Survey Year	Women	Men
Observed a potential sexual assault situation (Q178)				
Yes	2016	5 ↓	2	
	2014	8	3	
Margins of Error		±1	±2	
Of those who observed a potential sexual assault situation, took action in response to observing potential sexual assault (Q179)				
Yes	2016	94	92	
	2014	95	NR	
Margins of Error		±4	±3	
In a social setting, it is your duty to confront a fellow Service member from doing something potentially harmful to themselves or others (Q203a)				
Agree	2016	96 ↑	96 ↑	
	2014	91	93	
Margins of Error		±1–2	±1–2	

Percent of all Coast Guard members

***Actions Taken in Response to Observing Potential Sexual Assault Situation******DoD***

The top three actions taken in response to observing a potential sexual assault situation are the same for DoD women and DoD men (Figure 158). More than a quarter (26%) of women and 20% of men [asked the person who appeared to be at risk if they needed help](#). A little less than one-quarter (23%) of women and men [stepped in and separated the people involved](#). Additionally, 13% of women and 17% of men indicated they [confronted the person who appeared to be causing the situation](#).

**Figure 158.*****Actions Taken in Response to Observing Potential Sexual Assault Situation for DoD (Q179)***

There is little difference among women in the Services, with the exception of Army women (4%) who were *less likely* than women in the other Services to [ask others to step in as a group and diffuse the situation](#) and Marine Corps women (19%) who were *less likely* to [ask the person who appeared to be at risk if they needed help](#) (Table 49). There is also little difference between women in 2014 and 2016 regarding actions taken. The exception is the percentage of women who indicated they [created a distraction to cause one or more of the people to disengage from the situation](#), which showed a statistically significant *decrease* in 2016 for Air Force women (6 percentage points).

There is no difference among men in the Services on the likelihood to take certain actions (Table 49). However, compared to 2014, the percentage of Marine Corps men who indicated they [asked the person who appeared at risk if they needed help](#) and [created a distraction to cause one or more of the people to disengage from the situation](#) showed statistically significant *increases* in 2016 (13 percentage points and 14 percentage points, respectively). The percentage of men who [told someone in a position of authority about the situation](#) showed a statistically significant *increase* in 2016 for Navy men (5 percentage points).

Percent of active duty members who witnessed a situation believed to be, or could have led to, a sexual assault in the past 12 months

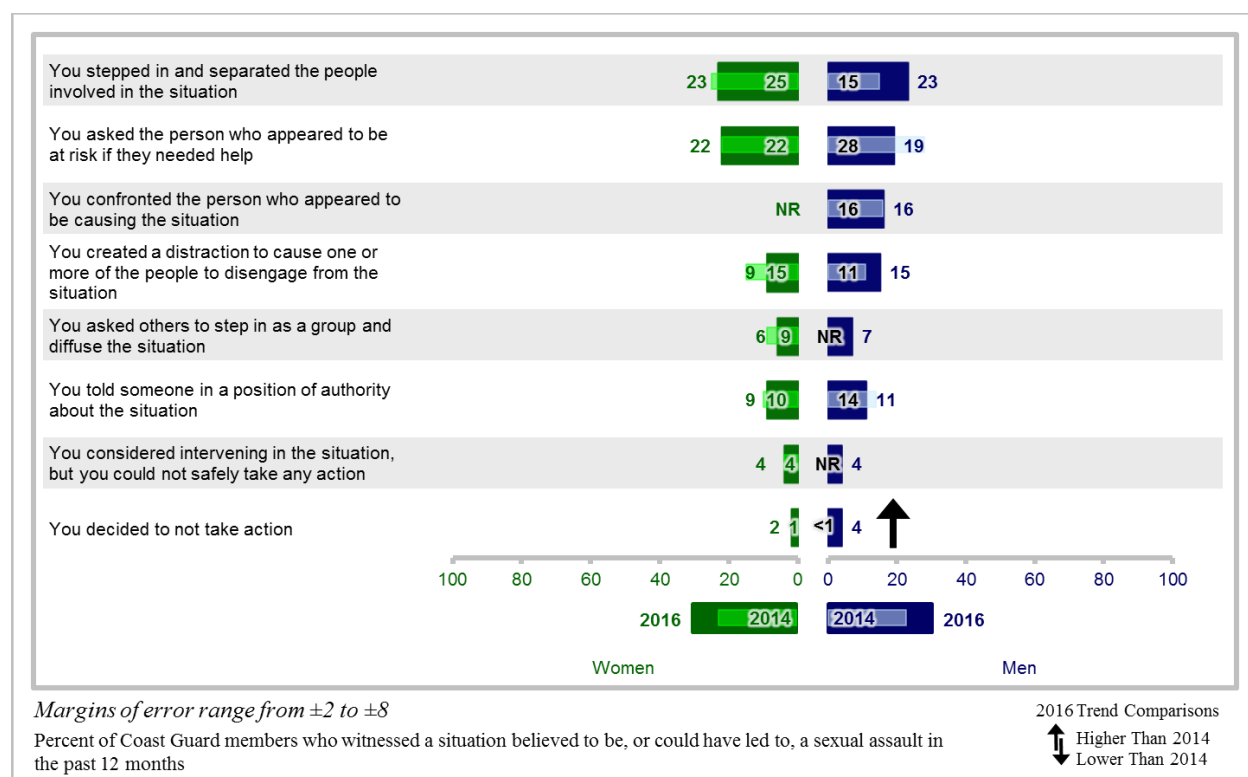
### Coast Guard

Figure 159 shows the top actions taken in response to observing a potential sexual assault situation for Coast Guard women and men. Twenty-three percent of women and men **stepped in and separated the people involved**, whereas 22% of women and 19% of men **asked the person who appeared to be at risk if they needed help**. Additionally, 9% of Coast Guard women **created a distraction to cause one or more of the people to disengage from the situation** and 9% also **told someone in a position of authority**. Sixteen percent of men **confronted the person who appeared to be causing the situation** and 15% **created a distraction**.

Compared to 2014, the percentage of those who indicated they **decided to not take action** showed a statistically significant *increase* in 2016 for Coast Guard men (4 percentage points). There were no statistically significant differences between 2014 and 2016 for Coast Guard women (Figure 159).

**Figure 159.**

***Actions Taken in Response to Observing Potential Sexual Assault Situation for Coast Guard (Q179)***

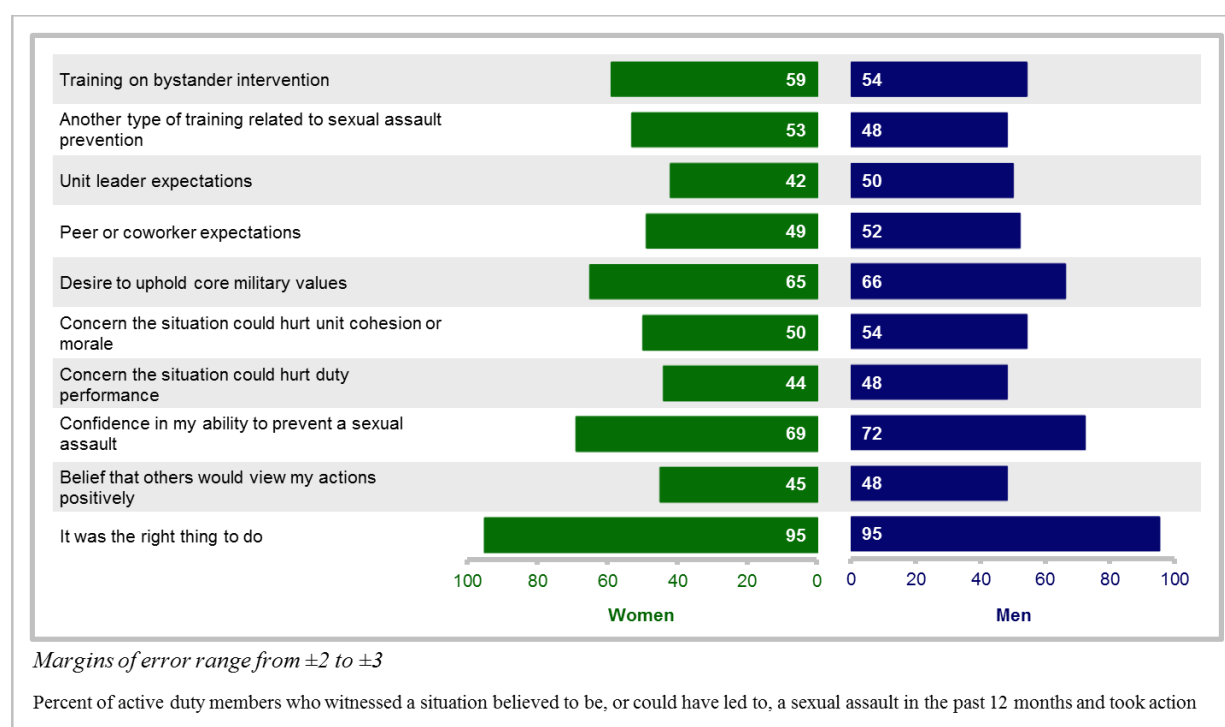


## Reasons for Intervening

### DoD

As shown in Figure 160, the most selected contribution to the decision to intervene in a situation that was believed to be a sexual assault for DoD women and men (both 95%) was that *it was the right thing to do*. *Confidence in their ability to prevent a sexual assault* was the second highest selected contribution by 69% of women and 72% of men. Additionally, 65% of women and 66% of men indicated a *desire to uphold core military values* was what led to the decision to intervene.



**Figure 160.**  
**Reasons for Intervening for DoD (Q180)**



In general, Air Force women were *less likely* than women in the other Services to indicate nearly all of the contributions on their decision intervene (Table 50). For example, women in the Navy were *more likely* than women in the other Services to indicate *training on bystander intervention* (69%) and *another type of training related to sexual assault prevention* (58%) contributed to their decision to intervene, whereas Air Force women (*training on bystander intervention* [50%] and *another type of training* [46%]) were *less likely*. Army women were *more likely* than women in the other Services to indicate a *desire to uphold core military values* (71%), *concern the situation could hurt unit cohesion or morale* (54%), and *concern the situation could hurt duty performance* (49%), whereas Air Force women were *less likely* (*desire to uphold core military values* [57%], *harm to unit cohesion/morale* [40%], and *harm to duty performance* [36%]).

Similar to DoD women, men in the Army were *more likely* than men in the other Services to indicate nearly all of the reasons on their decision to intervene and Air Force men were *less likely* (Table 50). For example, men in the Army were *more likely* than men in the other Services to indicate a *desire to uphold core military values* (75%) and *peer or coworker expectations* (55%), whereas Air Force men were *less likely* (*desire to uphold core military values* [54%] and *peer/coworker expectations* [40%]). Additionally, men in the Navy (60%) and Army (58%) were *more likely* than men in the other Services to indicate *training on bystander intervention* contributed to their decision to intervene, whereas men in the Marine Corps and Air Force men (44% for both) were *less likely*.

**Table 50.**  
**Reasons for Intervening for DoD (Q180)**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
			 Higher Response	 Lower Response	
<b>Women</b>					
Training on bystander intervention	59	57	69	52	50
Another type of training related to sexual assault prevention	53	51	58	53	46
Unit leader expectations	42	46	42	49	32
Peer or coworker expectations	49	51	50	49	41
Desire to uphold core military values	65	71	64	67	57
Concern the situation could hurt unit cohesion or morale	50	54	51	55	40
Concern the situation could hurt duty performance	44	49	45	45	36
Confidence in my ability to prevent a sexual assault	69	69	71	66	66
Belief that others would view my actions positively	45	47	47	45	39
It was the right thing to do	95	93	95	95	97
Some other reason	43	45	43	49	38
Margins of Error	±2-3	±3-5	±3-5	±4-8	±2-5
<b>Men</b>					
Training on bystander intervention	54	58	60	44	44
Another type of training related to sexual assault prevention	48	52	52	43	40
Unit leader expectations	50	54	50	52	35
Peer or coworker expectations	52	55	53	54	40
Desire to uphold core military values	66	75	65	63	54
Concern the situation could hurt unit cohesion or morale	54	58	56	52	41
Concern the situation could hurt duty performance	48	53	50	46	34
Confidence in my ability to prevent a sexual assault	72	74	75	69	66
Belief that others would view my actions positively	48	52	51	45	39
It was the right thing to do	95	94	96	93	97
Some other reason	38	38	41	41	32
Margins of Error	±2-3	±2-4	±3-5	±3-5	±2-4

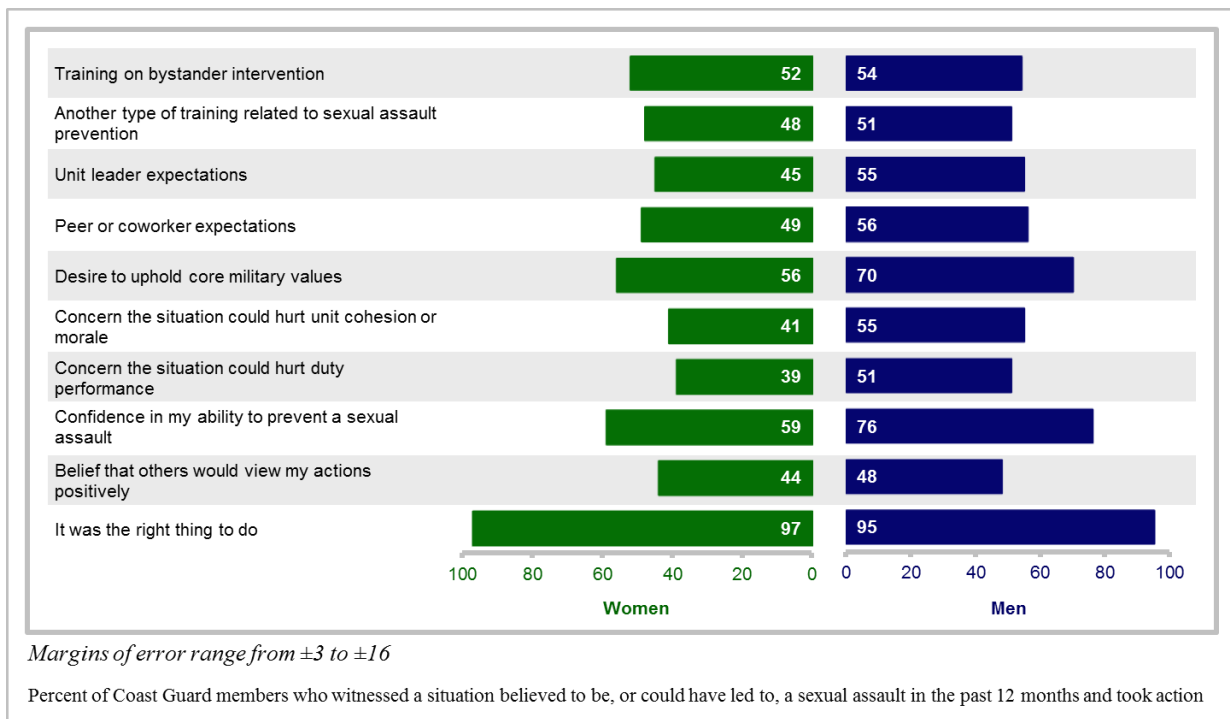
Percent of active duty members who witnessed a situation believed to be, or could have led to, a sexual assault in the past 12 months and took action

### Coast Guard

As shown in Figure 161, the vast majority of Coast Guard members (97% of women and 95% of men) intervened because *it was the right thing to do*. More than half (59%) of women indicated they intervened because of *confidence in their ability to prevent a sexual assault*, a *desire to uphold core military values* (56%), and *training on bystander intervention* (52%).

Coast Guard men were motivated to intervene by *confidence in their ability to prevent a sexual assault* (76%), a *desire to uphold core military values* (70%), *peer or coworker expectations* (56%), *unit leader expectations* (55%), and *concern that the situation could hurt unit cohesion or morale* (55%; Figure 161).

**Figure 161.**  
*Reasons for Intervening for Coast Guard (Q180)<sup>46</sup>*



### Positive Workplace Actions/Behaviors Demonstrated by Military Members

Active duty members were asked a series of questions regarding how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors regarding sexual assault and sexual harassment in the past 12 months. The

<sup>46</sup> It should be noted that “some other reason” is not represented in Figure 161, but was selected by 55% of Coast Guard women and 38% of men.

questions asked are provided in Figure 162. Members were asked to select “Not applicable” if they did not have interactions with members of a specific paygrade.

The first part of this section provides an overview of DoD members’ perceptions regarding their leadership. Following this overview, each action/behavior is discussed in further detail for within Service comparisons.

**Figure 162.**

***Questions on Positive Workplace Actions/Behaviors Demonstrated by Military Members***

Positive Workplace Actions/Behaviors Demonstrated by Military Members	
Q181	Made it Clear That Sexual Assault Has No Place in the Military
Q182	Promoted a Unit Climate Based on Mutual Respect and Trust
Q183	Led by Example by Refraining From Sexist Comments and Behaviors
Q184	Recognized and Immediately Corrected Incidents of Sexual Harassment
Q185	Created Environment Where Victims Feel Comfortable Reporting
Q186	Encouraged Bystander Intervention
Q187	Publicized Sexual Assault Report Resources
Q188	Encouraged Victims to Report Sexual Assault

## DoD

Figure 163 and Figure 164 show how well active duty members believe members across ranks demonstrate a [positive workplace through their actions and behaviors](#). In general, according to both DoD women and men, as a member’s paygrade increases, DoD women’s and men’s views of a positive workplace increase as well.

Figure 163 shows the “well/very well” responses for DoD women by question number and leadership ranking (question response options). The lowest paygrade—[E1–E3](#)—is represented by the dark blue line falling below all other paygrade lines (hence, having the lowest scores overall for encouraging, promoting, and/or demonstrating positive workplace actions or behaviors). Moreover, the two highest paygrades—[O4–O6](#) and [O7 and above](#)—are the top most lines, meaning DoD women indicated members in these paygrade encouraged, promoted, and/or demonstrated positive workplace actions better overall than members in the lower ranks.

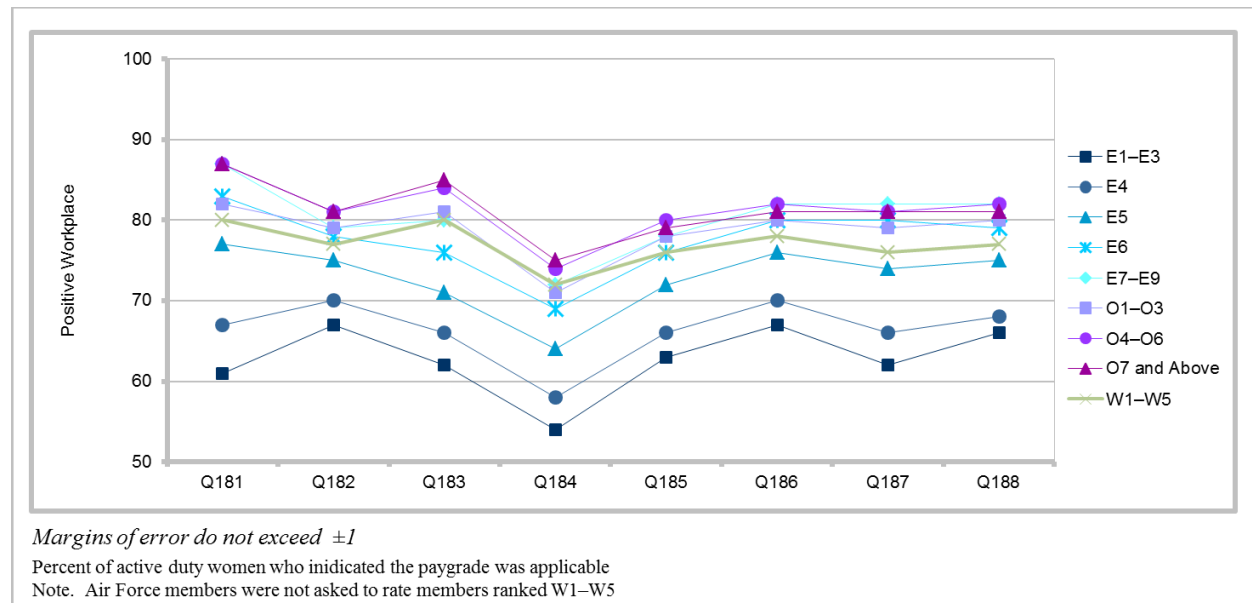
Examining the responses across behaviors (question numbers), DoD women overall tended to indicate lower responses to Q184 than the other questions. This suggests DoD women did not indicate military members across the paygrades [recognized and immediately corrected incidents of sexual harassment, such as inappropriate jokes, comments, and behaviors](#) as highly as they indicated military members’ demonstrate other actions or behaviors. Furthermore, 54% of women indicated members ranked [E1–E3 recognized and immediately corrected incidents of](#)



sexual harassment well, and 75% of women indicated the same for members ranked **O7 and above** (Table 51). When looking at an item that falls in the middle, such as whether members across paygrades encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors (Q186), 67% of women indicated members ranked **E1–E3** do this well and 81% of women indicated members ranked **O7 and above** do this well. This suggests recognizing and immediately correcting incidents of sexual harassment is viewed less favorable across paygrades among DoD women.

**Figure 163.**

*How Well Members Across Ranks Encouraged, Promoted, and/or Demonstrated Positive Workplace Actions or Behaviors for DoD Women (Q181–Q188)*

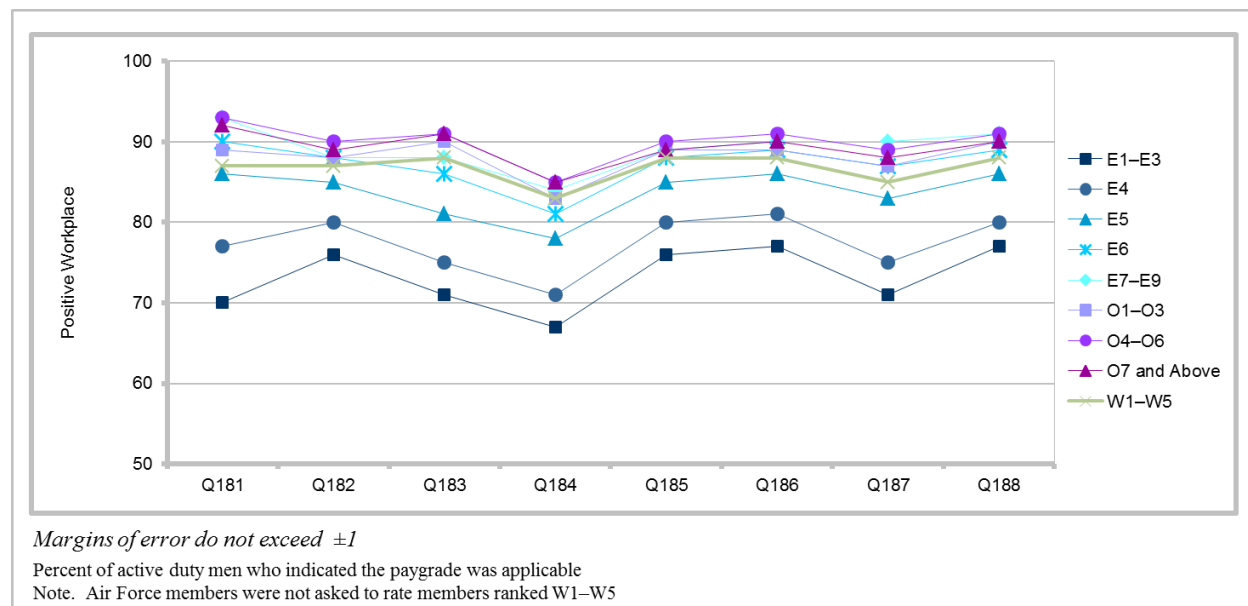


DoD men (Figure 164) overall indicated all paygrades as more likely to encourage, promote and/or demonstrate positive workplace behaviors or actions more so than DoD women (Figure 163). This is shown by the general shift in the lines (paygrades) being higher for men, indicating a more positive perception than women.

Similar to DoD women, for men, as paygrade increases, so does the overall perception of members encouraging, promoting, and/or demonstrating positive workplace actions or behaviors. The item that asks if military members recognized and immediately corrected incidents of sexual harassment, such as inappropriate jokes, comments, and behaviors tends to be less favorable than the other items. Another interesting finding among DoD men is the dispersion of Q181 among paygrades (response options). As shown in Table 51, for made it clear that sexual assault has no place in the military, 70% of men indicated members within **E1–E3** do this well, while 92% indicated members ranked **O7 and above** do this well.

**Figure 164.**

*How Well Members Across Ranks Encouraged, Promoted, and/or Demonstrated Positive Workplace Actions or Behaviors for DoD Men (Q181–Q188)*



**Table 51.**

***How Well Members Across Ranks Promoted a Positive Military Workplace for DoD (Q181–Q188)***

Paygrades Perceived as Promoting “Well/Very Well” Behaviors (Q181–Q188 Response Options)									
	E1–E3	E4	E5	E6	E7–E9	O1–O3	O4–O6	O7 and Above	W1–W5*
<b>Women</b>									
Made it clear that sexual assault has no place in military (Q181)	61	67	77	83	87	82	87	87	80
Promoted a unit climate based on mutual respect/trust (Q182)	67	70	75	78	79	79	81	81	77
Refrained from sexist comments/behaviors (Q183)	62	66	71	76	80	81	84	85	80
Recognized/corrected incidents of sexual harassment (Q184)	54	58	64	69	72	71	74	75	72
Victims comfortable reporting sexual harassment/assault (Q185)	63	66	72	76	78	78	80	79	76
Encouraged bystander intervention (Q186)	67	70	76	80	82	80	82	81	78
Publicized sexual assault report resources (Q187)	62	66	74	80	82	79	81	81	76
Encouraged victims to report sexual assault (Q188)	66	68	75	79	82	80	82	81	77
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$
<b>Men</b>									
Made it clear that sexual assault has no place in military (Q181)	70	77	86	90	93	89	93	92	87
Promoted a unit climate based on mutual respect/trust (Q182)	76	80	85	88	88	88	90	89	87
Refrained from sexist comments/behaviors (Q183)	71	75	81	86	88	89	91	91	88
Recognized/corrected incidents of sexual harassment (Q184)	67	71	78	81	84	83	85	85	83
Victims comfortable reporting sexual harassment/assault (Q185)	76	80	85	88	89	89	90	89	88
Encouraged bystander intervention (Q186)	77	81	86	89	90	89	91	90	88
Publicized sexual assault report resources (Q187)	71	75	83	87	90	87	89	88	85
Encouraged victims to report sexual assault (Q188)	77	80	86	89	91	90	91	90	88
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$

Percent of all active duty members who indicated the paygrade was applicable (interacted with member of paygrade)

\*Air Force members were not asked to rate members ranked W1–W5

## DoD Within Service Comparisons on How Well Members Across Ranks Promoted a Positive Military Workplace

The second part of this section discusses within Service comparisons on the perceptions of whether members encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault and sexual harassment by each individual question.



### ***Made it Clear That Sexual Assault Has No Place in the Military (Q181)***

As shown in Table 52, women in the Air Force were *more likely* than women in the other Services to indicate members in **all paygrades** (except **O1–O3**) made it clear that sexual assault has no place in the military, whereas Army women were *less likely* (except **E7–E9** and **O1–O3**). Marine Corps women were *more likely* than women in the other Services to indicate members in paygrades **E4** (71%), **E6** (85%), **O1–O3** (86%), and **W1–W5** (84%) made it clear that sexual assault has no place in the military. Conversely, Navy women were *less likely* than women in the other Services to indicate members in paygrades **E4** (66%), **E5** (76%), **E7–E9** (85%), **O1–O3** (81%), and **O7 and above** (85%) made it clear that sexual assault has no place in the military.

Men in the Air Force were *more likely* than men in the other Services to indicate members in **all paygrades** (except members ranked **O1–O3**, which were *less likely*) made it clear that sexual assault has no place in the military (Table 52). Army men were *less likely* than men in the other Services (except members ranked **E7–E9** and **O1–O3**, for which Army men were *more likely*) to indicate members **across paygrades** made it clear that sexual assault has no place in the military. Navy men were also *less likely* than men in the other Services to indicate members across **all paygrades** made it clear that sexual assault has no place in the military (except members ranked **E1–E3** and **W1–W5**). Men in the Marine Corps were *more likely* than men in the other Services to indicate members across **all paygrades** made it clear that sexual assault has no place in the military (except members ranked **E7–E9**, **O4–O6**, and **O7 and above**).

**Table 52.**

***How Well Members Across Ranks Made it Clear That Sexual Assault Has No Place in the Military for DoD (Q181)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
E1–E3	61	59	60	60	64
E4	67	65	66	71	70
E5	77	76	76	79	80
E6	83	82	83	85	84
E7–E9	87	86	85	88	89
O1–O3	82	82	81	86	83
O4–O6	87	85	86	87	90
O7 and above	87	84	85	87	90
W1–W5	80	78	80	84	NA
Margins of Error	±1	±1–2	±1–2	±2–3	±1
<b>Men</b>					
E1–E3	70	68	70	72	74
E4	77	74	75	82	79
E5	86	85	84	88	88
E6	90	90	90	92	91
E7–E9	93	93	92	94	94
O1–O3	89	90	87	91	89
O4–O6	93	92	93	94	95
O7 and above	92	91	90	92	94
W1–W5	87	86	87	90	NA
Margins of Error	±1	±1	±1	±1	±1

Percent of active duty members who indicated the item was applicable

### ***How Well Members Across Ranks Promoted a Unit Climate Based on Mutual Respect and Trust (Q182)***



As shown in Table 53, Air Force women were *more likely* than women in the other Services to indicate members across **all paygrades** promoted a unit climate based on mutual respect and trust, whereas Army and Navy women were *less likely* (except for members within **W1–W5**). Marine Corps women were *less likely* than women in the other Services to indicate members in paygrades **E1–E3** (62%), **E4** (67%), **E5** (73%), **O4–O6**, and **O7 and above** (79% for both) promoted a unit climate based on mutual respect and trust.

Air Force men were *more likely* than men in the other Services to indicate members across **all paygrades** promoted a unit climate based on mutual respect and trust (Table 53). Marine Corps men were also *more likely* than men in the other Services to indicate members ranked **E1–E3** (77%), **E4** (83%), **E5** (86%), and **W1–W5** (88%) promoted a unit climate based on mutual respect and trust and were *less likely* to indicate members ranked **O4–O6** promoted this behavior.

Additionally, Army and Navy men were *less likely* than men in the other Services to indicate *all paygrades* (except members ranked *E7–E9*, *O1–O3* and *W1–W5* for Army, and *O4–O6* and *W1–W5* for Navy) promoted a unit climate based on mutual respect and trust.

**Table 53.**

***How Well Members Across Ranks Promoted a Unit Climate Based on Mutual Respect and Trust for DoD (Q182)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
E1–E3	67	65	65	62	72
E4	70	69	68	67	75
E5	75	74	73	73	80
E6	78	76	76	76	82
E7–E9	79	78	76	79	84
O1–O3	79	78	77	78	83
O4–O6	81	79	80	79	86
O7 and above	81	79	79	79	87
W1–W5	77	77	77	78	NA
Margins of Error	±1	±1–2	±2	±2–3	±2
<b>Men</b>					
E1–E3	76	74	74	77	80
E4	80	78	79	83	84
E5	85	84	84	86	88
E6	88	87	86	87	90
E7–E9	88	88	86	88	91
O1–O3	88	88	86	88	90
O4–O6	90	88	89	89	92
O7 and above	89	88	88	88	92
W1–W5	87	86	87	88	NA
Margins of Error	±1	±1	±1	±1	±1

Percent of active duty members who indicated the item was applicable



### ***How Well Members Led by Example by Refraining From Sexist Comments and Behaviors (Q183)***

As shown in Table 54, women in the Air Force were *more likely* than women in the other Services to indicate members across *all paygrades* led by example by refraining from sexist comments and behaviors, whereas Army and Navy women were *less likely* (for all paygrades except *E5* and *W1–W5* for Army and *W1–W5* for Navy). Marine Corps women were *less likely* than women in the other Services to indicate members ranked *E1–E3* (57%), *E4* (61%), *E5* (65%), *E6* (73%), and *O4–O6* (82%) led by example by refraining from sexist comments and behaviors.

Similar results are shown for DoD men (Table 54). Air Force men were *more likely* than men in the other Services to indicate members across *all paygrades* led by example by refraining from sexist comments and behaviors, whereas Army and Navy men were *less likely* (for *all paygrades* except *O1–O3* and *W1–W5* for Army and *W1–W5* for Navy). Men in the Marine Corps were *more likely* than men in the other Services to indicate members in paygrades *E4* (77%) and *W1–W5* (89%) led by example by refraining from sexist comments and behaviors and *less likely* to indicate members ranked *O4–O6* demonstrated this behavior.

**Table 54.**

***How Well Members Across Ranks Led by Example by Refraining From Sexist Comments and Behaviors for DoD (Q183)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
E1–E3	62	60	58	57	69
E4	66	64	62	61	73
E5	71	70	67	65	77
E6	76	74	72	73	82
E7–E9	80	79	76	78	85
O1–O3	81	80	80	80	85
O4–O6	84	82	83	82	88
O7 and above	85	83	83	83	89
W1–W5	80	80	79	81	NA
Margins of Error	±1	±1–2	±2	±2–3	±1
<b>Men</b>					
E1–E3	71	68	70	71	78
E4	75	72	73	77	81
E5	81	80	80	81	86
E6	86	85	84	86	89
E7–E9	88	88	86	88	92
O1–O3	89	88	87	89	91
O4–O6	91	90	90	90	94
O7 and above	91	90	89	90	93
W1–W5	88	87	87	89	NA
Margins of Error	±1	±1	±1	±1	±1

Percent of active duty members who indicated the item was applicable

### ***How Well Members Across Ranks Recognized and Immediately Corrected Incidents of Sexual Harassment (Q184)***

Women in the Air Force were *more likely* than women in the other Services to indicate members in *all paygrades* recognized and immediately corrected incidents of sexual harassment, whereas

As shown in Table 55, Air Force men were *more likely* than men in the other Services to indicate members in **all paygrades** recognized and immediately corrected incidents of sexual harassment, whereas Navy men were *less likely* to indicate members in **all paygrades** (except **W1–W5**) demonstrate this behavior. Additionally, Marine Corps men were *more likely* to indicate members in **all paygrades** (except those ranked **E7–E9**, **O4–O6**, and **O7 and above**) recognized and immediately corrected incidents of sexual harassment. Army men were *less likely* than members in the other Services to indicate members ranked **E1–E3** (65%), **E4** (69%), **E5** (77%), and **O7 and above** (85%) recognized and immediately corrected incidents of sexual harassment.

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div><div></div> Higher Response<div></div> Lower Response</div>					
Women					
E1–E3	54	54	51	53	72
E4	58	57	54	59	75
E5	64	65	60	63	81
E6	69	69	66	68	84
E7–E9	72	72	69	72	86
O1–O3	71	72	69	72	84
O4–O6	74	74	73	74	87
O7 and above	75	74	73	75	88
W1–W5	72	72	71	73	NA
Margins of Error	±1	±2	±2	±3	±1
Men					
E1–E3	67	65	65	69	72
E4	71	69	68	75	75
E5	78	77	75	79	81
E6	81	81	79	82	84
E7–E9	84	84	81	85	86
O1–O3	83	83	80	84	84
O4–O6	85	85	84	86	87
O7 and above	85	85	83	86	88
W1–W5	83	82	82	84	NA
Margins of Error	±1	±1	±1–2	±1–2	±1

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***How Well Members Across Ranks Created an Environment Where Victims Would Feel Comfortable Reporting Sexual Harassment or Sexual Assault (Q185)***

Table 56 shows women in the Air Force were *more likely* than women in the other Services to indicate members across *all paygrades* (except *W1–W5*) created an environment where victims would feel comfortable reporting sexual harassment or sexual assault, whereas Navy women were *less likely* to indicate members across *all paygrades* (except *W1–W5*) demonstrated this behavior. Army women were *less likely* than women in the other Services to indicate this behavior was demonstrated by members in the following ranks: *E4* (65%), *E5* (71%), *O4–O6*, and *O7 and above* (78% for both). Marine Corps women were *less likely* than women in the other Services to indicate members ranked *E1–E3* (59%), *E4* (63%), and *E5* (69%) created an environment where victims would feel comfortable reporting sexual harassment or sexual assault.

As shown in Table 56, Air Force men were *more likely* than men in the other Services to indicate members across *all paygrades* created an environment where victims would feel comfortable reporting sexual harassment or sexual assault, whereas Army and Navy men were *less likely* (except for members ranked *E7–E9* and *O1–O3* for Army and *E6*, *O4–O6*, *O7 and above*, and *W1–W5* for Navy). Marine Corps men were *more likely* to indicate members ranked *E4* (83%) and *W1–W5* (89%) created an environment where victims would feel comfortable reporting sexual harassment or sexual assault.

**Table 56.**

***How Well Members Across Ranks Created an Environment Where Victims Would Feel Comfortable Reporting Sexual Harassment or Sexual Assault for DoD (Q185)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
E1–E3	63	62	60	59	69
E4	66	65	64	63	71
E5	72	71	70	69	76
E6	76	75	73	74	79
E7–E9	78	77	75	78	81
O1–O3	78	77	76	78	80
O4–O6	80	78	79	78	82
O7 and above	79	78	77	78	83
W1–W5	76	76	75	78	NA
Margins of Error	±1	±1–2	±2	±2–3	±1
<b>Men</b>					
E1–E3	76	74	75	76	81
E4	80	78	79	83	83
E5	85	84	84	86	88
E6	88	87	87	88	90
E7–E9	89	89	88	89	91
O1–O3	89	89	88	89	90
O4–O6	90	89	90	90	92
O7 and above	89	89	89	89	92
W1–W5	88	87	88	89	NA
Margins of Error	±1	±1	±1	±1	±2–4

Percent of active duty members who indicated the item was applicable

***How Well Members Across Ranks Encouraged Bystander Intervention to Assist Others in Situations at Risk for Sexual Assault or Other Harmful Behaviors (Q186)***

Table 57 shows Air Force women were *more likely* than women in the other Services to indicate members across [all paygrades](#) encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors, whereas Army women were *less likely*. Navy women were *more likely* than women in the other Services to indicate members ranked [E6](#) (81%), [O1–O3](#) (81%), [O4–O6](#) (84%), and [W1–W5](#) (80%) encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors.

Men in the Air Force were *more likely* than men in the other Services to indicate members across [all paygrades](#) (except [O1–O3](#)) encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors, whereas Army men were *less likely* (Table 57). Men in the Navy were *more likely* than men in the other Services to indicate members ranked [E6](#) (90%), [E7–E9](#) (91%), [O4–O6](#) (92%), and [W1–W5](#) (89%) encouraged bystander

**Table 57.**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div><div></div> Higher Response <div></div> Lower Response</div>					
Women					
E1–E3	67	64	67	65	70
E4	70	67	71	71	73
E5	76	73	77	75	78
E6	80	77	81	79	81
E7–E9	82	79	83	81	84
O1–O3	80	78	81	80	82
O4–O6	82	79	84	81	85
O7 and above	81	78	82	80	85
W1–W5	78	76	80	80	NA
Margins of Error	±1	±1–2	±2	±2–3	±1
Men					
E1–E3	77	74	78	79	81
E4	81	78	81	84	83
E5	86	84	87	88	88
E6	89	87	90	90	90
E7–E9	90	89	91	90	92
O1–O3	89	89	90	90	90
O4–O6	91	89	92	91	92
O7 and above	90	88	90	89	92
W1–W5	88	86	89	89	NA
Margins of Error	±1	±1	±1	±1	±1

### ***How Well Members Across Ranks Publicized Sexual Assault Report Resources (Q187)***

As shown in Table 58, Air Force women were *more likely* than women in the other Services to indicate members across **all paygrades** (except **E6**) publicized sexual assault report resources, whereas Army women were *less likely* (except **O1–O3**). Marine Corps women were *more likely* than women in the other Services to indicate members ranked **E4** (69%), **E5** (77%), **E6** (82%), **O1–O3** (82%), and **W1–W5** (81%) publicized sexual assault report resources. Additionally,

Marine Corps and Air Force men were *more likely* than men in the other Services to indicate members across **all paygrades** (except **E7–E9** for Marine Corps and **O1–O3** for Air Force) publicize sexual assault report resources, whereas Army men were *less likely* (except **O1–O3**; Table 58). Navy men were *less likely* than men in the other Services to indicate members in paygrades **E7–E9** (89%), **O1–O3** (86%), and **O7 and above** (87%) publicized sexual assault report resources.

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
<div><div></div> Higher Response<div></div> Lower Response</div>					
Women					
E1–E3	62	59	62	63	66
E4	66	62	66	69	69
E5	74	71	74	77	76
E6	80	78	80	82	80
E7–E9	82	81	82	83	84
O1–O3	79	79	78	82	81
O4–O6	81	79	80	82	84
O7 and above	81	78	79	82	84
W1–W5	76	74	77	81	NA
Margins of Error	±1	±1–2	±2	±2–3	±1
Men					
E1–E3	71	68	71	73	75
E4	75	71	75	79	78
E5	83	80	82	85	85
E6	87	86	87	89	88
E7–E9	90	89	89	90	91
O1–O3	87	87	86	89	88
O4–O6	89	87	88	90	91
O7 and above	88	86	87	89	91
W1–W5	85	84	86	88	NA
Margins of Error	±1	±1	±1	±1–2	±1

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***How Well Members Across Ranks Encouraged Victims to Report Sexual Assault (Q188)***

As shown in Table 59, Air Force women were *more likely* than women in the other Services to indicate members across [all paygrades](#) (except [O1–O3](#)) encouraged victims to report sexual assault, whereas Navy women were *less likely* (except members ranked [W1–W5](#)). Marine Corps women were *more likely* than women in the other Services to indicate members ranked [W1–W5](#) (80%) encouraged victims to report sexual assault. Women in the Army were *less likely* than women in the other Services to indicate members ranked [O4–O6](#) and [O7 and above](#) (80% for both) encouraged victims to report sexual assault.

Air Force men were *more likely* than men in the other Services to indicate members across [all paygrades](#) (except [O1–O3](#)) encouraged victims to report sexual assault (Table 59). Marine Corps men were also *more likely* than men in the other Services to indicate members in paygrades [E4](#) (83%), [E5](#) (87%), [E6](#) (90%), and [W1–W5](#) (89%) encourage victims to report sexual assault. Army men were *less likely* than men in the other Services to indicate members in [all paygrades](#)—except members ranked [O1–O3](#) (which was *more likely*), [E6](#), and [E7–E9](#)—encouraged victims to report sexual assault. Additionally, men in the Navy were *less likely* than men in the other Services to indicate [all paygrades](#), except members ranked [E6](#), [O4–O6](#), and [W1–W5](#), encouraged victims to report sexual assault.

**Table 59.**

*How Well Members Across Ranks Encouraged Victims to Report Sexual Assault for DoD (Q188)*

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
E1–E3	66	65	64	63	69
E4	68	68	67	69	71
E5	75	75	73	75	77
E6	79	79	78	80	80
E7–E9	82	82	80	82	83
O1–O3	80	80	78	81	80
O4–O6	82	80	80	81	84
O7 and above	81	80	79	81	85
W1–W5	77	77	77	80	NA
<i>Margins of Error</i>	$\pm 1$	$\pm 1-2$	$\pm 2$	$\pm 2-3$	$\pm 1$
<b>Men</b>					
E1–E3	77	76	76	78	80
E4	80	79	79	83	83
E5	86	86	85	87	88
E6	89	89	89	90	90
E7–E9	91	91	90	91	92
O1–O3	90	90	88	90	90
O4–O6	91	90	90	91	92
O7 and above	90	89	89	90	92
W1–W5	88	87	88	89	NA
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$

Percent of active duty members who indicated the item was applicable

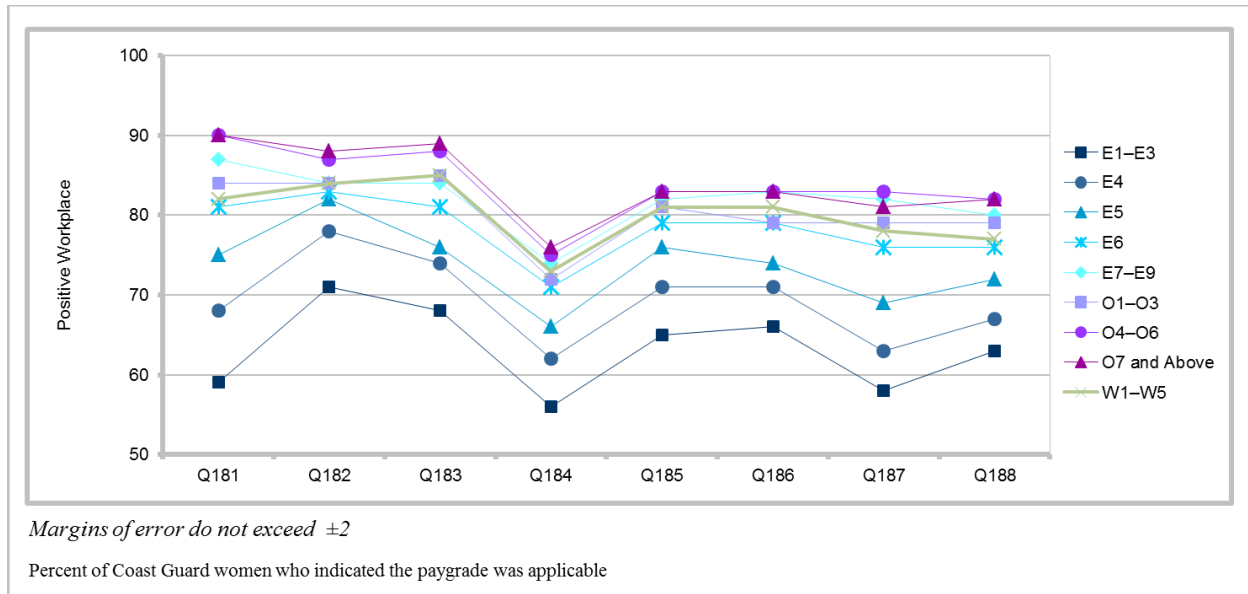
## Coast Guard

Figure 165 and Figure 166 show how well Coast Guard members across ranks demonstrated a positive workplace through their actions and behaviors. As shown in Figure 165, for Coast Guard women, as paygrade increases, members' views of a positive workplace increase as well. Overall, Q184 and Q181 had the lowest responses from Coast Guard women who indicated members do these behaviors/actions *well*. In other words, compared to the other behavior/action questions, those specified in Q184 and Q181 showed lower responses for members demonstrating these behaviors *well/very well*. Specifically, for Q184, *recognized and immediately corrected incidents of sexual harassment, such as inappropriate jokes, comments, and behaviors*, 56% of women indicated members ranked **E1–E3** do this *well*, while 76% indicated members **O7 and above** do this *well*. Similarly, for Q181, *made it clear that sexual assault has no place in the military*, 59% of women indicated members ranked **E1–E3** do this *well*, but as paygrade increases, the higher ranking members tend to be viewed as demonstrating

this behavior *well*. This suggests members within the lower ranks do not demonstrate this behavior as *well/very well* as members in higher ranks.

**Figure 165.**

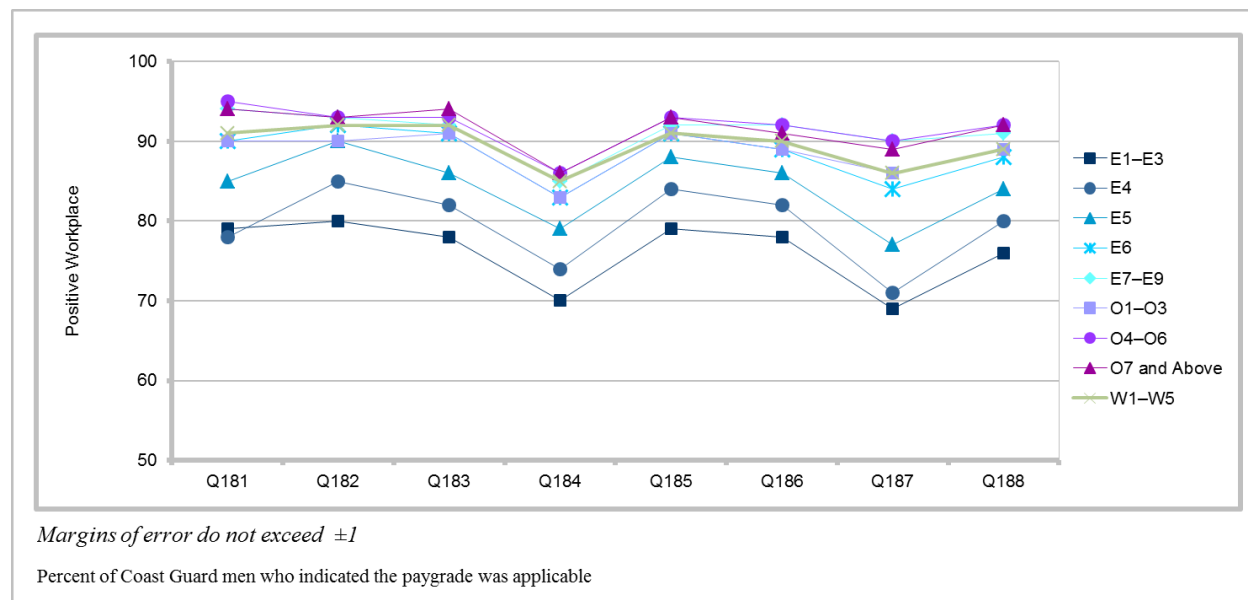
***How Well Members Across Ranks Encouraged, Promoted, and/or Demonstrated Positive Workplace Actions or Behaviors for Coast Guard Women (Q181–Q188)***



As shown in Figure 166, Coast Guard men tend to endorse all paygrades as higher in terms of encouraging, promoting, and/or demonstrating positive workplace behaviors or actions compared to the results of Coast Guard women (Figure 165). The action/behavior ranking lowest (Q187) shows 69% of Coast Guard men indicated members ranked **E1–E3 publicize sexual assault report resources, such as SARC information, UVA/VA information, awareness posters, sexual assault hotline number** *well*.

**Figure 166.**

*How Well Members Across Ranks Encouraged, Promoted, and/or Demonstrated Positive Workplace Actions or Behaviors for Coast Guard Men (Q181–Q188)*



## Female Coworkers in the Workplace

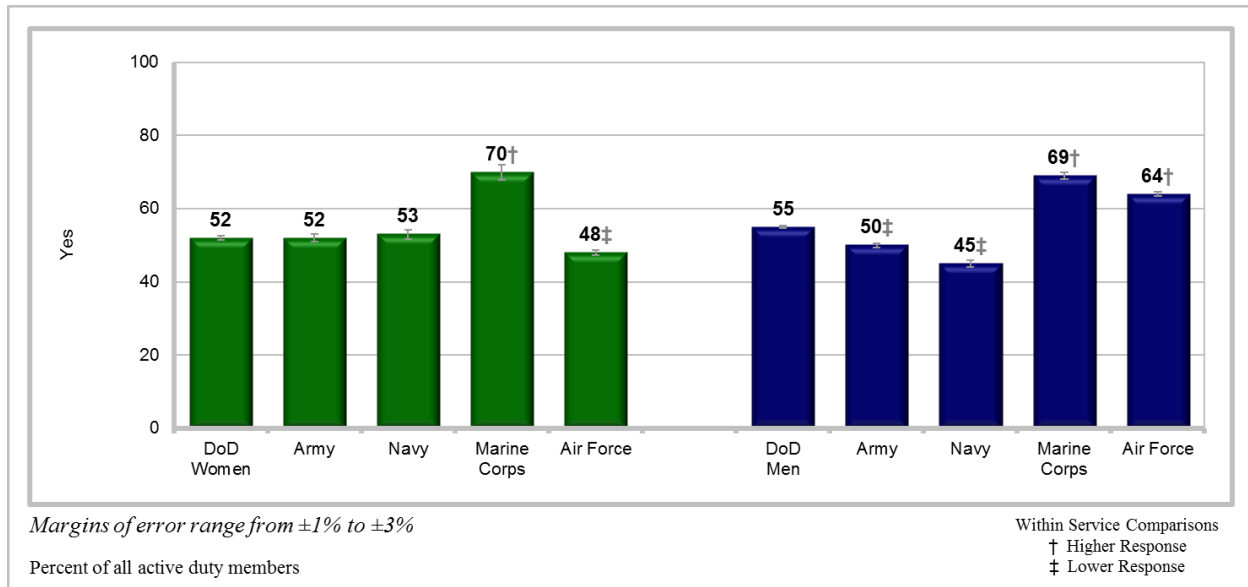
Over the last three years, the military has opened approximately 110,000 positions to women and have independently studied, developed, and verified operationally relevant standards for them. Anyone who can meet these operationally relevant gender neutral standards, regardless of gender, should be allowed to serve in that position. To assess this change in law, active duty members were asked a series of questions regarding female coworkers in their workplace, including if women are uncommon in the workplace, if their unit/career field has recently been opened up to women, and the perceived impact of opening the unit/career field to women on workplace climate.

### Female Coworkers Uncommon in the Workplace

#### DoD

As shown in Figure 167, 52% of DoD women and 55% of DoD men indicated they currently work in an environment where female coworkers are uncommon (less than 25% of their military coworkers).



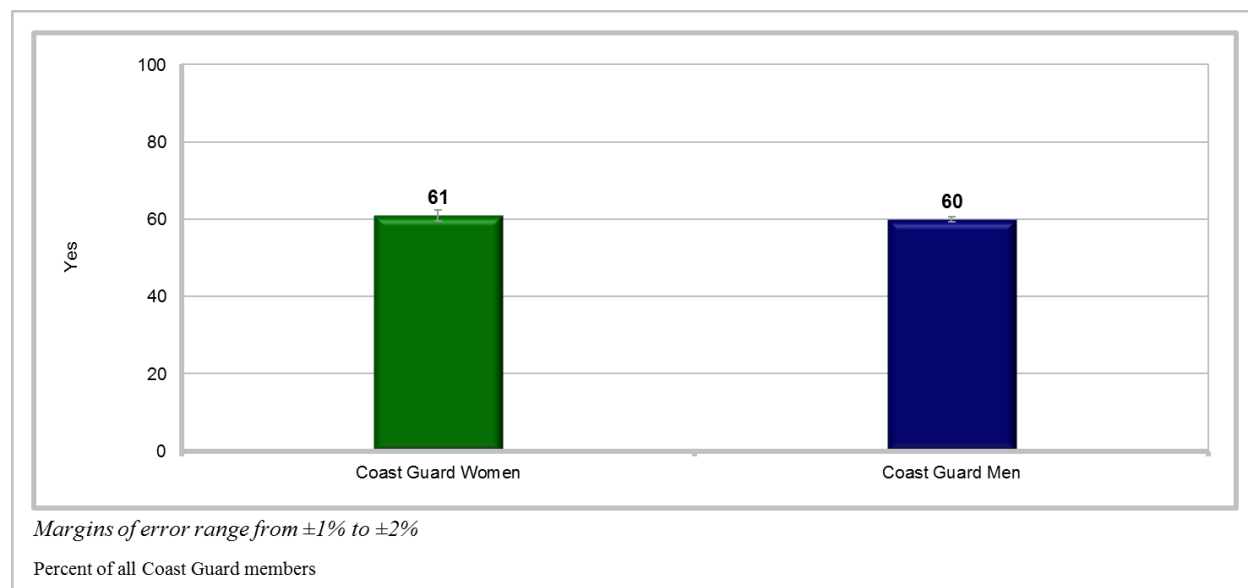
**Figure 167.*****Female Coworkers Uncommon in the Workplace for DoD (Q190)***

Women in the Marine Corps (70%) were *more likely* than women in the other Services to indicate working in an environment where **female coworkers are uncommon**, whereas Air Force women (48%) were *less likely*.

Men in the Marine Corps (69%) and Air Force (64%) were *more likely* than men in the other Services to indicate working in an environment where **female coworkers are uncommon**, whereas Army (50%) and Navy (45%) men were *less likely*.

### ***Coast Guard***

A little less than two-thirds of Coast Guard women (61%) and Coast Guard men (60%) indicated they work in an environment where **female coworkers are uncommon** (Figure 168).

**Figure 168.***Female Coworkers Uncommon in the Workplace for Coast Guard (Q190)*

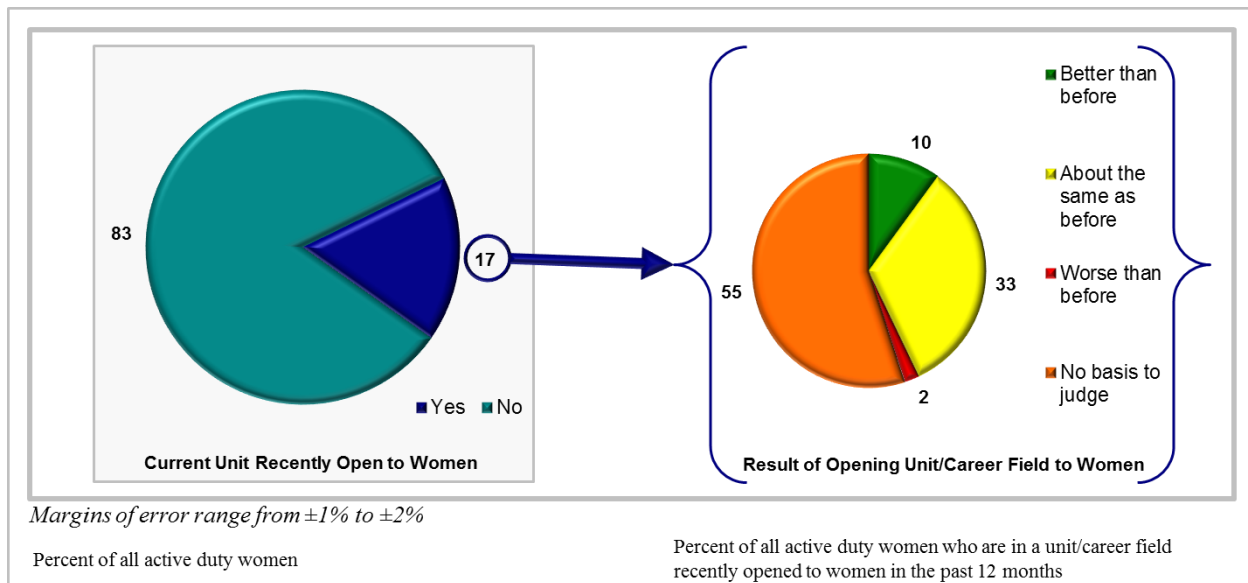
### Current Unit/Career Field Recently Opened to Women and the Impact of Opening Unit/Career Field to Women on Climate

#### DoD

A little less than one-fifth (17%) of DoD women indicated they [currently serve in a unit/career field recently opened to women](#) in the past 12 months (Figure 169). Of this 17%, 10% indicated the climate in their unit is [better than before](#) being opened to women and 2% indicated it is [worse than before](#). More than half (55%) indicated they have [no basis to judge](#), and 33% indicated the climate is [about the same](#).

**Figure 169.**

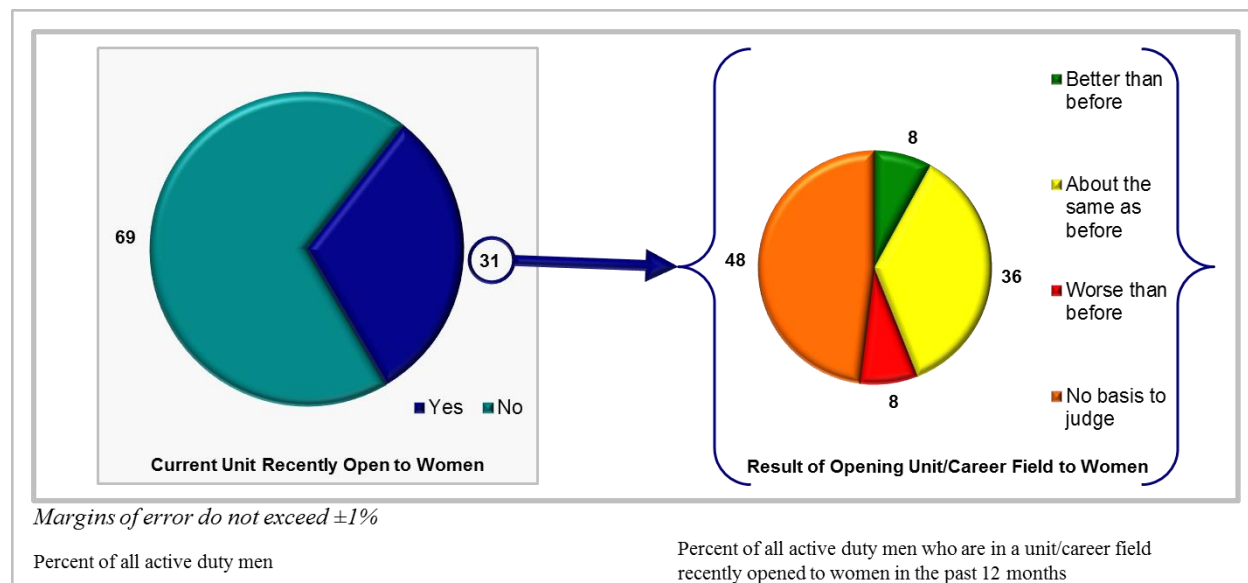
*Current Unit or Career Field Recently Opened to Women in the Past 12 Months and the Result of Recent Opening for DoD Women (Q191–Q192)*



A little less than one-third (31%) of DoD men indicated they [currently serve in a unit/career field recently opened to women](#) in the past 12 months (Figure 170). Of this 31%, 8% indicated the climate in their unit is [better than before](#) being opened to women and 8% indicated it is [worse than before](#). Forty-eight percent indicated they have [no basis to judge](#), and 36% indicated the climate is [about the same](#).

**Figure 170.**



***Current Unit or Career Field Recently Opened to Women in the Past 12 Months and the Result of Recent Opening for DoD Men (Q191–Q192)***



As shown in Table 60, women in the Army (3%) were *more likely* than women in the other Services to indicate the climate is *worse than before*, whereas Air Force women (1%) were *less likely*. Air Force women (27%) were also *less likely* than women in the other Services to indicate the climate is *about the same* as before opening the unit/career field to women.

Navy men (10%) were *more likely* than men in the other Services to indicate their climate is *better than before*, whereas Marine Corps men (3%) were *less likely* (Table 60). Men in the Navy (38%) were also *more likely* than men in the other Services to indicate the climate is *about the same*, whereas Marine Corps men (34%) were *less likely*. Additionally, men in the Marine Corps (12%) and Army (9%) were *more likely* than men in the other Services to indicate the climate is *worse than before*, whereas Navy (7%) and Air Force (2%) were *less likely*.

**Table 60.*****Impact on Climate After Opening Unit or Career Field to Women for DoD (Q192)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Better than before	10	10	11	7	9
About the same as before	33	34	34	37	27
Worse than before	2	3	2	3	1
No basis to judge	55	53	53	53	63
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 2-3$	$\pm 4-6$	$\pm 1-3$
<b>Men</b>					
Better than before	8	8	10	3	8
About the same as before	36	36	38	34	35
Worse than before	8	9	7	12	2
No basis to judge	48	47	46	51	55
<i>Margins of Error</i>	$\pm 1$	$\pm 1-2$	$\pm 1-2$	$\pm 1-2$	$\pm 1-2$

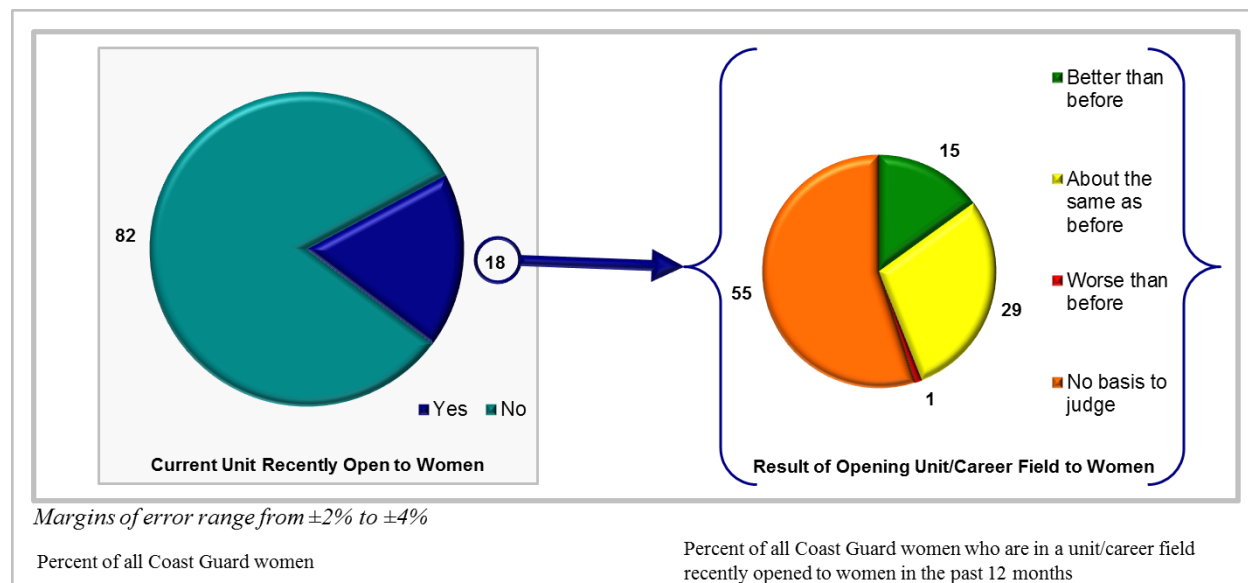
Percent of active duty members who are in a unit/career field recently opened to women in the past 12 months

**Coast Guard**

As shown in Figure 171, 18% of Coast Guard women indicated they **currently serve in a unit/career field recently opened to women** in the past 12 months. Of this 18%, more than half (55%) indicated they have **no basis to judge** how this opening has affected the climate in their unit. A little less than one-fifth (29%) indicated the climate is **about the same**, whereas 15% indicated it is **better than before** being opened to women and 1% indicated the **climate is worse**.

**Figure 171.**

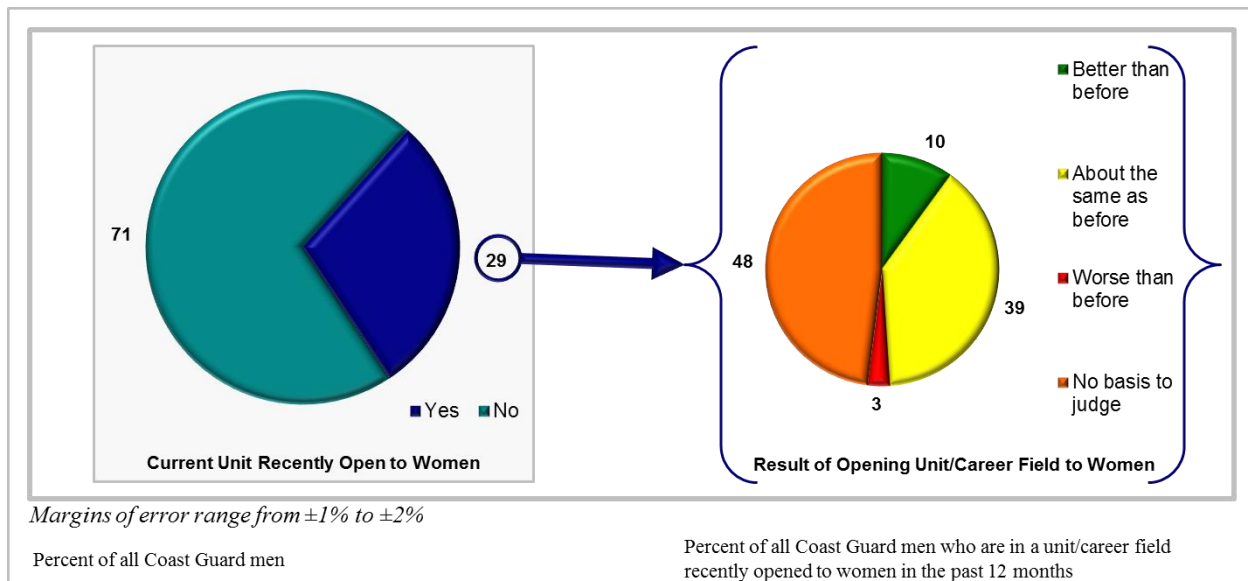
***Current Unit or Career Field Recently Opened to Women in the Past 12 Months and the Result of Recent Opening for Coast Guard Women (Q191–Q192)***



For Coast Guard men, more than one-quarter (29%) indicated they [currently serve in a unit/career field recently opened to women](#) (Figure 172). Of this 29%, a little less than half (48%) indicated they have [no basis to judge](#) how this opening has affected the climate in their unit. More than one-third (39%) indicated the climate is [about the same](#). Ten percent indicated it is [better than before](#) being opened to women, whereas 3% indicated the [climate is worse](#).

**Figure 172.**

***Current Unit or Career Field Recently Opened to Women in the Past 12 Months and the Result of Recent Opening for Coast Guard Men (Q191–Q192)***



## Social Media Use in the Workplace

The last section in this chapter addresses the issue of social media use within the military workplace. Members were asked a series of questions about whether a social media policy exists within their workplace, whether members comply to the policy, awareness of Service members misusing social media, and if so, whether the member notified anyone about such misuse.

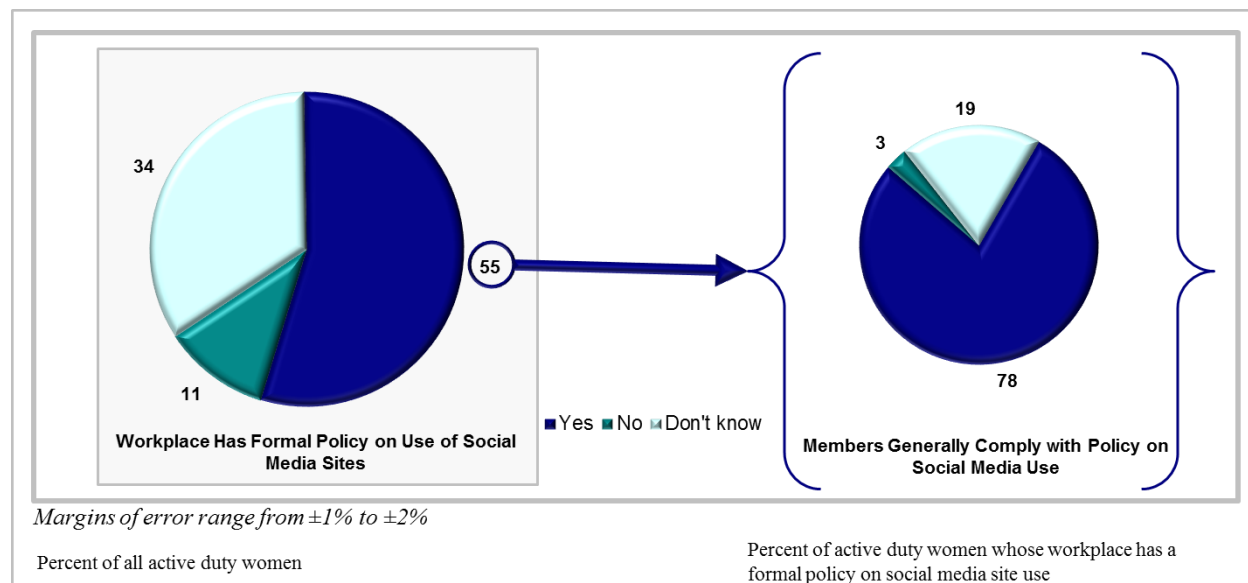
### Military Workplace Has Formal Policy on Use of Social Media and Compliance With Social Media Policy

#### DoD

As shown in Figure 173, 55% of DoD women indicated their workplace has a formal policy explaining appropriate and inappropriate use of social media sites. Of this 55%, the majority (78%) indicated members of their work group generally comply with the policy.

**Figure 173.**

**Workplace Has Formal Policy on Use of Social Media Sites and Compliance With Social Media Policy for DoD Women (Q207–Q208)**



Two-thirds (66%) of DoD men indicated their workplace has a formal policy explaining appropriate and inappropriate use of social media sites (Figure 174). Of this 66%, the majority (84%) indicated members of their work group generally comply with the policy.

**Figure 174.**

**Workplace Has Formal Policy on Use of Social Media Sites and Compliance With Social Media Policy for DoD Men (Q207–Q208)**

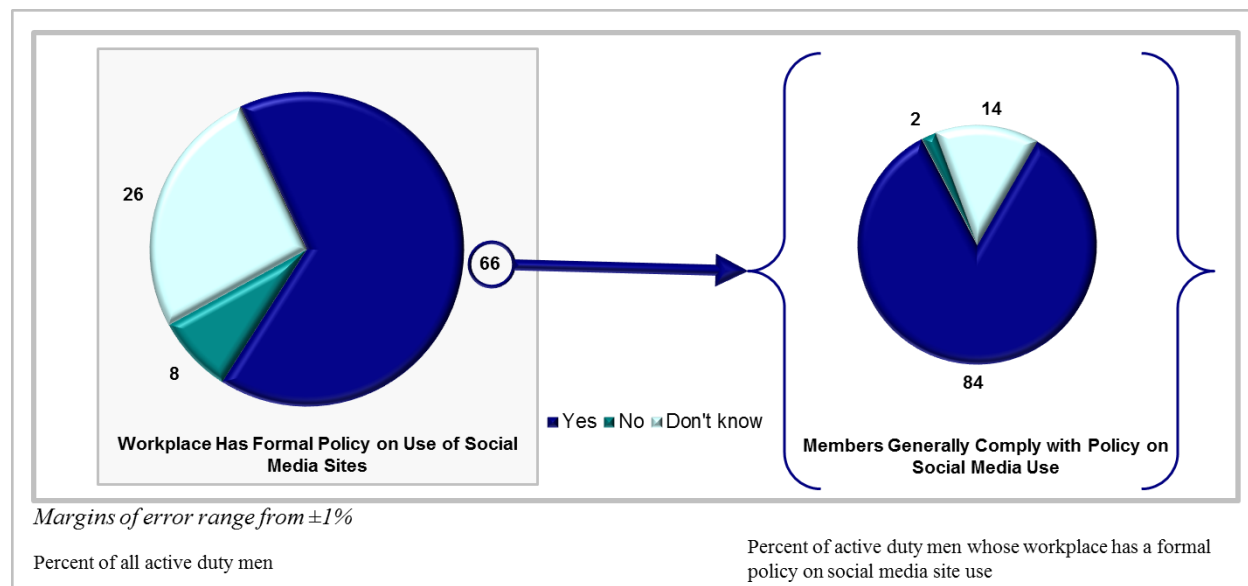






Table 61 shows women in the Marine Corps (60%) and Navy (59%) were *more likely* than women in the other Services to indicate their **workplace has a formal policy** explaining appropriate social media use, whereas Air Force women (50%) were *less likely*. However, Air Force women (82%) were *more likely* than women in the other Services to indicate **members generally comply with the policy**, whereas women in the Navy (76%) were *less likely*.

Similar to women, men in the Navy and Marine Corps (both 69%) were *more likely* than men in the other Services to indicate their **workplace has a formal policy** explaining appropriate social media use, whereas men in the Army (65%) and Air Force (61%) were *less likely* (Table 61). Marine Corps and Air Force men (86%) were *more likely* than men in the other Services to indicate **members generally comply with the policy**, whereas men in the Army (84%) and Navy (82%) were *less likely*.

**Table 61.**

**Workplace Has Formal Policy on Use of Social Media Sites and Members Comply with Social Media Policy for DoD (Q207, Q208)**

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
<b>Workplace Has Formal Policy on Use of Social Media (Q207)</b>					
Yes	55	54	59	60	50
No	11	11	11	9	12
Do not know	34	35	30	31	38
Margins of Error	±1	±1-2	±1-2	±2-3	±1
<b>Members Generally Comply With Policy on Uses of Social Media (Q208)</b>					
Yes	78	77	76	80	82
No	3	3	3	3	2
Do not know	19	19	21	17	16
Margins of Error	±1	±1-2	±1-2	±2-3	±1
<b>Men</b>					
<b>Workplace Has Formal Policy on Use of Social Media (Q207)</b>					
Yes	66	65	69	69	61
No	8	9	8	8	9
Do not know	26	26	23	24	30
Margins of Error	±1	±1	±1	±1	±1
<b>Members Generally Comply With Policy on Uses of Social Media (Q208)</b>					
Yes	84	84	82	86	86
No	2	2	3	2	1
Do not know	14	14	15	11	13
Margins of Error	±1	±1	±1	±1	±1

Percent of all active duty members (Q207)

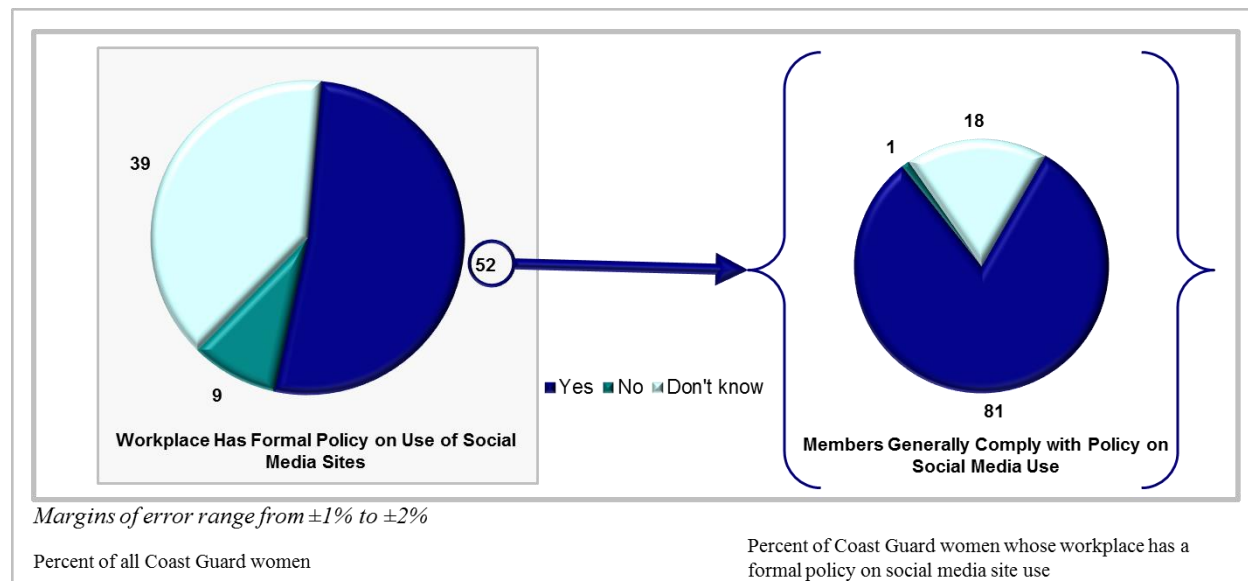
Percent of active duty members whose workplace has formal policy on social media site use (Q208)

## Coast Guard

As shown in Figure 175, a little more than half (52%) of Coast Guard women indicated their workplace has a formal policy explaining appropriate and inappropriate uses of social media sites. Of this 52%, the majority (81%) indicated members generally comply with the policy.

**Figure 175.**

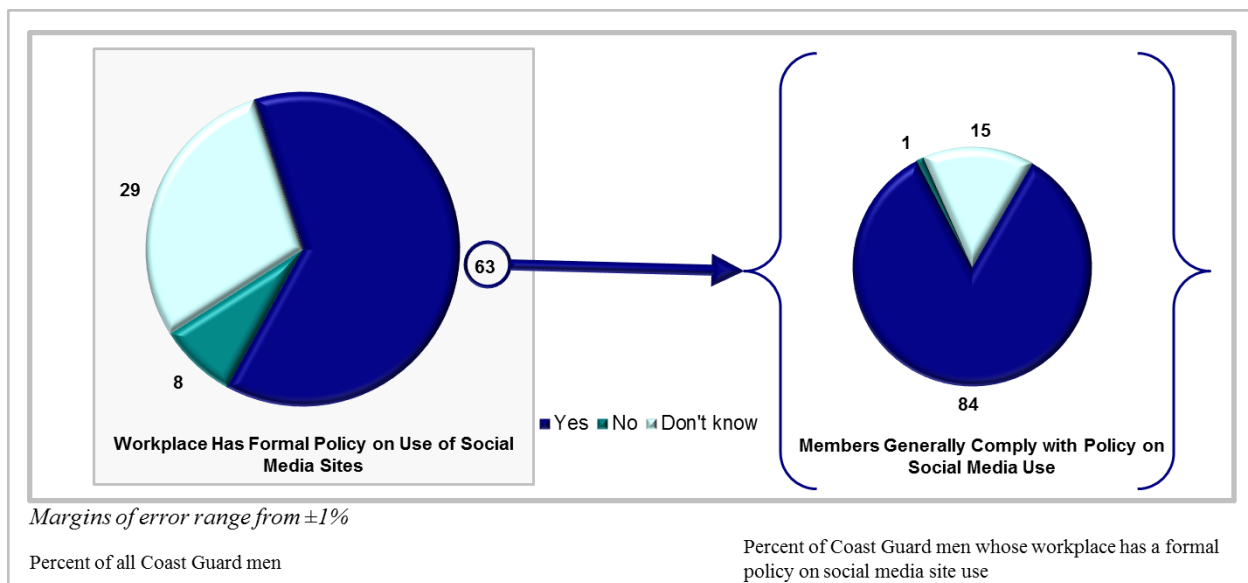
*Workplace Has Formal Policy on Use of Social Media Sites and Compliance With Social Media Policy for Coast Guard Women (Q207–Q208)*



A little less than two-thirds (63%) of Coast Guard men indicated their workplace has a formal policy for social media use (Figure 176). Of this 63%, the majority (84%) indicated members generally comply with the policy.

**Figure 176.**

***Workplace Has Formal Policy on Use of Social Media Sites and Compliance With Social Media Policy for Coast Guard Men (Q207–Q208)***



### **Awareness of Abuse of Social Media by Service Member(s)**

Members were asked whether they were aware of any Service member misusing social media sites to ridicule, abuse, stalk, or harm another military member, their chain of command, their Service, and/or the DoD as a whole. If they were aware of misuse, they were asked to indicate if they notified anyone of this misuse.

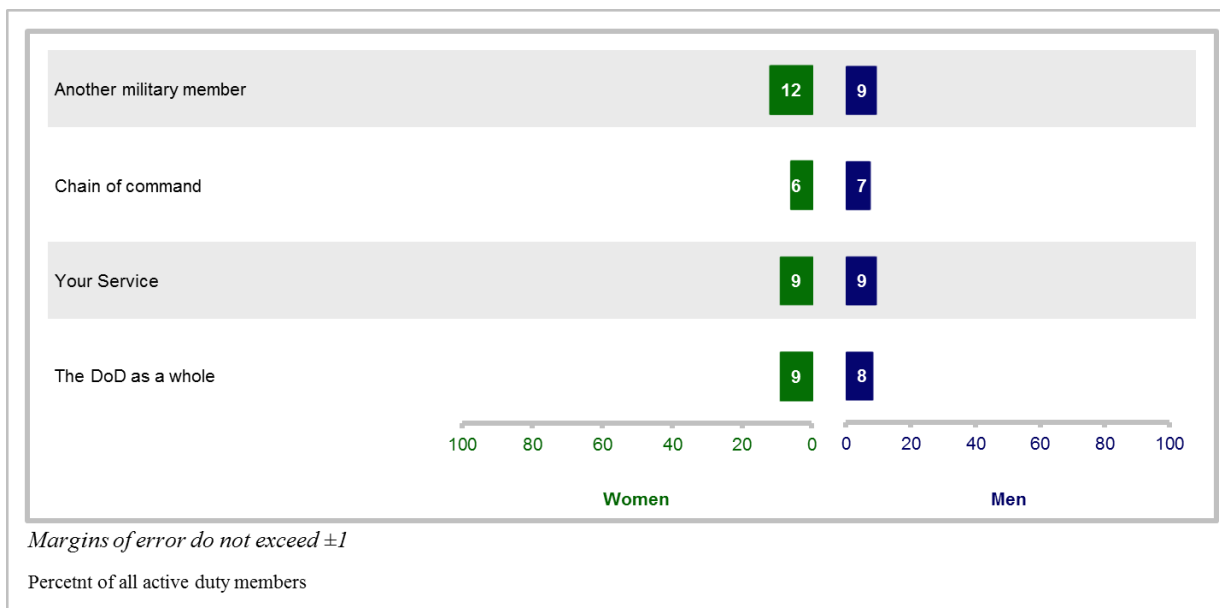
#### **DoD**

Twelve percent of DoD women indicated they were aware of a Service member misusing social media to ridicule, abuse, stalk, or harm [another military member](#) (Figure 177). Nine percent indicated social media was used to harm [their Service](#) as well as used to harm the [DoD as a whole](#). Fewer (6%) indicated social media was used to harm their [chain of command](#).

For DoD men, 9% indicated they are aware of a Service member misusing social media to ridicule, abuse, stalk, or harm [another military member](#) and indicated the same [for their Service](#). Fewer (8%) indicated social media was used to harm the [DoD as a whole](#) and 7% indicated it was used to harm their [chain of command](#).

**Figure 177.**

***Awareness of Service Member Misuse of Social Media Sites to Ridicule, Abuse, Stalk, or Harm for DoD (Q205)***





As shown in Table 62, women in the Navy and Marine Corps were *more likely* than women in the other Services to indicate **all four populations** were ridiculed, abused, stalked, or harmed by a Service member's social media misuse, whereas Air Force women were *less likely*.

Similarly, men in the Navy and Marine Corps were *more likely* than men in the other Services to indicate **all four populations** were ridiculed, abused, stalked, or harmed by a Service member's social media misuse, whereas Air Force men were *less likely* (Table 62). Additionally, Army men were *more likely* than men in the other Services to indicate a Service member misused social media to ridicule, abuse, stalk, or harm **their chain of command**.

**Table 62.**

***Awareness of Service Member Misuse of Social Media Sites to Ridicule, Abuse, Stalk, or Harm for DoD (Q205)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
Another military member	12	12	13	19	8
Your chain of command	6	7	8	10	4
Your Service	9	9	11	17	6
The DoD as a whole	9	9	10	15	6
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1-2$	$\pm 2$	$\pm 1$
<b>Men</b>					
Another military member	9	9	10	11	6
Your chain of command	7	7	7	8	5
Your Service	9	9	10	11	6
The DoD as a whole	8	9	9	11	6
<i>Margins of Error</i>	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 1$

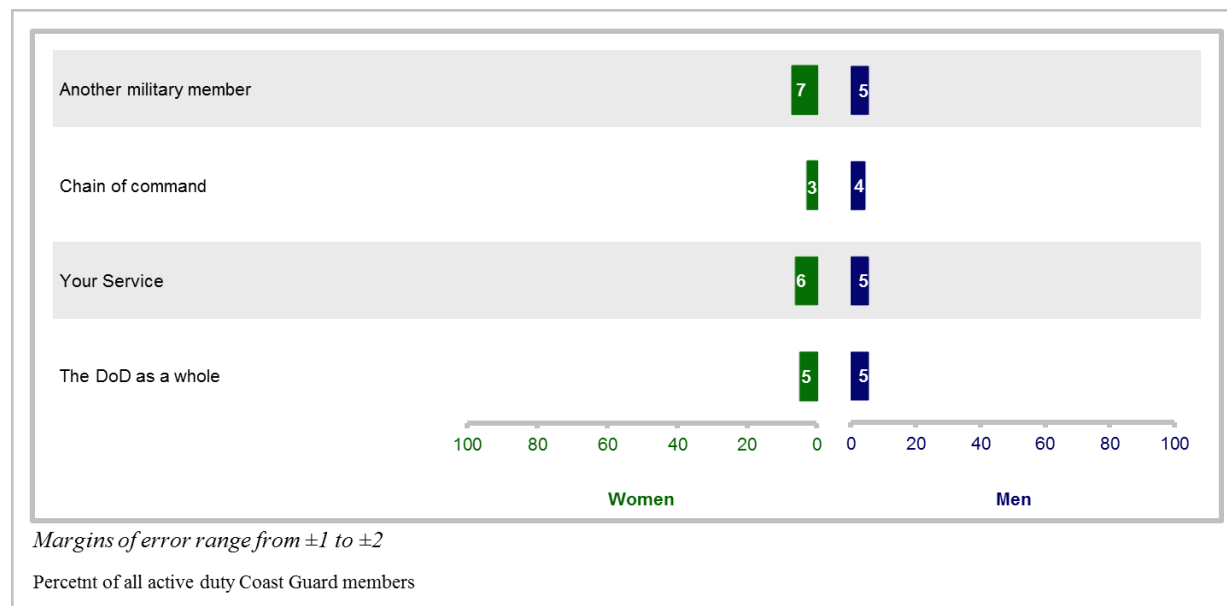
Percent of all active duty members

### ***Coast Guard***

As shown in Figure 178, 7% of Coast Guard women and 5% of Coast Guard men indicated they are aware of a Service member misusing social media to ridicule, abuse, stalk, or harm [another military member](#). Six percent of women and 5% of men indicated it was used to harm [their Service](#), and 5% of women and men indicated it was used to harm the [DoD as a whole](#). Fewer (3% of women and 4% of men) indicated social media was used to harm their [chain of command](#).

**Figure 178.**

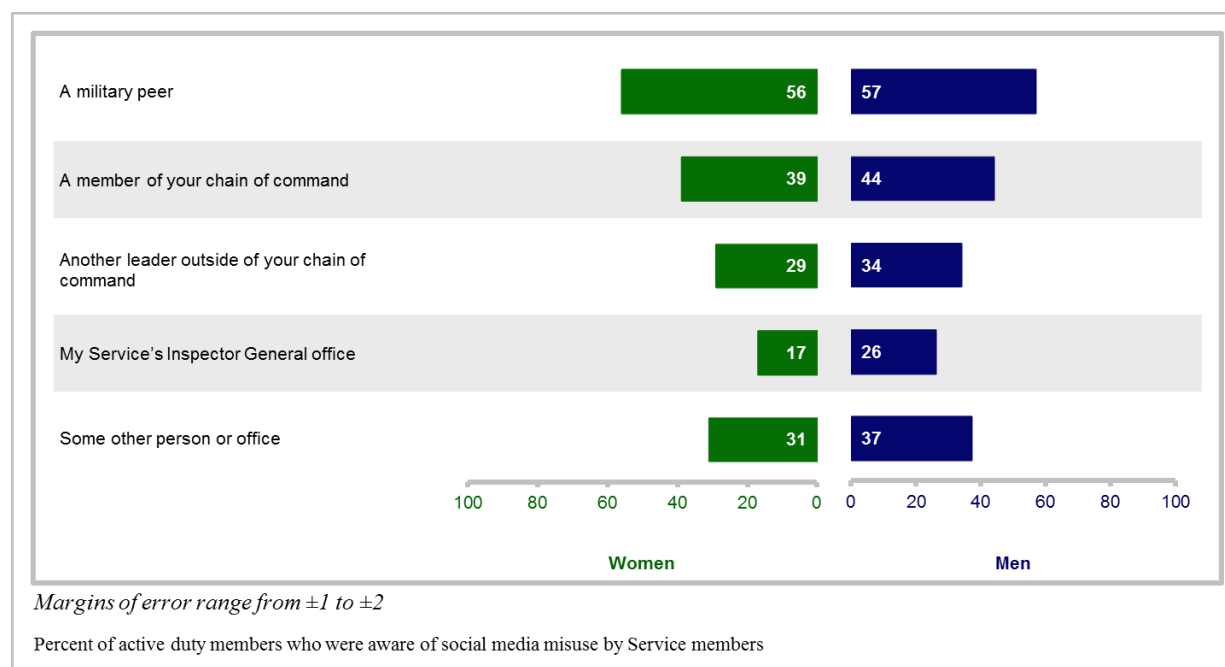
***Awareness of Service Member Misuse of Social Media Sites to Ridicule, Abuse, Stalk, or Harm for Coast Guard (Q205)***



### ***Made Appropriate Notifications of Social Media Misuse***

#### ***DoD***



As shown in Figure 179, of those who indicated they were aware of a Service member misusing social media, more than half of members (56% of women and 57% of men) notified a [military peer](#) of the misuse of social media. Thirty-nine percent of women and 44% of men notified a [member in their chain of command](#). More than one-quarter (29%) of women and 34% of men notified [another leader outside of their chain of command](#), whereas 31% of women and 37% of men notified [some other person or office](#). Additionally, 17% of women and 26% of men notified [their Service's Inspector General office](#).

**Figure 179.*****Made Appropriate Notifications on Social Media Misuse for DoD (Q206)***

Women in the Army were *more likely* than women in the other Services to indicate notifying social media misuse to [some other person or office](#) (34%), [another leader outside of their chain of command](#) (32%), and [their Service's Inspector General Office](#) (20%; Table 63). Women in the Navy (28%) were *less likely* than women in the other Services to notify [some other person or office](#), and Air Force women (25%) were *less likely* than women in the other Services to notify [another leader outside of their chain of command](#).

As shown in Table 63, Army men were *more likely* than men in the other Services to indicate they notified [another leader outside of their chain of command](#) (37%) and [their Service's Inspector General Office](#) (28%) of social media misuse. Marine Corps men were *more likely* than men in the other Services to indicate they notified [some other person or office](#) (40%) and [their Service's Inspector General Office](#) (29%). Navy men were *less likely* than men in the other Services to indicate they notified [some other person or office](#) (33%), [another leader outside of their chain of command](#) (31%), and [their Service's Inspector General Office](#) (23%). Men in the Air Force were *less likely* than men in the other Services to indicate they notified a [military peer](#) (54%), a [member of their chain of command](#) (42%), and [another leader outside of their chain of command](#) (30%).

**Table 63.*****Made Appropriate Notifications on Social Media Misuse for DoD (Q206)***

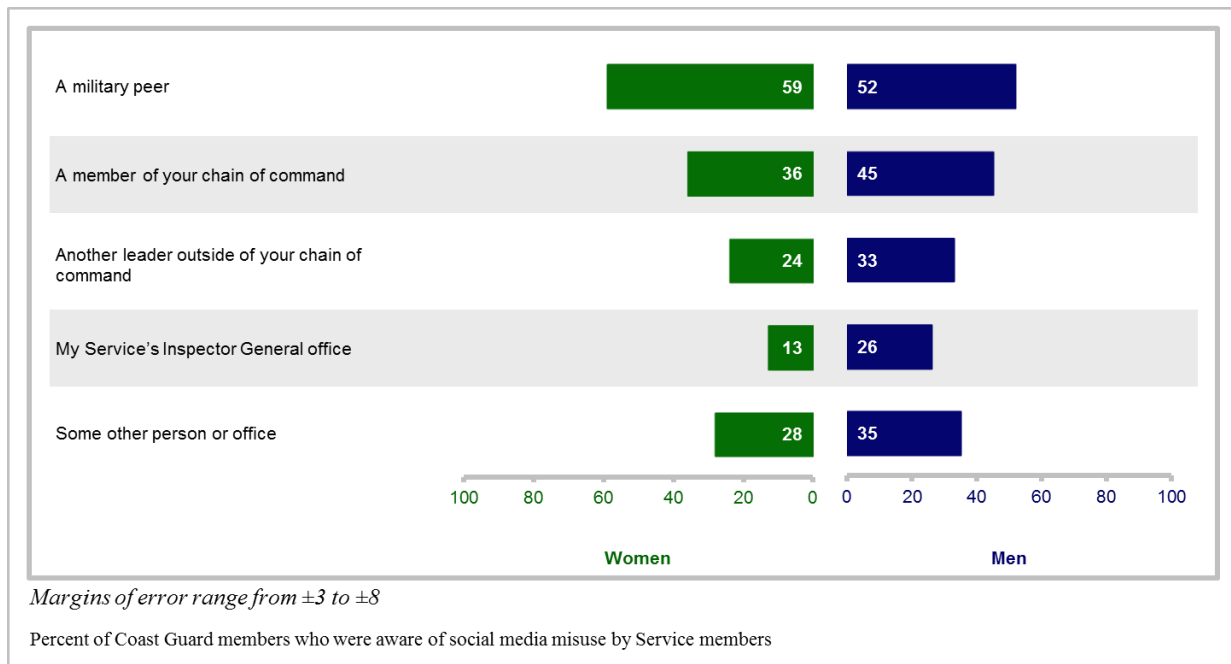
	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
A military peer	56	58	54	57	56
A member of your chain of command	39	41	38	38	36
Another leader outside of your chain of command	29	32	30	26	25
My Service's Inspector General office	17	20	16	19	15
Some other person or office	31	34	28	31	33
<i>Margins of Error</i>	±2	±3-4	±3-4	±5-6	±2-3
<b>Men</b>					
A military peer	57	58	57	59	54
A member of your chain of command	44	45	44	47	42
Another leader outside of your chain of command	34	37	31	37	30
My Service's Inspector General office	26	28	23	29	25
Some other person or office	37	38	33	40	35
<i>Margins of Error</i>	±2	±2	±3	±3	±2-3

Percent of active duty members who were aware of social media misuse by Service members

***Coast Guard***

As shown in Figure 180, of the Coast Guard members who indicated they were aware of a Service member misusing social media, more than half of women (59%) and men (52%) notified a [military peer](#) of the misuse of social media. Thirty-six percent of women and 45% men indicated they notified a [member of their chain of command](#), whereas 28% of women and 35% of men notified [some other person or office](#). Additionally, 24% of women and 33% of men notified [another leader outside of their chain of command](#) and 13% of women and 26% of men notified [their Service's Inspector General Office](#) about social media misuse.



**Figure 180.*****Made Appropriate Notifications on Social Media Misuse for Coast Guard (Q206)***



## Chapter 10: Perceptions of Unwanted Gender-Related Behaviors in the Military

*Mr. William Xav Klauberg, Ms. Lisa Davis, Ms. Amanda Grifka, and Mr. Michael Siebel*

### Introduction

This chapter examines perceptions of sexual assault and sexual harassment in the military and the military's willingness to act to prevent these behaviors. Service members were asked about sexual assault and sexual harassment as problems in the military over the past two years as well as their perceptions of the military's response to sexual assault and sexual harassment.

Results are reported for 2016 and trend comparisons to the 2014 RMWS are provided where data are available.

### Perception of Sexual Assault in the Military

The first section of this chapter examines the perceptions of sexual assault in the military. Members were asked if sexual assault in the military has become more or less of a problem over the past two years as well as how much they agree or disagree with various statements about their trust in the military's response to sexual assault.

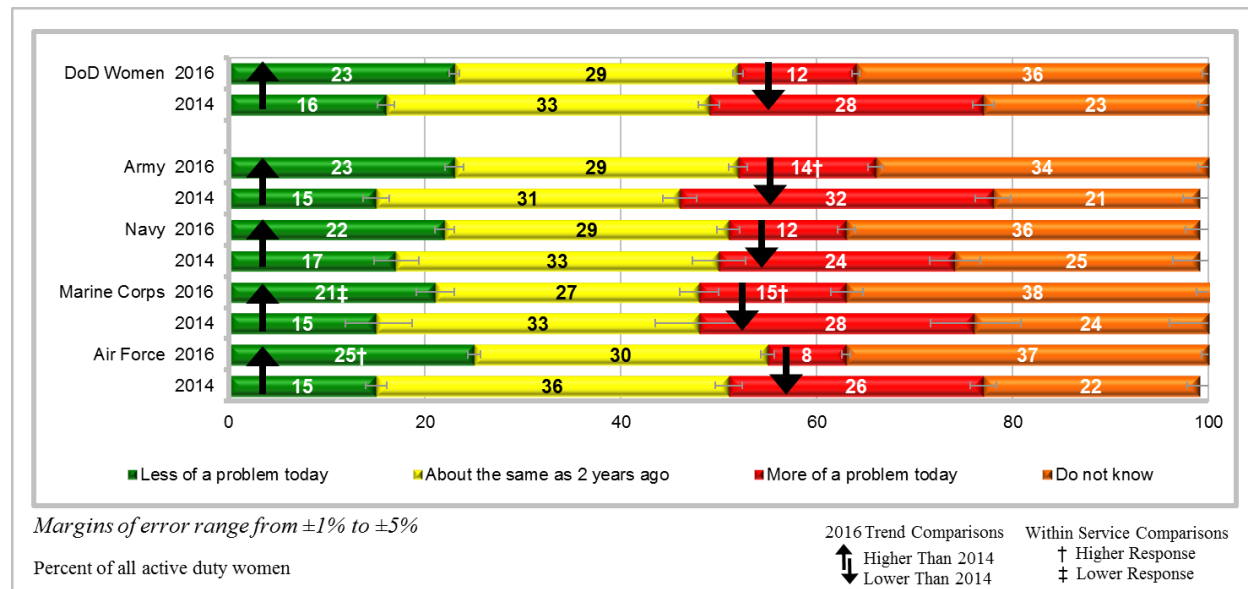
#### Perception of Sexual Assault in the Military Over Past Two Years

##### **DoD**

When members were asked to assess how sexual assault in the military compares to two years ago, a little less than one-quarter (23%) of DoD women *agreed* sexual assault is **less of a problem** in the military today (Figure 181). Compared to 2014, this showed a statistically significant *increase* in 2016 for women (7 percentage points). A little more than one-tenth (12%) of women indicated sexual assault is **more of a problem** today. Compared to 2014, this showed a statistically significant *decrease* for women (16 percentage points).

As shown in Figure 181, Air Force women (25%) were *more likely* than women in the other Services to indicate sexual assault in the military is **less of a problem** today than two years ago, whereas Marine Corps (21%) were *less likely*. Women in the Marine Corps (15%) and Army (14%) were *more likely* than women in the other Services to indicate sexual assault in the military is **more of a problem** today.

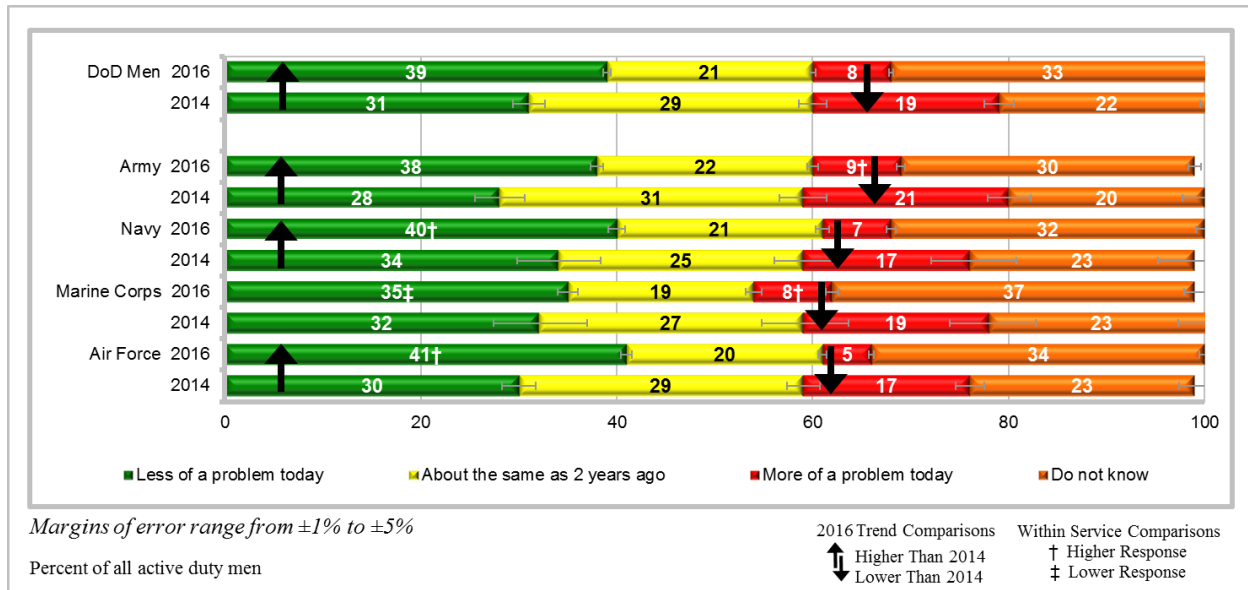
Compared to 2014, perceptions about sexual assault in the military have *improved* for DoD women (Figure 181). The percentage of women who indicated sexual assault in the military is **less of a problem** today than two years ago showed a statistically significant *increase* for women across all DoD Services in 2016 (10 percentage points for Air Force, 8 percentage points for Army, 6 percentage points for Marine Corps, and 5 percentage points for Navy). Conversely, the percentage of women indicating sexual assault in the military is **more of a problem** today than two years ago showed a statistically significant *decrease* in 2016 for women across all Services (18 percentage points for Army and Air Force, 13 percentage points for Marine Corps, and 12 percentage points for Navy).

**Figure 181.*****Perception of Sexual Assault in the Military Over Past Two Years for DoD Women (Q210)***

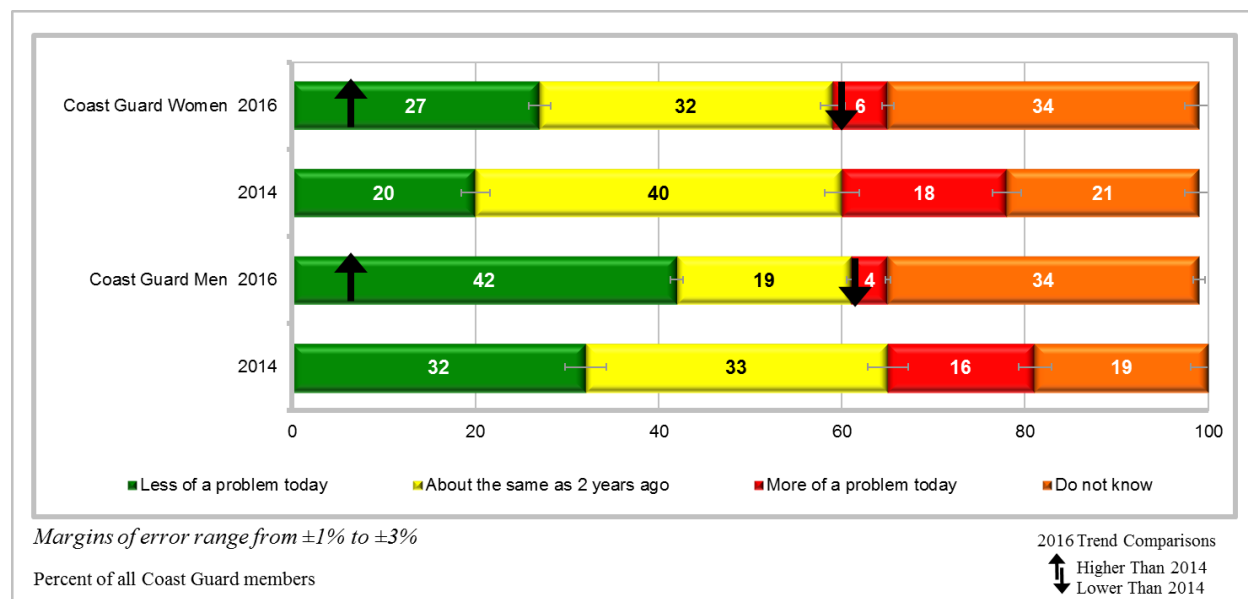
When members were asked to assess how sexual assault in the military compares to two years ago, more than one-third (39%) of DoD men *agreed* sexual assault is *less of a problem* in the military today (Figure 182). Compared to 2014, this showed a statistically significant *increase* in 2016 for men (8 percentage points). Fewer (8%) men indicated sexual assault is *more of a problem* today, which compared to 2014, showed a statistically significant *decrease* for men (11 percentage points).

As shown in Figure 182, Air Force (41%) and Navy men (40%) were *more likely* than men in the other Services to indicate sexual assault in the military is *less of a problem* today than two years ago, whereas Marine Corps men (35%) were *less likely*. Men in the Army (9%) and Marine Corps (8%) were *more likely* than men in the other Services to indicate sexual assault in the military is *more of a problem* today than two years ago.

Compared to 2014, perceptions about sexual assault in the military have also *improved* for DoD men. The percentage of men indicating sexual assault in the military is *less of a problem* today than two years ago showed a statistically significant *increase* in 2016 for Air Force (11 percentage points), Army (10 percentage points), and Navy men (6 percentage points). Conversely, the percentage of men indicating sexual assault in the military is *more of a problem* today than two years ago showed a statistically significant *decrease* in 2016 for men in all Services (12 percentage points for Air Force and Army, 11 percentage points for Marine Corps, and 10 percentage points for Navy).

**Figure 182.*****Perception of Sexual Assault in the Military Over Past Two Years for DoD Men (Q210)*****Coast Guard**

As shown in Figure 183, more than one-quarter (27%) of Coast Guard women and 42% of Coast Guard men indicated sexual assault is **less of a problem** today than two years ago. Compared to 2014, this showed a statistically significant *increase* for women (7 percentage points) and men (10 percentage points). Six percent of women and 4% of men indicated sexual assault in the military is **more of a problem** today than two years ago, which showed a statistically significant *decrease* for both women and men in 2016 (12 percentage points for both).

**Figure 183.*****Perception of Sexual Assault in the Military Over Past Two Years for Coast Guard (Q210)*****Perception of Military's Response to Sexual Assault**

Service members were asked to indicate their level of agreement regarding trust in the military system if they were to experience a sexual assault. Members were asked about trusting the military system to protect their privacy, ensure their safety, and to treat them with dignity and respect should they experience a sexual assault while in the military.

**DoD**

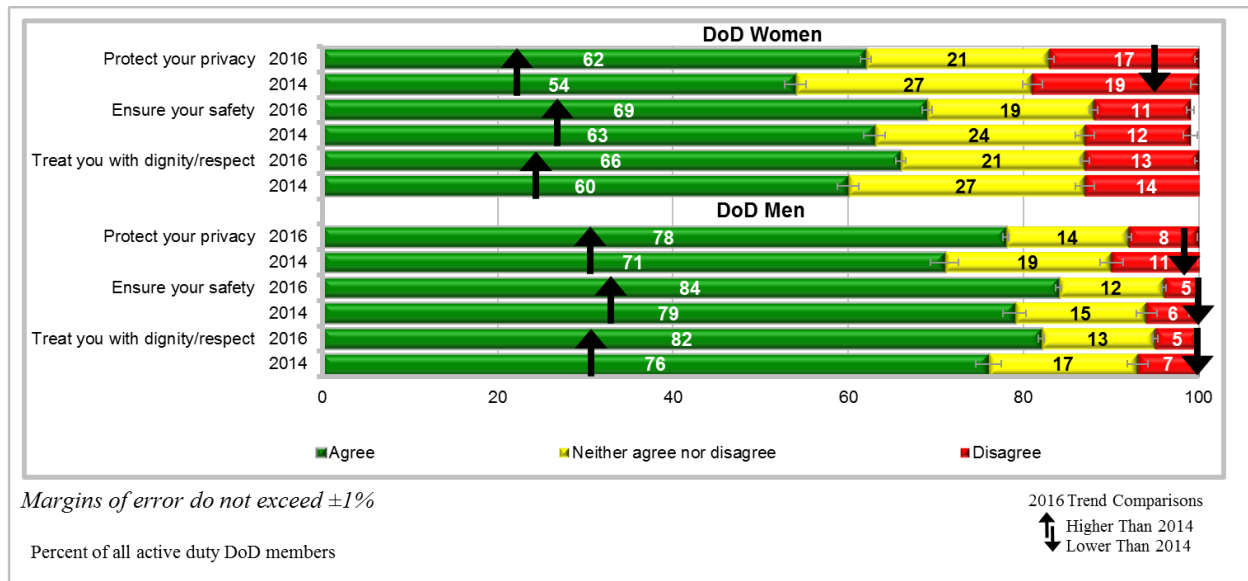
As shown in Figure 184, a little less than two-thirds (62%) of DoD women and the majority (78%) of DoD men indicated if they were sexually assaulted, they would [trust the military system to protect their privacy](#), which showed a statistically significant *increase* compared to 2014 for both women and men (8 percentage points for women and 7 percentage points for men). Conversely, a little less than one-fifth (17%) of women and 8% of men indicated if they were sexually assaulted, they would *not* [trust the military system to protect their privacy](#), which showed a statistically significant *decrease* compared to 2014 for both women and men (2 percentage points for women and 3 percentage points for men).

A little more than two-thirds (69%) of women and the majority (84%) of men indicated they would [trust the military system to ensure their safety](#) if they were sexually assaulted, which showed a statistically significant *increase* compared to 2014 (6 percentage points for women and 5 percentage points for men). Conversely, a little more than one-tenth (11%) of women and 5% of men indicated they would *not* [trust the military system to ensure their safety](#) if they were sexually assaulted, which showed a statistically significant *decrease* compared to 2014 for men (1 percentage point).

Lastly, two-thirds (66%) of women and the majority (82%) of men indicated if they were sexually assaulted, they would [trust the military system to treat them with dignity and respect](#). Compared to 2014, this showed a statistically significant *increase* (6 percentage points for women and men). Conversely, 13% of women and 5% of men indicated if they were sexually assaulted, they would *not* [trust the military system to treat them with dignity and respect](#). Compared to 2014, this showed a statistically significant *decrease* in 2016 for men (2 percentage points).

**Figure 184.**

*Trust in the Military System's Response to Sexual Assault for DoD (Q203b–d)*



As shown in Table 64, in 2016, Air Force women were overall *more likely* than women in the other Services to [trust in the military system to protect their privacy](#) (65%), [ensure their safety](#) (73%), and [treat them with dignity and respect](#) (69%) if they were to experience sexual assault. Navy women were *less likely* than women in the other Services to [trust the military system to protect their privacy](#) (59%), and Army (68%) and Navy women (67%) were *less likely* than women in the other Services to [trust the military system to ensure their safety](#). Lastly, both Marine Corps and Navy women (both 63%) were *less likely* than women in the other Services to indicate they would [trust the military system to treat them with dignity and respect](#) if they were to experience sexual assault.

In 2016, Navy women were overall *more likely* than women in the other Services to *not* [trust the military system to protect their privacy](#) (19%), [ensure their safety](#) (13%), or [treat them with dignity and respect](#) (15%) if they were to experience sexual assault (Table 64). In addition, Army women (12%) were *more likely* than women in the other Services to *not* [trust the military system to ensure their safety](#). Marine Corps women (15%) were *more likely* than women in the other Services to *not* [trust the military system to treat them with dignity and respect](#).

Compared to 2014, DoD women from all Services showed a statistically significant *increase* when indicating they [trust in the military system to protect their privacy](#) if they were to experience a sexual assault (10 percentage points for Army, 8 percentage points for Marine Corps, 7 percentage points for Navy, and 5 percentage points for Air Force; Table 64). A statistically significant *increase* was also found for women in the Army, Navy, and Air Force women indicating they [trust the military system to ensure their safety](#) (8 percentage points for Army, 6 percentage points for Navy, and 3 percentage points for Air Force) and [treat them with dignity and respect](#) when compared to 2014 (10 percentage points higher for Army, 6 percentage points higher for Navy, and 4 percentage points higher for Air Force).

For indicating disagreement with trust in the military, Army women showed a statistically significant *decrease* when indicating their level of *distrust* in the military system if they were to experience a sexual assault: [distrust in the military system to protect their privacy](#) (4 percentage points), [distrust in the military system to ensure their safety](#) (3 percentage points), and [distrust in the military system to treat them with dignity and respect](#) (2 percentage points).

As shown in Table 64, Marine Corps (80%) and Air Force men (79%) were *more likely* than men in the other Services to indicate they would [trust the military system to protect their privacy](#) if they were to be sexually assaulted, whereas Navy men (76%) were *less likely*. Conversely, Navy men were *more likely* than men in the other Services to *not* [trust in the military system to protect their privacy](#) (9%). Similarly, Marine Corps and Air Force men (both 85%) were *more likely* than men in the other Services to [trust the military system to ensure their safety](#), whereas Army and Navy men (both 83%) were *less likely*. Conversely, Army men were *more likely* than men in the other Services to indicate they would *not* [trust the military system to ensure their safety](#) (5%). Finally, Air Force men (83%) were *more likely* than men in the other Services to [trust the military system to treat them with dignity and respect](#), whereas Navy men (80%) were *less likely*. Conversely, Navy men were *more likely* than men in the other Services to *not* [trust the military system to treat them with dignity and respect](#) (6%) if they were to experience sexual assault.

Compared to 2014, as displayed in Table 64, percentages for men from all Services showed a statistically significant *increase* when indicating they [trust the military system to protect their privacy](#) (10 percentage points for Army, 8 percentage points for Marine Corps, 6 percentage points for Navy, and 4 percentage points for Air Force). A statistically significant *increase* in responses from men in the Army and Air Force was also found when indicating they would [trust the military system to ensure their safety](#) if they were to experience sexual assault compared to responses from 2014 (9 percentage points for Army and 2 percentage points for Air Force). Men in the Army, Marine Corps, and Air Force showed a statistically significant *increase* for indicating they [trust the military system to treat them with dignity and respect](#) compared to responses from 2014 (9 percentage points for Army, 6 percentage points for Marine Corps, and 3 percentage points for Air Force). For indicating disagreement with trust in the military, Marine Corps men showed a statistically significant *decrease* when indicating their level of *distrust* in the military system if they were to experience a sexual assault: [distrust in the military system to protect their privacy](#) (6 percentage points), [distrust in the military system to ensure their safety](#) (3 percentage points), and [distrust in the military system to treat them with dignity and respect](#) (4 percentage points).



**Table 64.*****Trust in the Military System's Response to Sexual Assault for DoD (Q203b-d)***

2016 Trend Comparisons ↑ Higher Than 2014 ↓ Lower Than 2014	Within Service Comparisons					
	Survey Year	Total DoD	Army	Navy	Marine Corps	Air Force
<div>Higher Response</div> <div>Lower Response</div>						
Women						
Agree						
If you are sexually assaulted, you can trust the military system to protect your privacy	2016	62↑	62↑	59↑	62↑	65↑
	2014	54	52	52	54	60
If you are sexually assaulted, you can trust the military system to ensure your safety	2016	69↑	68↑	67↑	67	73↑
	2014	63	60	61	62	70
If you are sexually assaulted, you can trust the military system to treat you with dignity/respect	2016	66↑	67↑	63↑	63	69↑
	2014	60	57	57	57	65
Margins of Error		±1-2	±2	±2-4	±3-5	±1-2
Disagree						
If you are sexually assaulted, you can trust the military system to protect your privacy	2016	17↓	17↓	19	18	15
	2014	19	21	19	17	17
If you are sexually assaulted, you can trust the military system to ensure your safety	2016	11	12↓	13	12	9
	2014	12	15	13	11	9
If you are sexually assaulted, you can trust the military system to treat you with dignity/respect	2016	13	13↓	15	15	11
	2014	14	15	15	15	11
Margins of Error		±1	±1-2	±2-3	±2-5	±1-2
Men						
Agree						
If you are sexually assaulted, you can trust the military system to protect your privacy	2016	78↑	78↑	76↑	80↑	79↑
	2014	71	68	70	72	75
If you are sexually assaulted, you can trust the military system to ensure your safety	2016	84↑	83↑	83	85	85↑
	2014	79	74	81	81	83
If you are sexually assaulted, you can trust the military system to treat you with dignity/respect	2016	82↑	82↑	80	82↑	83↑
	2014	76	73	77	76	80
Margins of Error		±1-2	±1-3	±1-5	±1-5	±1-2
Disagree						
If you are sexually assaulted, you can trust the military system to protect your privacy	2016	8↓	8	9	7↓	8
	2014	11	10	11	13	9
If you are sexually assaulted, you can trust the military system to ensure your safety	2016	5↓	5	5	4↓	4
	2014	6	6	6	7	5
If you are sexually assaulted, you can trust the military system to treat you with dignity/respect	2016	5↓	5	6	5↓	5
	2014	7	7	8	9	6
Margins of Error		±1-2	±1-3	±1-3	±1-5	±1-2

Percent of all active duty members

***Coast Guard***

As shown in Figure 185, more than half (60%) of Coast Guard women and the majority (78%) of Coast Guard men indicated if they were sexually assaulted, they would [trust the military system](#)

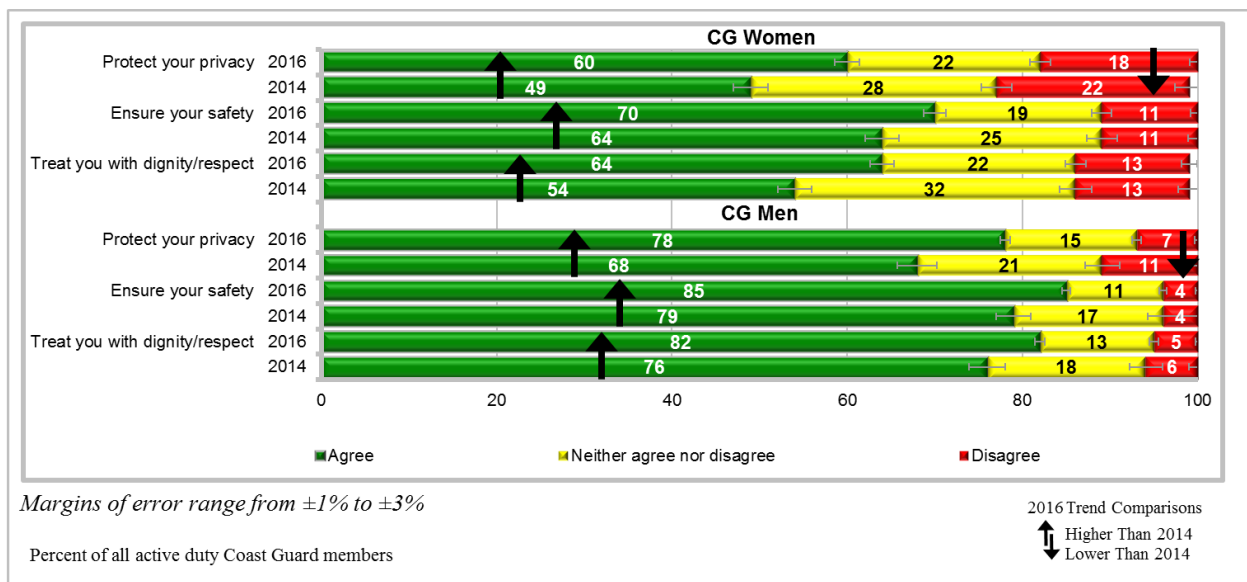
to protect their privacy. Compared to 2014, this showed a statistically significant *increase* (11 percentage points for women and 10 percentage points for men). Conversely, a little less than one-fifth (18%) of women and 7% of men indicated if they were sexually assaulted, they would *not trust the military system to protect their privacy*, which showed a statistically significant *decrease* compared to 2014 for both women and men (4 percentage points for women and men).

The majority (70%) of women and men (85%) indicated they would *trust the military system to ensure their safety*, which showed a statistically significant *increase* compared to 2014 (6 percentage points for both women and men). Conversely, a little more than one-tenth (11%) of women and 4% of men indicate they would *not trust the military system to ensure their safety*, which remained statistically unchanged in 2016 compared to 2014.

A little less than two-thirds (64%) of women and the majority (82%) of men indicated they would *trust the military system to treat them with dignity and respect* if they were to experience sexual assault, which showed a statistically significant *increase* from 2014 of 10 percentage points for women and 6 percentage points for men. Conversely, 13% of women and 5% of men indicate they would *not trust the military system to treat them with dignity and respect*, which remained statistically unchanged in 2016 compared to 2014.

**Figure 185.**

***Trust in the Military System's Response to Sexual Assault for Coast Guard (Q203b-d)***



## Perceptions of Sexual Harassment in the Military

The second section of this chapter examines the perceptions of sexual harassment in the military. Service members were asked about sexual harassment in the military today compared to two years ago, their perception of how their supervisor or chain of command would react to instances of sexual harassment, and to what extent they would be willing to act to prevent sexual harassment.

## Perception of Sexual Harassment in the Military Over Past Two Years

### DoD

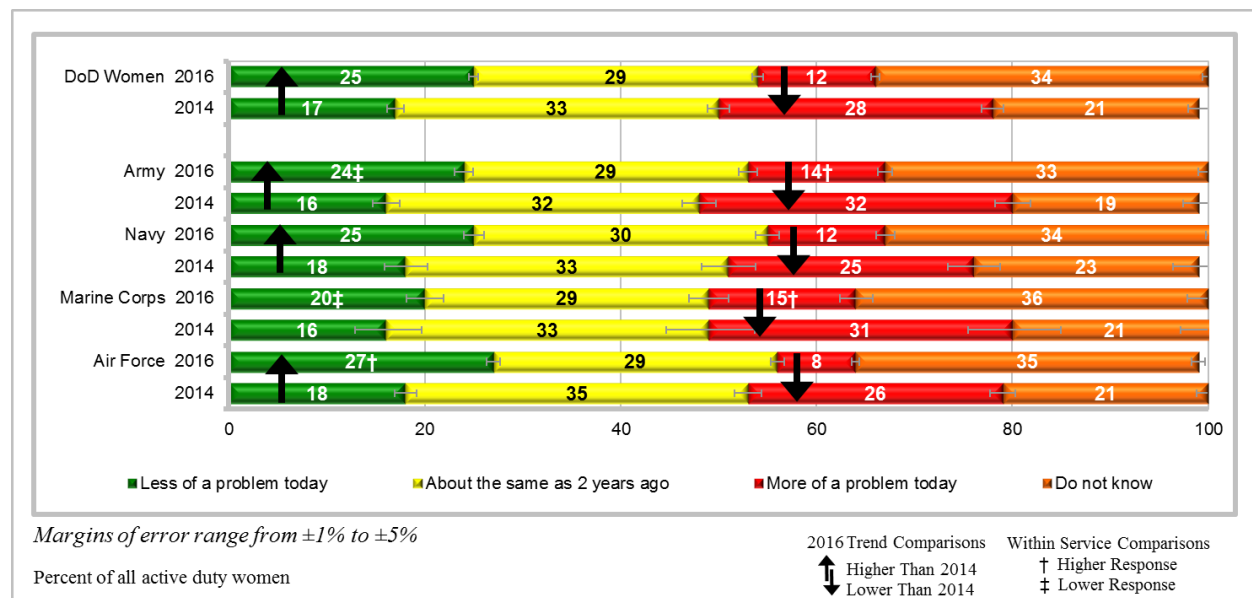
As shown in Figure 186, 25% of DoD women indicated sexual harassment in the military is *less of a problem* today compared to two years ago, which showed a statistically significant *increase* compared to 2014 (8 percentage points). Conversely, a little more than one-tenth (12%) of women indicated sexual harassment in the military is *more of a problem* today than two years ago. Compared to 2014, this showed a significant *decrease* for women (16 percentage points).

Figure 186 shows in 2016, Air Force women (27%) were *more likely* than women in the other Services to indicate sexual harassment in the military is *less of a problem* today than two years ago, whereas Army (24%) and Marine Corps (20%) women were *less likely*. Women in the Marine Corps (15%) and Army (14%) were *more likely* than women in the other Services to indicate sexual harassment in the military is *more of a problem* today than two years ago.

Compared to 2014, the percentage of women who indicated sexual harassment in the military is *less of a problem* today than two years ago showed a statistically significant *increase* in responses for women in the Air Force, Army, and Navy in 2016 (9 percentage points for Air Force, 8 percentage points for Army, and 7 percentage points for Navy). Responses from women in all Services indicating sexual harassment in the military is *more of a problem* today showed a statistically significant *decrease* compared to responses in 2014 (18 percentage points for Army and Air Force, 16 percentage points for Marine Corps, and 13 percentage points for Navy).

**Figure 186.**

*Perception of Sexual Harassment in the Military Over Past Two Years for DoD Women (Q209)*



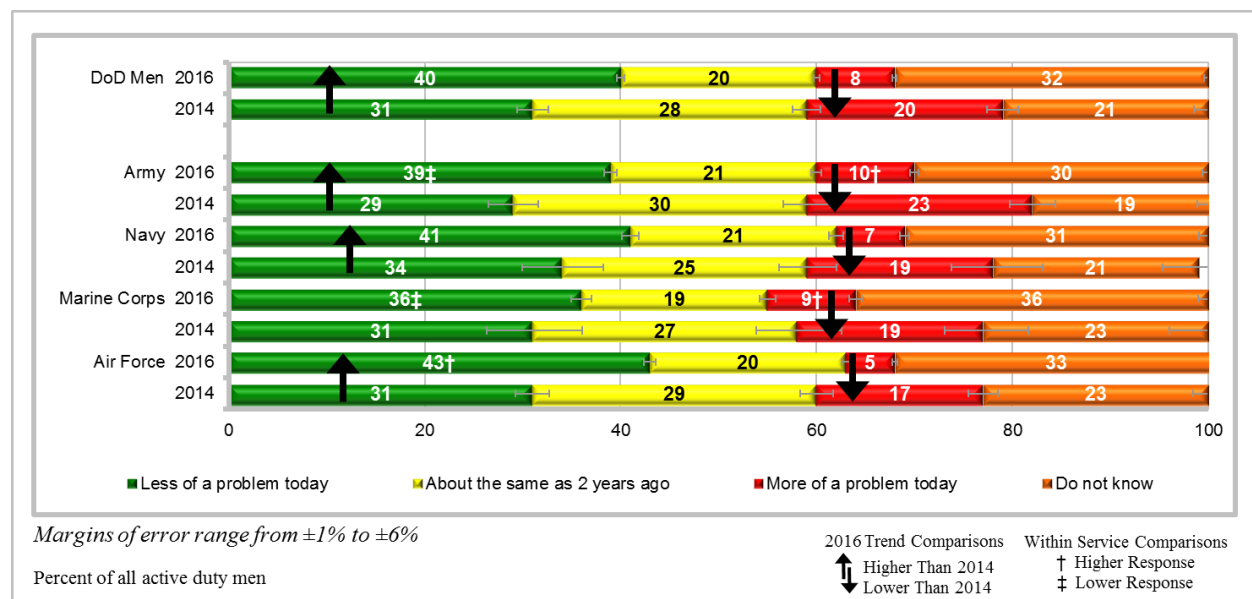
As shown in Figure 187, 40% of DoD men indicated sexual harassment in the military is *less of a problem* today compared to two years ago, which showed a statistically significant *increase* compared to 2014 (9 percentage points for men). Conversely, 8% of men indicated sexual harassment in the military is *more of a problem* today than two years ago. Compared to 2014, this showed a significant *decrease* for men (12 percentage points).

In 2016, Air Force men (43%) were *more likely* than men in the other Services to indicate sexual harassment in the military is *less of a problem* today than two years ago, whereas men in the Army (39%) and Marine Corps (36%) were *less likely*. Army (10%) and Marine Corps (9%) men were *more likely* than men in the other Services to indicate sexual harassment is *more of a problem* today compared to two years ago.

Compared to 2014, the percentage of men who indicated sexual harassment in the military is *less of a problem* today than two years ago showed a statistically significant *increase* for Air Force (12 percentage points), Army (10 percentage points), and Navy men (7 percentage points). Responses from men across all Services indicating sexual harassment in the military is *more of a problem* today than two years ago showed a statistically significant *decrease* compared to responses in 2014 (13 percentage points for Army, 12 percentage points for Navy and Air Force, and 10 percentage points for Marine Corps).

**Figure 187.**

*Perception of Sexual Harassment in the Military Over Past Two Years for DoD Men (Q209)*



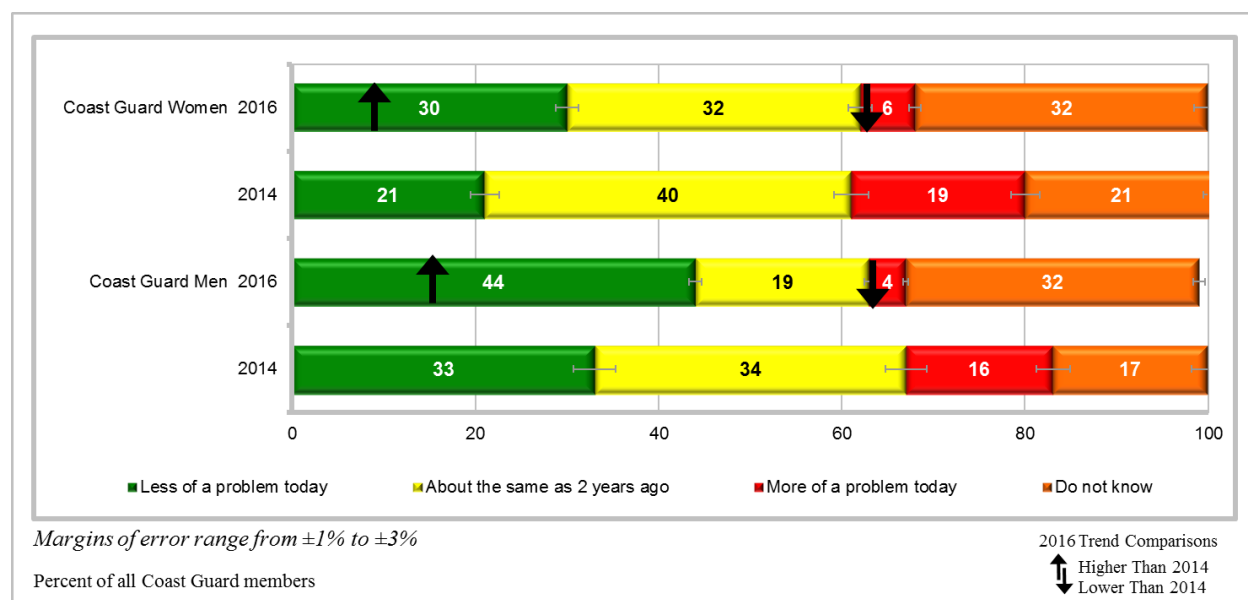
## Coast Guard

As shown in Figure 188, a little less than one-third (30%) of Coast Guard women and less than half (44%) of Coast Guard men indicated sexual harassment is *less of a problem* today than it was two years ago. Fewer (6%) women and men (4%) indicated sexual harassment in the military is *more of a problem* today than compared to two years ago.

Compared to 2014, responses from Coast Guard women and men indicating sexual harassment is *less of a problem* today than two years ago showed a statistically significant *increase* (11 percentage points for men and 9 percentage points for women). A statistically significant *decrease* was also found for Coast Guard women and men indicating sexual harassment is *more of a problem* today compared to 2014 (13 percentage points for women and 12 percentage points for men).

**Figure 188.**

***Perception of Sexual Harassment in the Military Over Past Two Years for Coast Guard (Q209)***



## Perception of Leadership's Response to Sexual Harassment

### DoD

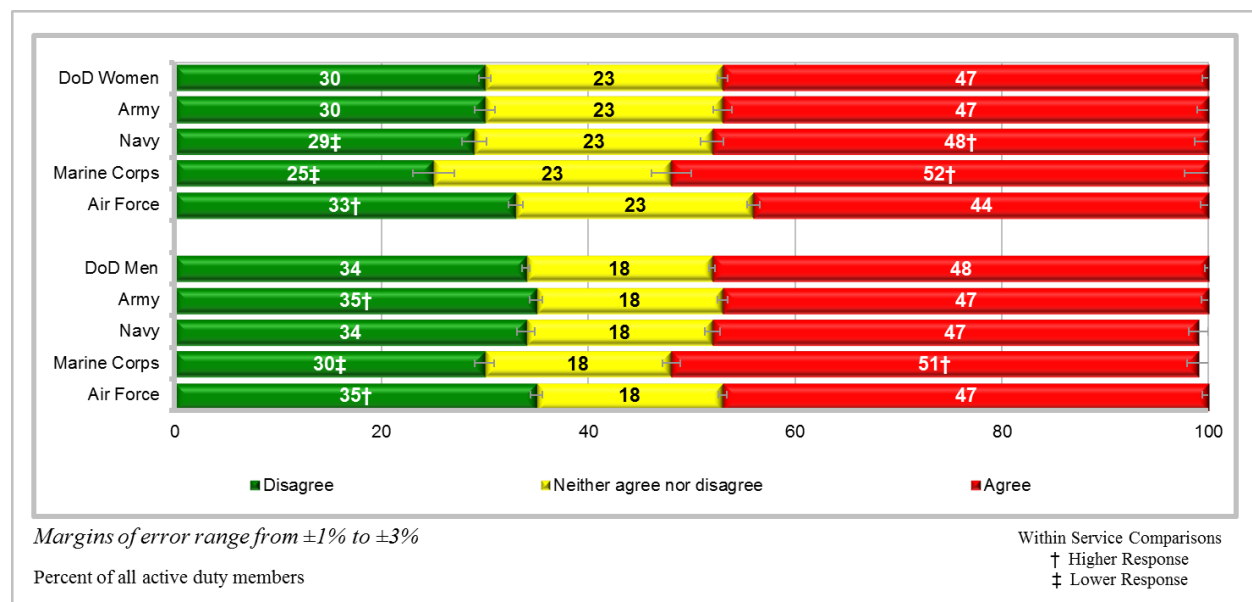
As shown in Figure 189, a little less than one-third (30%) of DoD women indicated they *would not be treated differently by their supervisor or chain of command if they reported they were sexually harassed*, whereas a little less than half (47%) indicated they *would be treated differently*. Air Force women (33%) were *more likely* than women in the other Services to indicate they *disagree* that *their supervisor or chain of command would treat them differently if they reported being sexually harassed*, whereas Navy (29%) and Marine Corps (25%) women were *less likely* to *disagree*. Marine Corps (52%) and Navy women (48%) were *more likely* than women in the other Services to *agree* they *would be treated differently by leadership*.

More than one third (34%) of DoD men indicated *their supervisor or chain of command would not treat them differently if they reported that they were sexually harassed*, whereas 48% indicated they *would be treated differently* (Figure 189). Army and Air Force men (35% for both) were *more likely* than men in the other Services to indicate they *disagree leadership would treat them differently if they reported being sexually harassed*, whereas Marine Corps (30%)

were *less likely* to *disagree*. Men in the Marine Corps (51%) were *more likely* than men in the other Services to indicate they *agree leadership would treat them differently if they reported being sexually harassed*.

**Figure 189.**

***Perception of Being Treated Differently by Leadership if Member Reports Member Was Sexually Harassed for DoD (Q203e)***

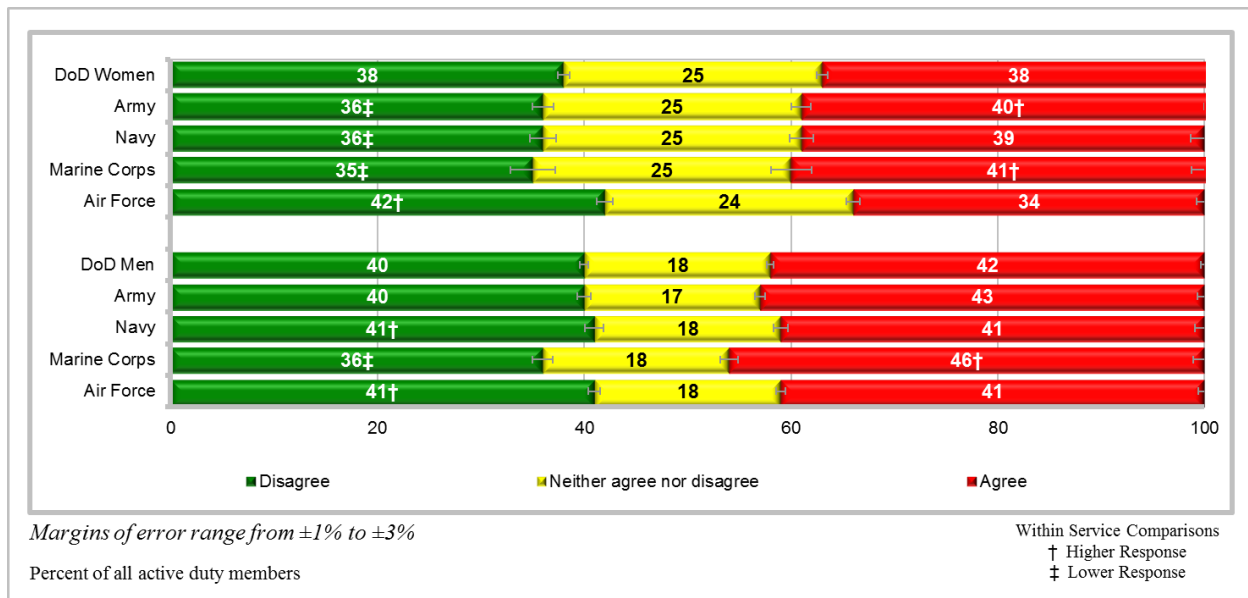


As shown in Figure 190, more than one-third (38%) of women indicated *their supervisor or chain of command would not treat them differently if they reported someone else was sexually harassed*; however, the same percentage (38%) *agreed they would be treated differently*. Air Force women (42%) were *more likely* than women in the other Services to indicate they *disagree leadership would treat them differently if they reported someone else was sexually harassed*, whereas Army (36%), Navy (36%), and Marine Corps women (35%) were *less likely* to *disagree*. Women in the Marine Corps (41%) and Army (40%) were *more likely* than women in the other Services to indicate they *agree leadership would treat them differently*.

Forty percent of men indicated they *disagreed their supervisor or chain of command would treat them differently if they reported that someone else was sexually harassed*; however, 42% *agreed they would be treated differently*. Navy (41%) and Air Force men (41%) were *more likely* than men in the other Services to indicate they *disagree leadership would treat them differently if they reported someone else was sexually harassed*, whereas Marine Corps (36%) were *less likely* to *disagree*. Marine Corps men (46%) were also *more likely* than men in the other Services to *agree leadership would treat them differently*.

**Figure 190.**

*Perception of Being Treated Differently by Leadership if Member Reports Someone Else Was Sexually Harassed for DoD (Q203f)*



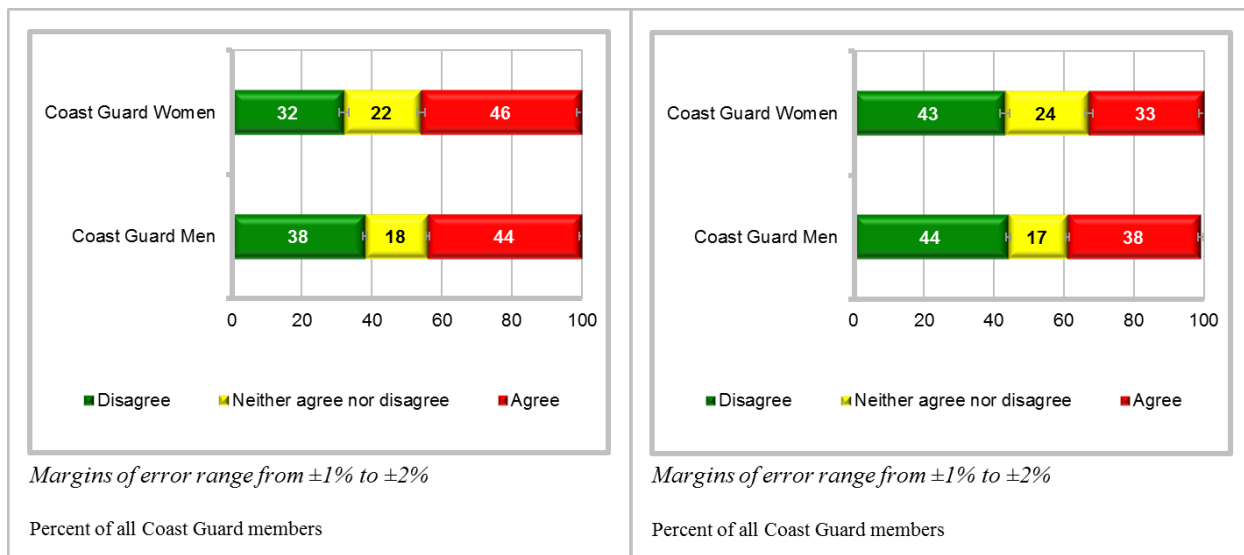
## Coast Guard

As shown in Figure 191, a little less than one-third (32%) of Coast Guard women and more than one-third (38%) of Coast Guard men indicated their supervisor or chain of command would not treat them differently if they reported being sexually harassed; however, a little less than half (46%) of women and less than half (44%) of men indicated they would be treated differently. With regard to reporting someone else was sexually harassed, less than half (43%) of women and men (44%) indicated they would not be treated differently by leadership if they reported. One-third (33%) of women and more than one-third (38%) of men indicated leadership would treat them differently if they reported someone else was sexually harassed.



**Figure 191.**

*Perception of Being Treated Differently by Leadership if Member Reports Member Was Sexually Harassed (Q203e) and if Reports Someone Else Was Sexually Harassed (Q203f) for Coast Guard*



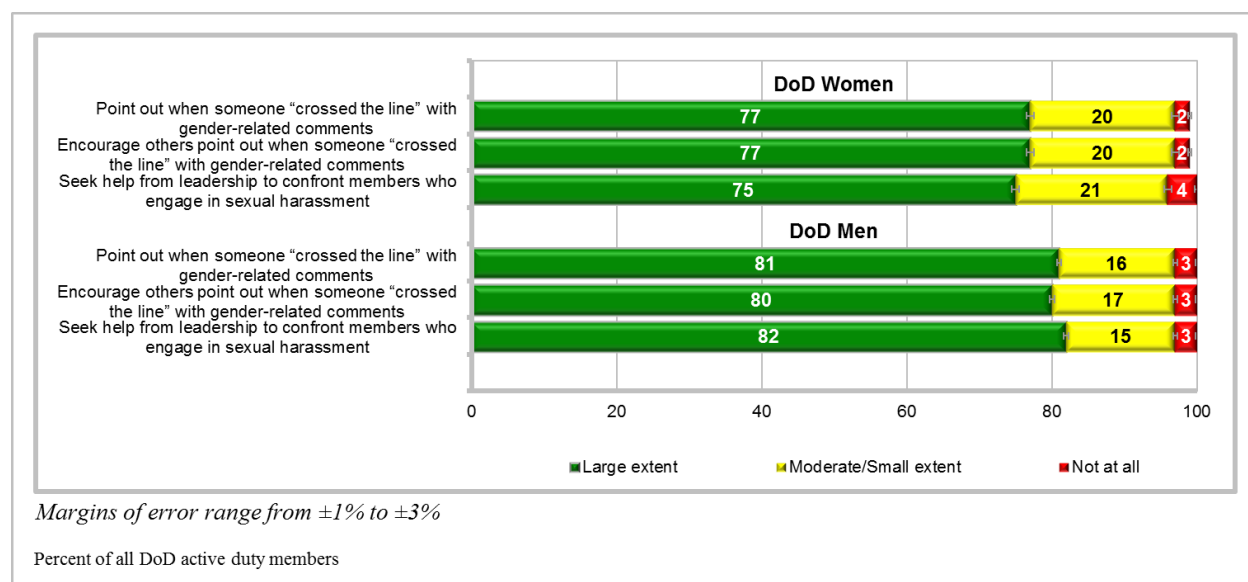
## Willingness to Act to Prevent Sexual Harassment

Active duty members were asked to indicate to what extent they are willing to respond to various situations involving sexual harassment, such as to point out when someone “crossed the line” with gender-related comments or jokes, their willingness to encourage other Service members to do the same, and their willingness to seek help from their chain of command.

### DoD

As shown in Figure 192, the majority of DoD women (77%) and DoD men (81%) indicated they would point out when they think someone “crossed the line” with gender-related comments or jokes to a *large extent* and would encourage others to point out when they think others “crossed the line” (77% of women and 80% of men). Additionally, the majority of women (75%) and men (82%) indicated they would seek help from their chain of command to confront Service members who continue to engage in sexual harassment. Conversely, fewer women (2%–4%) and men (3%) would *not at all* intervene to prevent sexual harassment.



**Figure 192.*****Willingness to Act to Prevent Sexual Harassment for DoD (Q204)***

As shown in Table 65, women in the Army and Air Force (both 79%) were *more likely* than women in the other Services to indicate they would [point out to someone when they think they "crossed the line" with gender-related comments or jokes](#) to a *large extent*, whereas women in the Navy (75%) and Marine Corps (75%) were *less likely*. Similarly, women in the Army (78%) and Air Force (79%) were *more likely* than women in the other Services to indicate they would [encourage others to point out when they think others "crossed the line" with gender-related comments or jokes](#) to a *large extent*, whereas women in the Navy (75%) and Marine Corps (73%) were *less likely*. Lastly, Air Force women (78%) were *more likely* than women in the other Services to indicate they would [seek help from their chain of command to confront members who continue to engage in sexual harassment](#), whereas women in the Navy (73%) and Marine Corps (70%) were *less likely*.



As far as *not intervening at all*, Army women (5%) were *more likely* than women in the other Services to indicate [they would not seek help from leadership to confront members who continue to engage in sexual harassment](#). Marine Corps women (3%) were *more likely* than women in the other Services to indicate they would *not* [point out to someone when they "crossed the line" with gender-related comments or jokes](#).

Men in the Army (83%) and Air Force (82%) were *more likely* than men in the other Services to indicate they would [point out to someone when they think they "crossed the line" with gender-related comments or jokes](#) to a *large extent*, whereas Navy (80%) and Marine Corps men (77%) were *less likely* (Table 65). Similarly, Army (82%) and Air Force (81%) men were *more likely* than men in the other Services to indicate they would [encourage others to point out when they think others "crossed the line" with gender-related comments or jokes](#) to a *large extent*, whereas men in the Navy (78%) and Marine Corps (76%) were *less likely*. Army (83%) and Air Force men (84%) were *more likely* than men in the other Services to indicate they would [seek help](#)

from their chain of command to confront members who continue to engage in sexual harassment, whereas men in the Navy (80%) and Marine Corps (77%) were *less likely*.

As far as *not intervening at all*, Army and Marine Corps men were *more likely* than men in the other Services to indicate they would not point out to someone when they “crossed the line” with gender-related comments or jokes (3% for Army men and 4% for Navy men), they would not encourage others to point out when they think others “crossed the line” with gender-related comments or jokes (4% for both), and they would not seek help from leadership to confront members who continue to engage in sexual harassment (4% for both).

**Table 65.**  
***Willingness to Act to Prevent Sexual Harassment for DoD (Q204)***

	Within Service Comparisons				
	Total DoD	Army	Navy	Marine Corps	Air Force
 Higher Response  Lower Response					
<b>Women</b>					
<b>Large Extent</b>					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	77	79	75	75	79
Encourage others point out when they think others “crossed the line” with gender-related comments or jokes	77	78	75	73	79
Seek help from chain of command to confront members who continue to engage in sexual harassment	75	75	73	70	78
<i>Margins of Error</i>	±1	±1	±2	±3	±1
<b>Not at All</b>					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	2	3	2	3	1
Encourage others point out when they think others “crossed the line” with gender-related comments or jokes	2	3	3	3	2
Seek help from chain of command to confront members who continue to engage in sexual harassment	4	5	5	5	3
<i>Margins of Error</i>	±1	±1	±1	±2	±1
<b>Men</b>					
<b>Large Extent</b>					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	81	83	80	77	82
Encourage others point out when they think others “crossed the line” with gender-related comments or jokes	80	82	78	76	81
Seek help from chain of command to confront members who continue to engage in sexual harassment	82	83	80	77	84
<i>Margins of Error</i>	±1	±1	±1	±1	±1
<b>Not at All</b>					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	3	3	3	4	2
Encourage others point out when they think others “crossed the line” with gender-related comments or jokes	3	4	3	4	2
Seek help from chain of command to confront members who continue to engage in sexual harassment	3	4	4	4	2
<i>Margins of Error</i>	±1	±1	±1	±1	±1

Percent of all active duty members

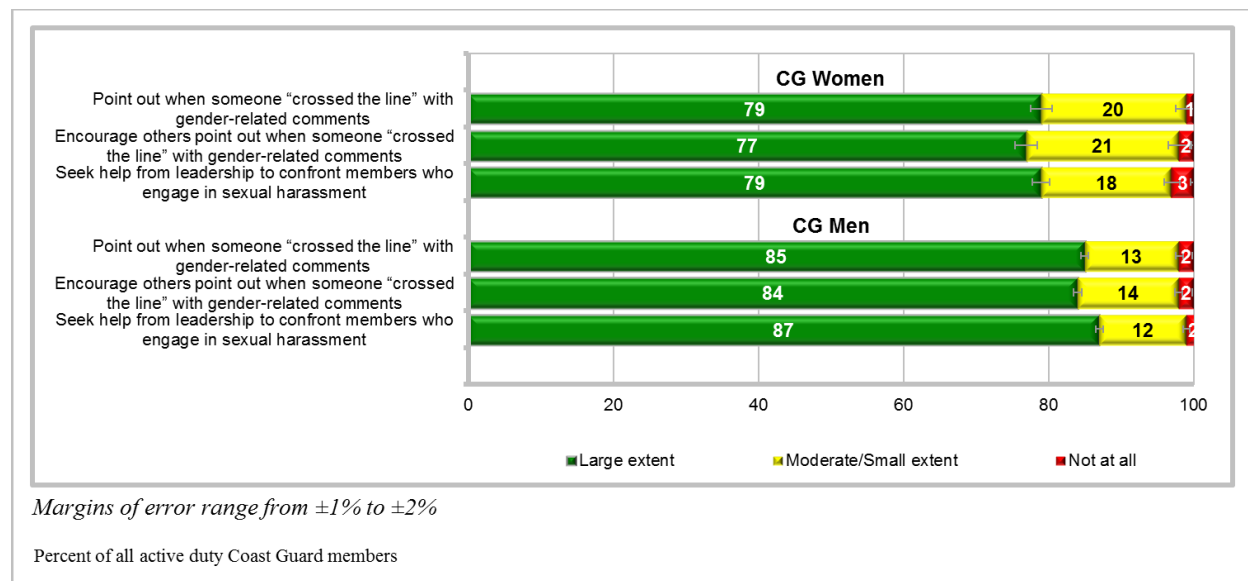
## Coast Guard

As shown in Figure 193, the majority of Coast Guard women (79%) and Coast Guard men (85%) indicated they would point out to someone when they think they “crossed the line” with gender-related comments or jokes. The majority of women (77%) and men (84%) indicated they would encourage others to point out when they think others “crossed the line,” and would seek help

from chain of command to confront members who continue to engage in sexual harassment (79% of women and 87% of men). Fewer Coast Guard women (1%–3%) and Coast Guard men (2%) would *not at all* act to prevent sexual harassment.

**Figure 193.**

*Willingness to Act to Prevent Sexual Harassment for Coast Guard (Q204)*



## Predictive Capabilities

The 2016 WGRA provides important information on how members' trust in the military system affects their perception of the DoD in preventing instances of sexual assault and sexual harassment. This section connects actionable policy items related to military culture with DoD members' perception regarding the effectiveness of sexual assault and sexual harassment prevention strategies. Specifically, this chapter seeks to understand whether increases in members' trust in the military system to protect sexual assault victims lead to perceived improvements in preventing sexual assault. Analysis is then extended to sexual harassment by observing whether increases in members' willingness to speak openly about sexual harassment issues or to seek help from the chain of command leads to perceived improvements in preventing of sexual harassment in the military.

### Perceptions of Sexual Harassment and Sexual Assault

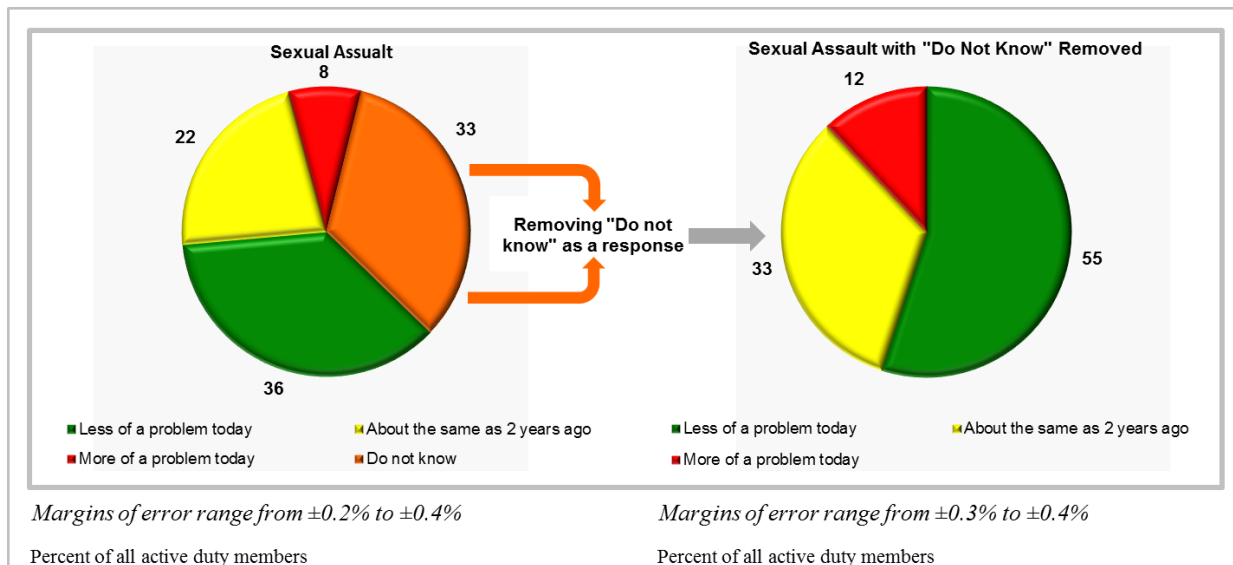
Earlier in this chapter, members' responses to whether sexual assault and sexual harassment in the military is *more or less of a problem* today than two years ago were discussed. As shown in Figure 194 and Figure 195, DoD active duty members generally hold positive perceptions regarding the DoD's handling of sexual assault and sexual harassment in the military, with only 8% (for each) indicating *more of a problem today* compared to two years ago.

In order to analyze these perceptions, the next sections will examine what potentially contributes to predicting three outcomes. These three outcomes include members indicating there is *more of a problem today* compared to two years ago, *less of a problem today* compared to two years ago, and it is *same as two years ago*. To accomplish this, only members who indicated one of the previously mentioned response options were examined; members who did not endorse one of these response options or indicated they did not know are excluded from this analysis as it is assumed they do not hold an opinion on sexual assault or sexual harassment in the military.

As shown in Figure 194 and Figure 195, among members who indicated they had an opinion on sexual assault or sexual harassment in the military, more than half indicated sexual assault and sexual harassment (both 55%) was *less of a problem today* than two years ago. In both cases, 12% of members indicated it was *more of a problem today* than two years ago.

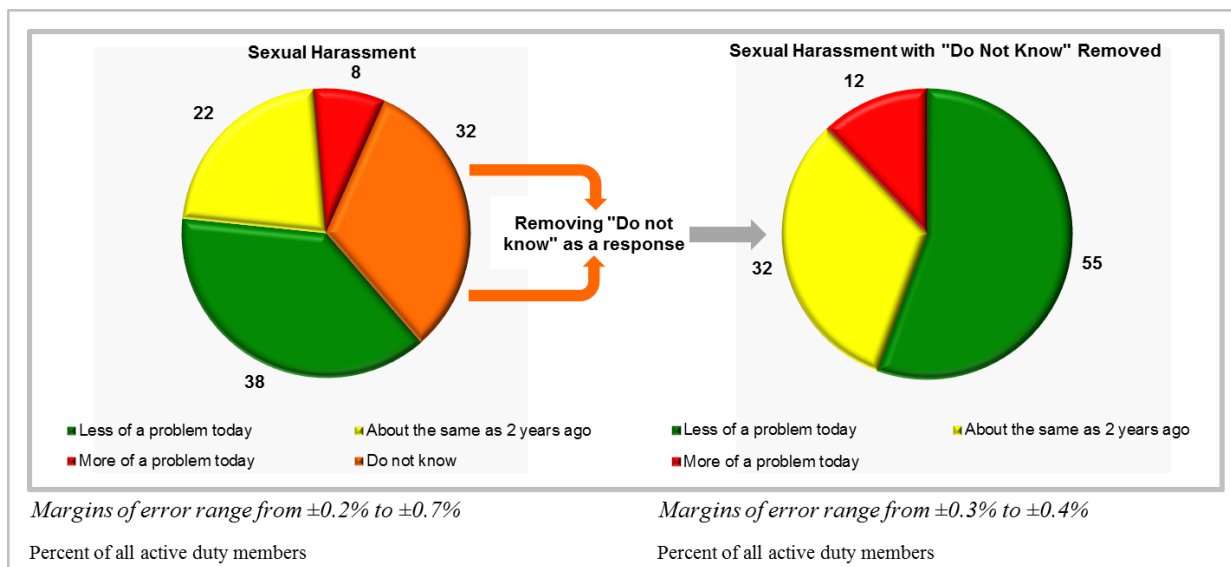
**Figure 194.**

***Perception of Sexual Assault in the Military Over the Past Two Years for Total DoD—Removing “Do not know” (Q210)***



**Figure 195.**

**Perception of Sexual Harassment in the Military Over the Past Two Years for Total DoD—Removing “Do not know” (Q209)**



### Trust in the Military’s Response to Sexual Assault

Members were asked to indicate their level of agreement regarding trust of the military system if they were to experience a sexual assault. Members were asked about trusting the military system to protect their privacy, ensure their safety, and treat them with dignity and respect should they experience a sexual assault while in the military. These responses were combined into a single index based on their inter-item covariances ( $\alpha = 0.94$ ), which measures members’ trust in the military’s response to sexual assault (Trust in the Military System index).

An ordered logistic regression was used to capture the relationship between members’ opinions of sexual assault as a problem in the military over the last two years and their trust in the military’s response to sexual assault. An open climate in which members trust the military system to protect sexual assault victims is hypothesized to yield a perceived improvement in the military in regards to issues related to sexual harassment. The regression holds members’ Service, race, gender, and experiences of sexual assault at their mean and only applies to members who indicated having an opinion on the problem of sexual assault in the military.

While holding all other variables at their means, Figure 196 displays predicted probabilities of members’ [opinions of sexual assault as a problem in the military](#) as their [agreement](#) regarding [trust in the military’s system](#) changes from *strongly disagree* to *strongly agree*. For members who are the *least trusting in the military system*, the predicted probability of perceiving sexual assault as *less of a problem today* is 18%. The predicted probability of this positive perception rises to 63% as members’ [trust in the military system](#) *increases*. By contrast, the predicted probabilities of perceiving sexual assault as *more of a problem today* *decreases* from 40% to 8% as members’ [trust in the military system](#) moves from *disagreement* to *agreement*.

Members were *more likely* to perceive that sexual assault is becoming *less of a problem today* compared to *more of a problem* if they indicated a response beyond *disagree* regarding *their trust in the military system*. As members continue to mark *higher* responses on the Trust in the Military System index, their positive perception of the DoD's sexual assault prevention grows at a high rate, demonstrating a strong relationship between policy and reality. In other words, a member's higher level of trust in the military system about sexual assault-related issues potentially causes a very large difference between predicted probabilities of positive (63%) and negative perceptions (8%) about problems in the military; specifically a 55-percentage-point gap.

**Figure 196.**

***Trust in the Military System's Response to Sexual Assault for DoD Active Duty Members by Perceptions of Sexual Assault (Q203b–d, Q210)***

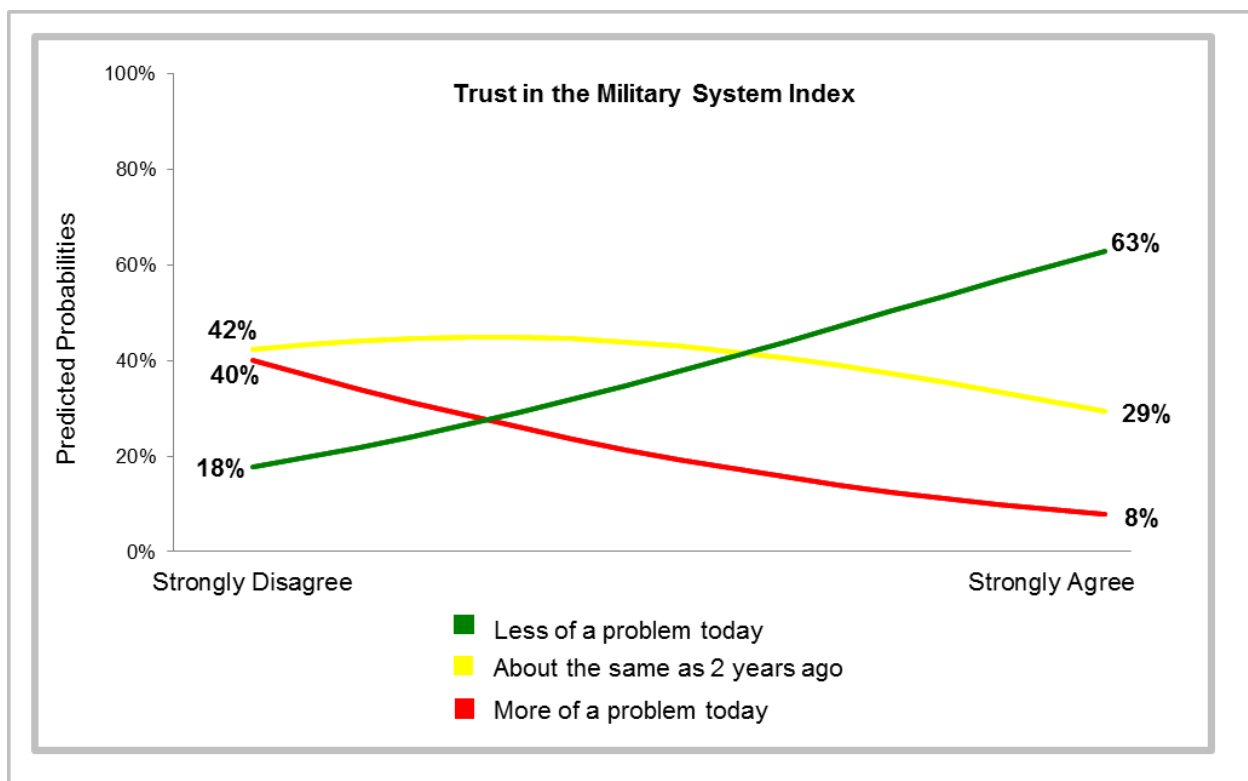


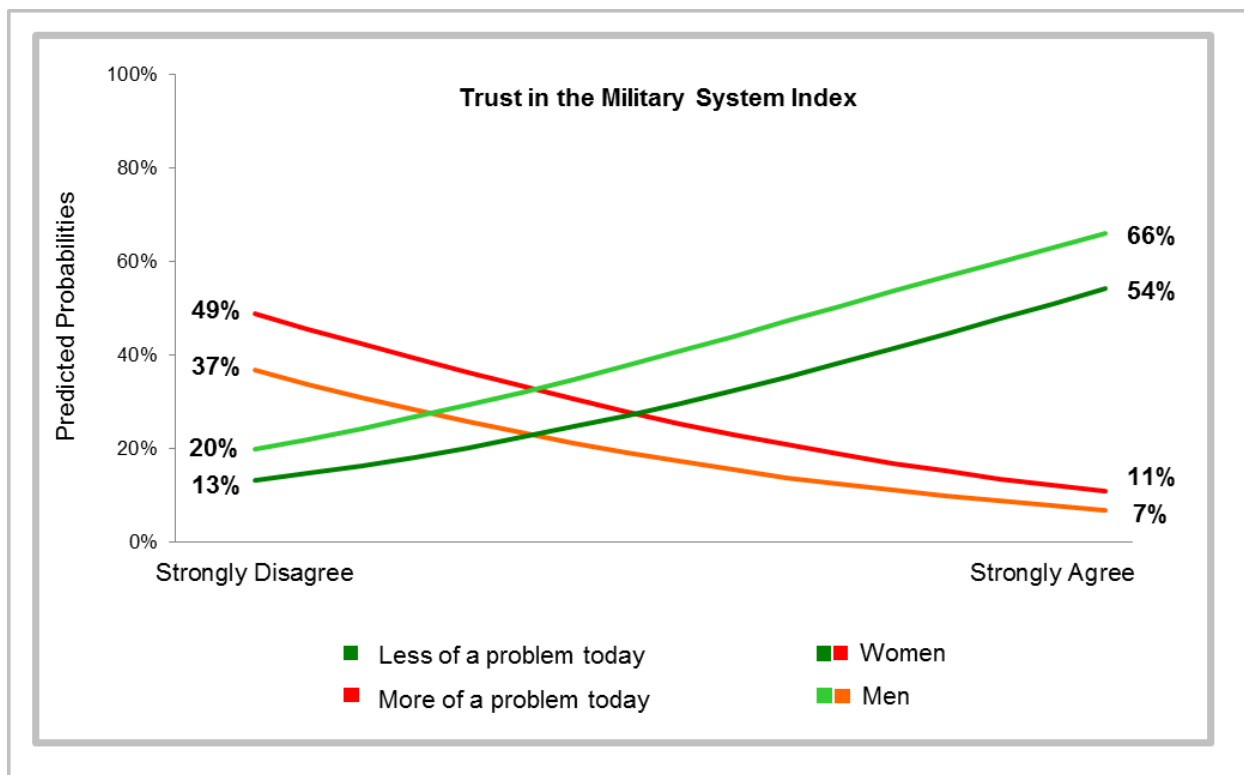
Figure 197 displays predicted probabilities of the same model—while distinguishing between DoD men and women using marginal standardization.<sup>47</sup> The predicted probabilities for DoD men indicating sexual assault was *less of a problem today* is 20% among DoD men that are the *least trusting in the military system*. The predicted probability of this positive perception is expected to *rise* to 66% as male members maximize *their trust in the military system*. As *trust in the military system* moves from *disagreement* to *agreement*, the predicted probabilities among DoD women indicating sexual assault as *less of a problem today* *increases* from 13% to 54%.

<sup>47</sup> Members indicating no change in sexual harassment as a problem in the military for the past two years are not displayed for easier interpretability. Service, race, and experiences of sexual harassment are held at their means.



**Figure 197.**

*Changes in Gender—Trust in the Military System’s Response to Sexual Assault for DoD Active Duty Members by Perceptions of Sexual Assault (Q203b–d, Q210)*



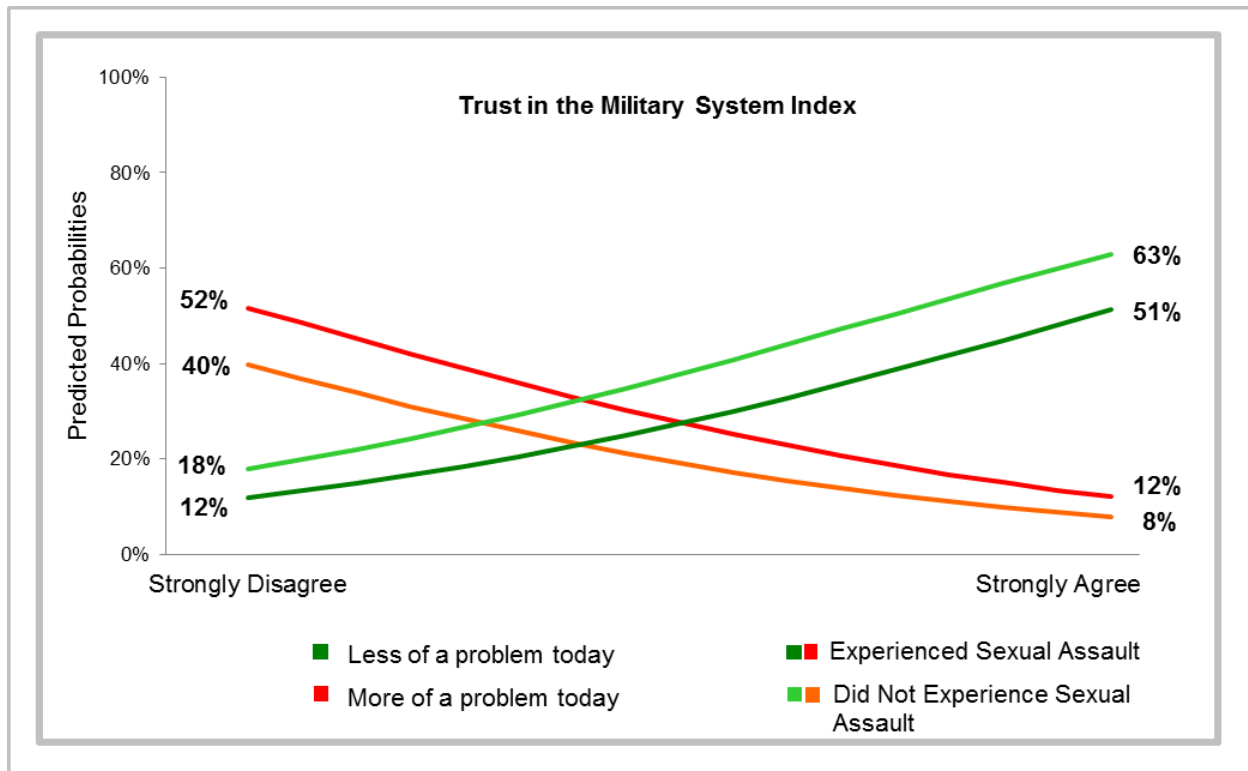
Using marginal standardization, Figure 198 displays predicted probabilities distinguishing between members who experienced sexual assault and those who did not. Among those who *did not experience sexual assault*, the predicted probability for members indicating sexual assault is *less of a problem today* is 18% for members who are the *least trusting in the military system*. Among those who indicated *experiencing a sexual assault*, the predicted probability of members indicating sexual assault is *less of a problem today* is 12% for members who are the *least trusting of the military system*. The predicted probabilities of these positive perceptions of the military’s response to sexual assault *rise* to 63% among members who *did not experience sexual assault*, whereas the predicted probabilities *increase* to 51% for members who *experienced sexual assault*.

In order for the predicted probability for members who indicated sexual assault is becoming *less of a problem today* to be *higher* among those who *did not experience sexual assault*, members needed to indicate a response beyond *disagreement* in *their trust in the military system*. However, members who *experienced sexual assault* needed to indicate a response beyond *neither agreeing nor disagreeing* in *their trust in the military system* in order to *increase* the predicted probability for a positive perception.



**Figure 198.**

*Changes Based on Experienced Sexual Assault—Trust in the Military System’s Response to Sexual Assault for DoD Active Duty Members by Perceptions of Sexual Assault (Q203b–d, Q210)*



### Willingness to Act to Prevent Sexual Harassment

Members were asked to indicate to what extent they are willing to respond to various situations involving sexual harassment. Specifically, they were asked how willing they were to point out when someone “crossed the line” using gender-related comments or jokes, to encourage other members to do the same, and to seek help from their chain of command. Responses to these assessments were combined into a single index based on their inter-item covariances ( $\alpha = 0.92$ ), which measures members’ willingness to act to prevent sexual harassment (Willingness to Act index).

An ordered logistic regression was used to capture the relationship between members’ opinions of sexual harassment as a problem in the military over the last two years and their willingness to act to prevent sexual harassment. An open climate in which members feel they are able to speak openly about sexual harassment and/or seek help from their chain of command is hypothesized to yield a perceived improvement in the military in regards to issues related to sexual harassment in the past two years. The regression holds members’ Service, race, gender, and experiences of sexual harassment at their mean and only applies to members who indicated having an opinion on the problem of sexual harassment in the military.

While holding all other variables at their means, Figure 199 displays predicted probabilities of members' *opinions of sexual harassment as a problem in the military* as their *willingness to act to prevent sexual harassment* changes from *not at all* to *very large extent*. These predicted probabilities show as members feel more willing to prevent sexual harassment, they were *more likely* to have positive perceptions about sexual harassment in the military. For example, the predicted probability of members perceiving sexual harassment is *less of a problem today* is 32% for those who were *not at all willing to act to prevent sexual harassment*. The predicted probability of this positive perception *rises* to 59% as members maximize their *willingness to act to prevent sexual harassment*. By comparison, this same change in the *Willingness to Act index* shows a *decrease* in the predicted probabilities of members perceiving sexual harassment is *more of a problem today* from 26% to 10%.

In a climate where members are *not at all willing to discuss or seek help regarding sexual harassment*, they are *more likely* to hold a positive perception regarding sexual harassment in the military (32%). However, this positive perception has a predicted probability of only 6 percentage points *higher* than the predicted probability of a negative perception (26%). Meanwhile, positive perceptions (59%) have a predicted probability of 49 percentage points *higher* than the predicted probability of negative perceptions (10%) in a climate where all members feel *willing to act to prevent sexual harassment*. This shows that although assessments of how the DoD handles sexual harassment are mostly positive, effective policy aimed at fostering a climate where members can speak openly about sexual harassment issues and/or seek help from their chain of command can greatly increase overall perceptions on sexual harassment in the military.

**Figure 199.**

*Willingness to Act to Prevent Sexual Harassment for DoD Active Duty Members by Perceptions of Sexual Harassment (Q204, Q209)*

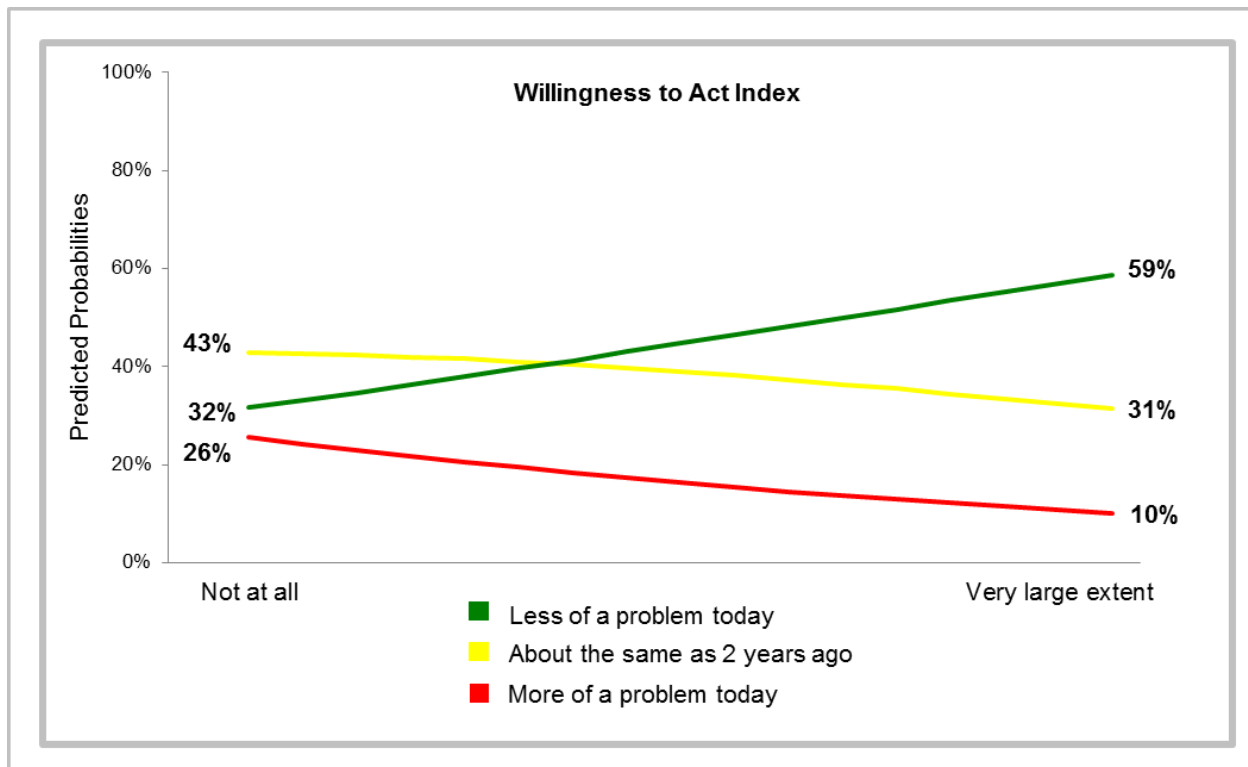


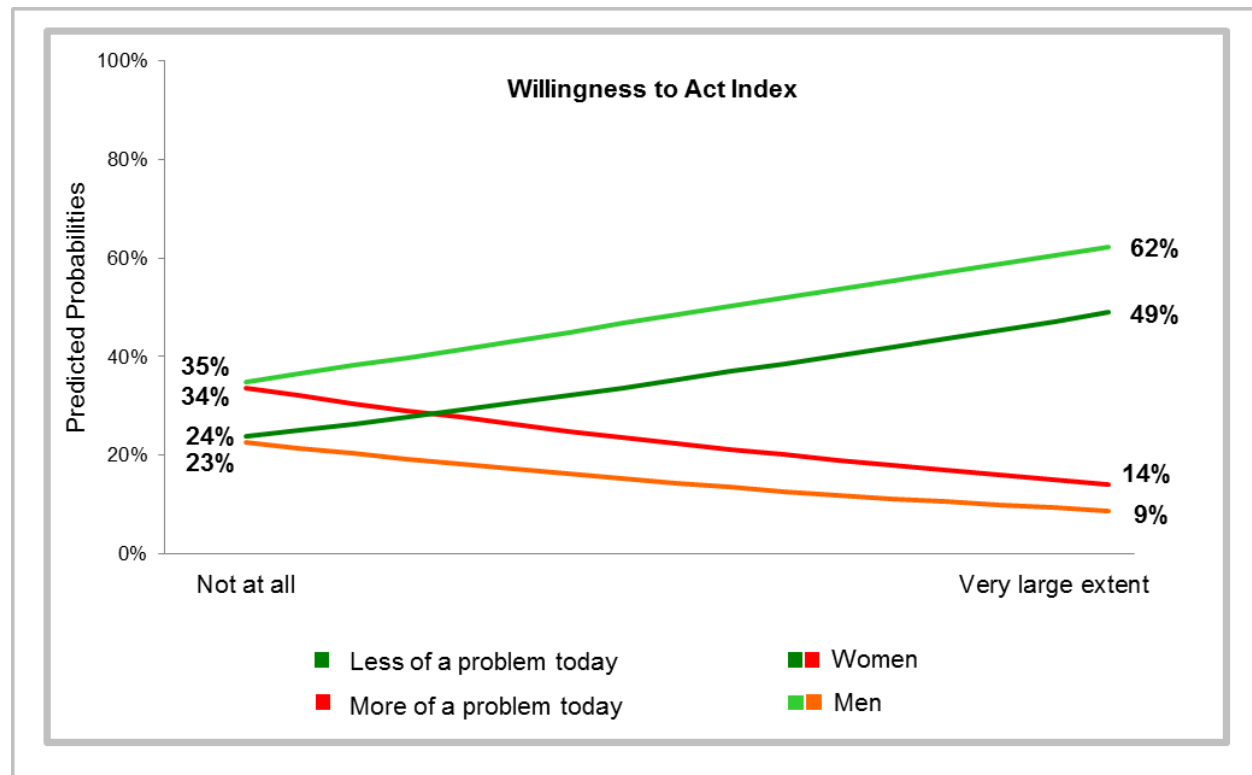
Figure 200 displays predicted probabilities of the same model, while distinguishing between men and women using marginal standardization.<sup>48</sup> The predicted probability of DoD men who indicated sexual harassment is *less of a problem today* is 35% for those that are *not at all willing to act to prevent sexual harassment*. By comparison, the predicted probability for DoD women is 24%. The predicted probabilities for these positive perceptions *rise* to 62% among DoD men and 49% for DoD women who are among the *most willing to act to prevent sexual harassment*.

DoD men were *more likely* to hold positive perceptions about occurrences of sexual harassment in the military. By contrast, DoD women only become *more likely* to indicate that sexual harassment is becoming *less of a problem today* if they indicate their *willingness to act to prevent sexual harassment* is beyond a *small extent*.

<sup>48</sup> Members indicating no change in sexual harassment as a problem in the military for the past two years are not displayed for easier interpretability. Service, race, and experiences of sexual harassment are held at their means.

**Figure 200.**

*Changes in Gender—Willingness to Act to Prevent Sexual Harassment for DoD Active Duty Members by Perceptions of Sexual Harassment (Q204, Q209)*

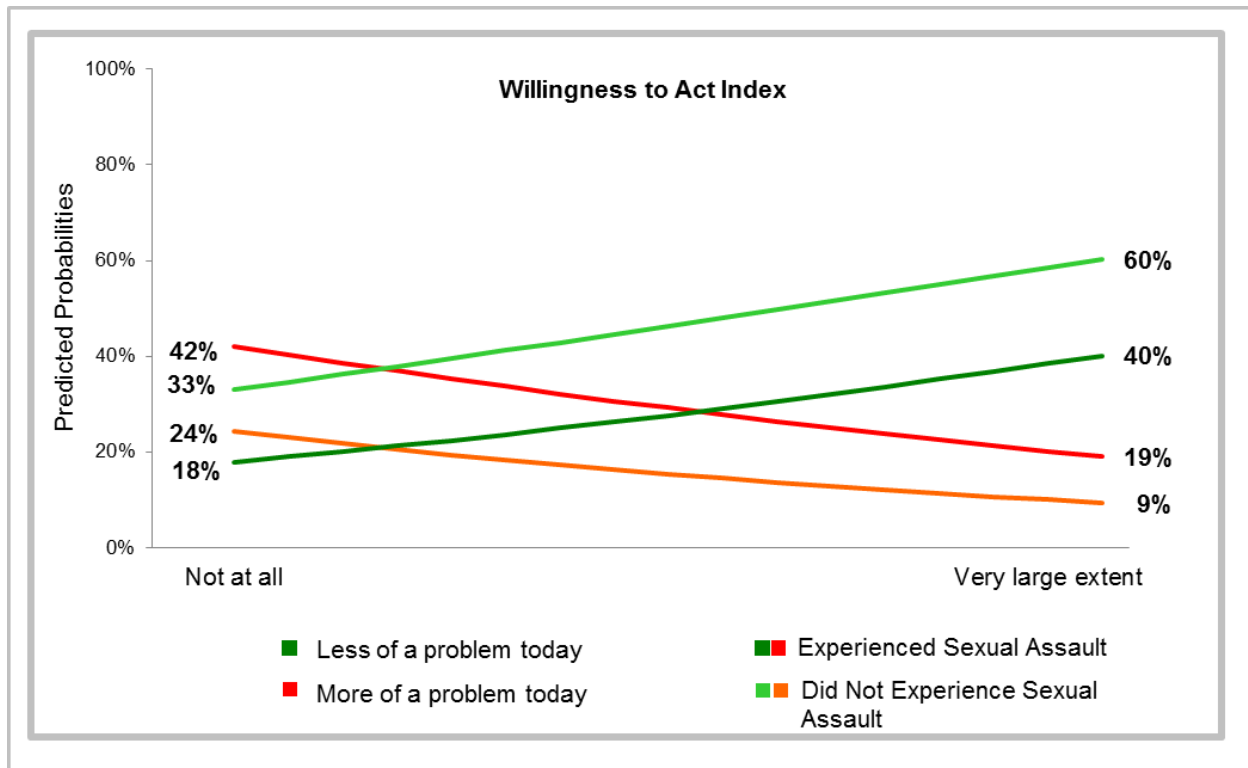


Using marginal standardization, Figure 201 shows the same relationship while distinguishing between members who experienced sexual harassment and those who did not. The gap between those experiencing sexual harassment and those who did not is considerably large. Among members who *did not experience sexual harassment*, the predicted probability of indicating sexual harassment is becoming *less of a problem today* increases from 33% to 60% across the *Willingness to Act index*. This same change in predicted probabilities *increases* from 18% to 40% among those who *experienced sexual harassment*.

Again, the predicted probability of positive perceptions is always *higher* than negative perceptions among those who *did not experience sexual harassment*. Among members who *experienced sexual harassment*, positive perceptions were *more likely* to occur for members who indicated their *willingness to act to prevent sexual harassment* was beyond a *moderate extent*. Figure 201 suggests that policies targeted at improving workplace climate might help incline members who experienced sexual harassment to believe sexual harassment is becoming less of a problem in the military. Further, it also suggests policies should establish a strong willingness among members to speak openly about sexual harassment issues and/or seek help from their chain of command.

**Figure 201.**

*Changes based on Experienced Sexual Harassment—Willingness to Act to Prevent Sexual Harassment for DoD Active Duty Members by Perceptions of Sexual Harassment (Q204, Q209)*



In summary, specific policies that foster openness between military members and their chain of command increase the probability of members' positive assessment of the DoD's handling of sexual harassment and sexual assault in the military. Particularly, policy aimed at increasing a member's confidence to speak to a higher authority in the military on matters of sexual assault makes a substantial difference in the viewpoint of all members. This research suggests focusing on improving both dialogue and trust between members and their military superiors regarding gender-based issues would have an impact on the overall DoD workplace climate.



## Chapter 11: Analysis of Men Who Indicated Experiencing Sexual Assault

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*Dr. Laura Severance, Dr. Jason Debus, and Ms. Lisa Davis*

The goal of this chapter is to examine men who indicated experiencing sexual assault. To date, most of the research on sexual assault both in the military and beyond has focused on women, largely due to the fact that sexual assault is more prevalent among women than men. However, due to the large male population in the military, sexual assault remains an issue that affects a high number of men (Schry et al., 2015). The negative consequences of sexual assault make this an important area for further exploration. Research conducted by Tolin and Foa (2008) and Tewksbury (2007) showed that the consequences of sexual assault, although similar in kind, are not similar in severity in men and women. Both women and men experience various physical, emotional, psychological, and behavioral effects of sexual assault, with women more likely to meet the criteria of Post-Traumatic Stress Disorder (PTSD) than men (Tolin & Foa, 2008). Male survivors of sexual assault, on the other hand, face issues that do not necessarily occur among women who experience sexual assault. For example, men struggle to seek treatment and acceptance as survivors of sexual assault. In fact, Donnelly and Kenyon (1996) found that some treatment facilities did not believe that sexual assault could even occur among men. Javaid (2014) made the observation that men experiencing sexual assault are often not well-supported and that the lack of treatment options after an assault may contribute to underreporting. This observation is supported by research in which men tend to underreport to a greater extent than women, partially due to gender-based stereotypes and culturally-defined roles that impede survivors from reporting the assault (Turchik, Bucossi, & Kimerling, 2014).

Another unique factor is that men are more likely to be victims of same-sex perpetrators which, for some men, calls into question their masculinity, sexual orientation, and gender identity (Bell, Turchik, & Karpenko, 2014). This is a core difference in the experiences between male and female survivors of sexual assault. Men are more likely to face gender identity, sexual orientation, and sexual identity issues as a result of the assault than women. This contributes to higher instances of self-harm and other negative psychological effects (Walker, Archer, & Davies, 2005). In a military environment where traditional gender roles are emphasized and masculinity is a valued commodity, for males who have experienced sexual assault, that role is called into question, which may lead to feelings of shame, guilt, and embarrassment (Sable, Danis, Mauzy, & Gallagher, 2006).

To aid in our understanding of the dynamics surrounding men who experience sexual assault, we first sought to explore how men and women who indicated experiencing sexual assault differ with respect to demographic characteristics. We also examined demographic differences between men who do and do not indicate experiencing sexual assault. Understanding such differences may help the Department target prevention and/or support efforts to more vulnerable populations—the first focus on this chapter. The second part of this chapter outlines top-level gender differences, highlighting where results of the 2016 WGRA have shown statistical differences between the circumstances of women and men who indicated experiencing a sexual assault. Of note, this preliminary analysis provides only simple single-dimensional statistical findings.

We then turn our attention to one focal issue—the characterization of sexual assault as hazing and/or bullying. Men are *far more likely* to characterize the one sexual assault situation that had the largest effect on them (henceforth referred to as the “one situation”) as hazing or bullying than women. More specifically, 27% of men who indicated experiencing sexual assault characterized the one situation as hazing compared to only 9% of women, and 39% of men who indicated experiencing sexual assault characterized the one situation as bullying compared to 24% of women. Understanding the dynamics surrounding hazing-related and bullying-related sexual assault may aid the Department in developing prevention-related efforts. Toward this end, we examine demographic differences between those who characterize the one situation as hazing or bullying versus those who do not to identify whether certain subpopulations are particularly vulnerable. Subsequently, we examine characteristics of hazing and bullying sexual assault situations to gain an understanding of how and when these incidents occur.

The *WGRA 2016* false discovery rate<sup>49</sup> for within year between subgroup analyses of  $p = .024$  was used as the significance level for analyses conducted in this chapter. Analyses involving interactions were conducted in Stata. Analyses involving subgroup comparisons were conducted using OPA’s Statistical Analysis Macro program. Analyses are limited to the DoD active duty Services.

## Demographic Differences Between Women and Men Who Indicated Experiencing Sexual Assault

We sought to explore the [demographic profile](#) of men who indicated experiencing [sexual assault](#), focusing on how they may differ from women who indicated experiencing sexual assault. To do so, we examined interactions between [gender](#) and [demographic variables](#) of interest (i.e., age, years of service, race/ethnicity, paygrade, education, Armed Forces Qualification Test [AFQT] category, and deployment within the last 12 months) on the likelihood of experiencing sexual assault. We chose to examine the interaction between [gender](#) and [demographic characteristics](#) rather than simply conducting comparisons between men and women who indicated experiencing [sexual assault](#) on [demographic characteristics](#), because men and women *overall* (i.e., the total population of men and women in the Services) differ on certain demographic characteristics (such as race/ethnicity). Examining the interaction between [gender](#) and [demographic characteristics](#) allows us to identify any predictors of sexual assault that may be unique to men or women. Results showed [age](#) was the only unique demographic factor that placed men versus women at risk of [sexual assault](#). Results are described in more detail below.

With the exception of age, there were no unique demographic factors that place men versus women at risk of sexual assault.

Results showed a significant interaction between [gender](#) and [age](#) on experiencing [sexual assault](#), with women who indicated experiencing sexual assault tending to be *slightly younger* and men tending to be *slightly older* (odds ratio = .96,  $p < .001$ ; age was included as a continuous variable in the regression equation but is shown as a categorical variable in the table below). As shown in Table 66, 24% of women who indicated experiencing [sexual assault](#) were [under the age of 21](#) compared to only 12% of men who indicated experiencing [sexual assault](#). In contrast, 29% of

<sup>49</sup> For more information, see the *WGRA 2016* Statistical Methods Report.



men who indicated experiencing sexual assault were above the age of 30 compared to only 15% of women who indicated experiencing sexual assault.

**Table 66.**

*Age of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
<21	24%	12%	11%	10%
21 to 24.9	37%	37%	24%	22%
25 to 29.9	24%	22%	25%	23%
30 and older	15%	29%	39%	46%

A marginally significant interaction emerged between gender and years of service, with women who indicated experiencing sexual assault tending to have fewer years of service and men who indicated experiencing sexual assault tending to have more years of service. For example, as seen in Table 67, 9% of women who indicated experiencing sexual assault had ten or more years of service compared to 14% of men (odds ratio = .70,  $p = .029$ ). It is important to note, however, that women who did not experience sexual assault also tend to have fewer years of service than men who did not experience sexual assault.

**Table 67.**

*Years of Service of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
1 to 2 years	57%	46%	36%	31%
3 to 5 years	23%	27%	22%	20%
6 to 9 years	11%	13%	15%	14%
10+ years	9%	14%	28%	34%

There were no significant interactions between gender and AFQT category (Table 68), level of education (Table 69), race/ethnicity (Table 70), paygrade (Table 71), or deployment status (Table 72) on experiencing sexual assault.

**Table 68.**

*AFQT<sup>50</sup> Category of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
I	7%	17%	5%	10%
II	47%	48%	40%	45%
III	46%	35%	55%	44%
IV and V	<1%	<1%	1%	1%

**Table 69.**

*Level of Education of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
No College	73%	74%	51%	60%
Some College	10%	11%	17%	15%
4-year Degree	11%	11%	18%	15%
Graduate/Professional Degree	4%	3%	11%	9%
Unknown	1%	1%	2%	2%

**Table 70.**

*Race/Ethnicity of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
Hispanic	18%	19%	18%	16%
White	51%	56%	45%	59%
Black	16%	9%	22%	13%
American Indian/Alaskan Native	1%	<1%	1%	1%
Asian	3%	4%	6%	5%
Hawaiian/Pacific Islander	1%	1%	1%	1%
Two or More Races	9%	10%	7%	6%

<sup>50</sup> Lower categories indicate higher scores on the AFQT.

**Table 71.*****Paygrade of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault***

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
E1–E4	70%	67%	45%	43%
E5–E9	20%	24%	36%	40%
W1–W5	<1%	<1%	1%	2%
O1–O3	8%	7%	13%	9%
O4–O6	1%	1%	6%	6%

**Table 72.*****Deployment Status of Women and Men Who Did and Did Not Indicate Experiencing Sexual Assault***

	Indicated Experiencing Sexual Assault		Did Not Indicate Experiencing Sexual Assault	
	Women	Men	Women	Men
Deployed within last 12 months	21%	30%	15%	21%

## Demographics Differences Between Men Who Did and Did Not Indicate Experiencing Sexual Assault

Subsequently, we compared the **demographic characteristics** of **men** who did and did not indicate experiencing **sexual assault**. Results revealed that, relative to men who did not indicate experiencing **sexual assault**, those who did were *younger*, had *fewer years of service*, had *less education*, were in *lower pay grades*, had *higher AFQT scores*, were *more likely to have been deployed in the last 12 months*, were *less likely to be Black*, and were *more likely to be multi-racial*. This information may help to identify men who are at higher risk of **sexual assault** so that the Department may focus efforts on these individuals. Table 73 summarizes the **demographic characteristics** on which **men** who did and did not indicate experiencing **sexual assault** differ; statistically significant differences are bolded.

**Table 73.**

*Summary of Demographic Differences Between Men Who Did and Did Not Indicate Experiencing Sexual Assault*

	Indicated Experiencing Sexual Assault	Did Not Indicate Experiencing Sexual Assault
Age	12% are younger than 21 <b>37% are age 21 to 25</b> 22% are age 25 through 29 <b>29% are age 30 and older</b>	10% are younger than 21 <b>22% are age 21 to 25</b> 23% are age 25 through 29 <b>46% are age 30 and older</b>
Years of Service	<b>46% have 1 to 2 years</b> <b>27% have 3 to 5 years</b> 13% have 6 to 9 years <b>14% have 10 or more years</b>	<b>31% have 1 to 2 years</b> <b>20% have 3 to 5 years</b> 14% have 6 to 9 years <b>34% have 10 or more years</b>
AFQT Score	<b>17% Category I</b> 48% Category II <b>35% Category III</b> <b>&lt;1% Category IV and V</b>	<b>10% Category I</b> 45% Category II <b>44% Category III</b> <b>1% Category IV and V</b>
Level of Education	<b>74% have no college</b> 11% have some college 11% have a 4- year degree <b>3% have a graduate/professional degree</b>	<b>60% have no college</b> 15% have some college 15% have a 4- year degree <b>9% have a graduate/professional degree</b>
Race/Ethnicity	19% are Hispanic 56% are White <b>9% are Black</b> <1% are American Indian/Alaska Native 4% are Asian 1% are Native Hawaiian/ Pacific Islander <b>10% are two or more races</b>	16% are Hispanic 59% are White <b>13% are Black</b> 1% are American Indian/Alaska Native 5% are Asian 1% are Native Hawaiian/ Pacific Islander <b>6% are two or more races</b>
Paygrade	<b>67% are E1-E4</b> <b>24% are E5-E9</b> <b>&lt;1% are W1-W5</b> 7% are O1-O3 <b>1% are O4-O6</b>	<b>43% are E1-E4</b> <b>40% are E5-E9</b> <b>2% are W1-W5</b> 9% are O1-O3 <b>6% are O4-O6</b>
Deployment Status	<b>30% deployed within last 12 months</b>	<b>21% deployed within last 12 months</b>

Note: Bolded categories indicate statistically significant differences between men who did and did not indicate experiencing sexual assault. T-Tests were computed and the significance level of  $p < .024$  was used.

These results indicate it may be helpful to target general sexual assault prevention efforts toward men who are within their first five years of service, who are younger than 25 years of age, and who are enlisted, as these appear to be the most defining characteristics of men who indicate experiencing sexual assault.

## Characteristics of Sexual Assault: Differences Between Men and Women

This section provides top-level gender differences to highlight which results of the 2016 WGRA have shown statistical differences between the circumstances of women and men who indicated

experiencing a sexual assault. Also noted are any statistically different results from the 2016 WGRA survey to the 2014 RMWS.

## Findings

### *Rates of Men Who Indicated Experiencing Sexual Assault*

As reported in Chapter 3, in 2016, 0.6% of DoD men indicated experiencing **sexual assault** in the past 12 months, which showed a statistically significant *decrease* in 2016 compared to 2014 (0.3 percentage points). Breaking down this rate by the type of sexual assault experienced, 0.4% indicated experiencing **non-penetrative sexual assault** (or unwanted sexual touching), 0.2% indicated experiencing **penetrative sexual assault**, and <0.1% indicated experiencing **an attempted penetrative sexual assault**. As shown in Table 74, for any experiences of sexual assault in the past 12 months, 67% of men indicated they experienced **more than one unwanted event** in the past 12 months, and specifically, men were *more likely* than women to indicate they experienced **five or more unwanted events** in the past year (35%). Men were also *more likely* than women to classify those unwanted events as involving **hazing** (26%) or **bullying** (42%).

**Table 74.**

*Characteristics of Any Unwanted Event(s) in the Past 12 Months for DoD*

	Higher Response	Lower Response	Women	Men
Experienced more than one unwanted event in the past 12 months			62	67
Indicated five or more unwanted events in the past 12 months			25	35
Unwanted events in past 12 months done by same person			41	42
Unwanted events in past 12 months done by more than one person			58	53
Considered any unwanted experience in past 12 months as bullying			27	42
Considered any unwanted experience in past 12 months as hazing			10	26
Margins of error			±3–5	±6–8

### *Male Profile For Those Who Indicated Experiencing Sexual Assault*

Summarized below is the profile of males who indicated experiencing sexual assault in the past 12 months. Top findings for males are described below regarding the alleged offender(s) and where and when the one situation occurred. Table 74 and Table 75 display this data and the comparisons of DoD men to DoD women in more detail.

Respondents were asked to identify the one experience they felt was the most serious. If respondents indicated more than one behavior was the most serious, a hierarchy was applied to identify the one behavior: penetrative, attempted penetrative, then non-penetrative. Therefore, if a respondent indicated the one situation included both penetrative and non-penetrative, they would be categorized as just penetrative. DoD men were *more likely* than women to indicate the most serious situation was **a non-penetrative sexual assault** (59%), and *less likely* to indicate the one situation to be the most serious was **penetrative sexual assault** (35%). Fewer (6%) men indicated the one situation involved **an attempted penetrative sexual assault**. For the remainder

of the survey, respondents were asked to think about this one situation they considered the most serious when answering the remaining questions.



As shown in Table 75, when describing the alleged offender(s) in the one situation, men were *less likely* to say there was only **one person** involved (58%). Although 57% of men indicated the alleged offender(s) was (were) also **men**, compared to women, men were *more likely* to indicate the alleged offender(s) was (were) **women** (25%) or **a mix or men and women** (12%). Although most men indicated the offenders were **all military members** (66%), men were *more likely* than women to indicate the alleged offenders **were not in the military** (16%). When a military member was identified as the alleged offender(s), 53% indicated the alleged offender(s) was (were) of **a higher rank** and 40% was (were) **the same rank** as them. When compared to women, men were *more likely* to indicate the offender(s) was (were) of **a lower rank than them** in the military (29%).

For the status of the alleged offender(s), although 38% of men indicated they were **not sure** of the alleged offender(s) status, 25% indicated the alleged offender(s) was (were) **someone else in their chain of command (not their immediate supervisor)** and 24% indicated the alleged offender(s) was (were) a **subordinate(s) or someone they managed**. When compared to women, men were *less likely* to indicate the alleged offender(s) was (were) **some other higher ranking military member not previously listed** (21%). Although 43% of men indicated the alleged offender(s) was (were) **a friend or acquaintance**, they were *less likely* to indicate this than DoD women. Men were *more likely* to indicate they were **not sure** (31%) of the relationship to the alleged offender(s), and 19% of men indicated the person was **a stranger**.

**Table 75.**  
***Characteristics of the Alleged Offender(s) in the One Situation of Sexual Assault for DoD***

	Higher Response	Lower Response	Women	Men
<b><i>Number of alleged offender(s)</i></b>				
One person	67	58		
More than one person	31	33		
Not sure	2	9		
<b><i>Gender of the alleged offender(s)</i></b>				
Men	94	57		
Women	2	25		
A mix of men and women	4	12		
Not sure	<1	6		
<b><i>Alleged offender(s) military status</i></b>				
Yes, they all were	83	66		
Yes, some were, but not all	7	9		
No, none were military	8	16		
Not sure	3	9		
Alleged military member offender(s) in same service	94	91		
<b><i>Rank of alleged military member offender(s)</i></b>				
E1–E3	29	30		
E4	33	33		
E5–E6	39	43		
E7–E9	15	15		
W1–W5	2	2		
O1–O3	6	11		
O4–O6 and above	4	4		
Not sure	8	8		
<b><i>Rank of alleged offender(s) in relation to member rank</i></b>				
Offender was of a lower rank	19	29		
Offender was the same rank	38	40		
Offender was of a higher rank	57	53		
<b><i>Status of alleged offender(s)</i></b>				
Immediate supervisor	13	18		
Someone else in your chain of command	20	25		
Some other higher ranking military member not listed	31	21		
Subordinate(s) or someone you manage	18	24		
DoD/Government civilian(s) working for the military	5	6		
Contractor(s) working for the military	3	3		
Not sure	35	38		

Table 75. (continued)



 Higher Response	 Lower Response	Women	Men
<i>Relationship to alleged offender(s)</i>			
Current or former spouse		5	3
Someone who you have a child with (your child's mother or father)		2	1
Significant other (boyfriend or girlfriend) you live with		2	2
Current or former significant other (boyfriend or girlfriend)		7	4
A friend or acquaintance		58	43
A family member or relative		1	2
A stranger		16	19
Not sure		20	31
<i>Margins of error</i>		$\pm 14$	$\pm 2-7$

As shown in Table 76, the top three locations men indicated the one situation occurred were *at a military installation or ship* (64%), *while at a location off base* (35%, where men were *less likely* to indicate than women), and *while on TDY/TAD, at sea, or during field exercises or alerts* (24%, where men were *more likely* to indicate than women). Further comparisons to women showed that men were *more likely* to indicate the situation occurred *while at an official military function (either on or off base)* (18%), *during an overseas port visit while deployed* (11%), or *while in any other type of military combat training* (9%). Compared to 2014, the percentage (9%) who indicated the situation occurred *while you were deployed to a combat zone/area where you drew imminent danger pay/hostile fire pay* showed a statistically significant *decrease* in 2016 for DoD men (11 percentage points).

When asked about when the one situation occurred, men were *more likely* to indicate it occurred *while at work during duty hours* (45%). Men were *less likely* than women to indicate the one situation occurred *while out with friends or at a party that was not an official military function* (31%) or *while in your or someone else's home or quarters* (25%).



**Table 76.*****Where and When the One Situation of Sexual Assault Occurred for DoD***

 Higher Response	 Lower Response	Women	Men
<b><i>Location(s) where the one situation occurred</i></b>			
At a military installation/ship		64	64
While you were TDY/TAD, at sea, or during field exercises/alerts		15	24
While you were deployed to a combat zone/area where you drew imminent danger pay/hostile fire pay		6	9
During an overseas port visit while deployed		6	11
While transitioning between operational theaters		5	7
While you were in a delayed entry program		3	4
While you were in recruit training/basic training		3	4
While you were in any other type of military combat training		4	9
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course		2	4
While you were completing military occupational specialty school/technical training		10	13
While at an official military function (either on or off base)		12	18
While you were at a location off base		45	35
<b><i>When did the one situation occur</i></b>			
You were out with friends/at party that was not an official military function		40	31
You were on a date		5	3
You were at work during duty hours		27	45
You were on approved leave		6	6
You were being intimate with the other person		8	6
You were in your or someone else's home or quarters		45	25
Do not recall		4	7
<i>Margins of error</i>		±2–4	±3–6



***Characteristics of the One Situation of Sexual Assault***

Members who indicated experiencing sexual assault were asked about behaviors that were part of the unwanted situation, such as the situation being described as hazing and/or bullying, whether alcohol or drugs were involved, if they experienced any sexual harassment or stalking before or after this unwanted situation, or if they took steps to leave the military as a result of the one situation. Table 77 displays these characteristics and the comparisons of DoD men to DoD women in more detail.

With regard to considering the unwanted situation as bullying or hazing, men were *more likely* than women to indicate they would consider the one situation to be **bullying** (39%) or **hazing** (27%). Fifty-two percent of men experienced sexual harassment or stalking before or after the one situation occurred. For alcohol use before the one situation occurred, men were *less likely* than women to indicate **they drank alcohol at the time of the unwanted event** (30%), the **offender had been drinking alcohol** (26%), and the combination of **either them and/or the alleged**

offender(s) using alcohol before the one situation (39%). Twenty-three percent of men also indicated this unwanted event made them take steps to leave or separate from the military. Compared to women, men were *less likely* to receive a sexual assault forensic exam following the unwanted event (3%).

**Table 77.**  
*Behaviors Part of the One Situation of Sexual Assault for DoD*

 Higher Response	 Lower Response	Women	Men
Considered the one situation as bullying		24	39
Considered the one situation as hazing		9	27
Experienced sexual harassment or stalking before or after the situation		56	52
Before		12	8
After		11	9
Both before and after		33	35
Not at all		44	48
Member drank alcohol before the situation		48	30
Person(s) who did this to you bought or gave you alcohol to drink		64	60
You might have been given a drug without your knowledge or consent		6	7
Offender had been drinking alcohol		49	26
Member and/or offender used alcohol during unwanted event		59	39
Any alcohol and/or drug use during unwanted event		60	42
Unwanted event made member take steps to leave/separate from military		29	27
Received a sexual assault forensic exam or “rape exam”		8	3
Margins of error		±2–5	±4–11

### ***Satisfaction With Services Received in Response to the One Situation of Sexual Assault***

Various individuals and providers are available for military members who experience a sexual assault. Members were asked to rate their satisfaction with the responses and/or services they received from such individuals or providers. All responses are out of those who reached out to the individual specified or used the service noted. Table 78 displays the details on the responses from DoD men compared to DoD women and are summarized here.

When asked about their satisfaction with responses and services received, men were generally *more likely* to be dissatisfied with a majority of the responses and/or services received from individuals and/or providers, including their leadership (unit commander/director [50%], senior enlisted advisor [51%], and immediate supervisor [53%]), Sexual Assault Prevention and Response providers (SARCs [30%], VAs [29%], SVCs/VLCs [33%]), and other providers such as a chaplain (29%) and medical providers not for mental health needs (32%). This suggests improvements could be made in providing responses and services to men who experience sexual assault.

**Table 78.*****Satisfaction With Responses/Services Received From Individuals/Providers for DoD***

<div> <div>Higher Response Satisfied</div> <div>Higher Response Dissatisfied</div> </div> <div> <div>Lower Response Satisfied</div> </div>		Women	Men
Your unit commander/director	Satisfied	46	25
	Dissatisfied	31	50
Your senior enlisted advisor	Satisfied	42	30
	Dissatisfied	34	51
Your immediate supervisor	Satisfied	42	33
	Dissatisfied	34	53
A Sexual Assault Response Coordinator (SARC)	Satisfied	64	43
	Dissatisfied	13	30
A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)	Satisfied	64	49
	Dissatisfied	14	29
DoD Safe Helpline	Satisfied	34	35
	Dissatisfied	20	32
A medical provider not for mental health needs	Satisfied	57	42
	Dissatisfied	16	32
A mental health provider (e.g., counsel)	Satisfied	61	50
	Dissatisfied	18	24
Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)	Satisfied	62	38
	Dissatisfied	11	33
A chaplain	Satisfied	63	43
	Dissatisfied	12	29
Military law enforcement personnel	Satisfied	44	31
	Dissatisfied	24	33
Civilian law enforcement personnel	Satisfied	33	26
	Dissatisfied	25	37
Margins of error		±6–12	±11–15



***Reporting Behaviors***

Of those who indicated experiencing a sexual assault, men (15%) were *less likely* than women to indicate they [reported the situation to the military](#) (Table 79). Of those who did not report the situation to the military, men (78%) were *more likely* than women to indicate [they never considered reporting and/or do not plan to report](#) and were *less likely* than women to indicate [they considered reporting but decided not to](#) (17%).

For the 15% of men who reported the one situation to the military, 55% indicated they initially made an [unrestricted report](#) and 31% indicated they made a [restricted report](#). Details on men who initially made a restricted report, such as to whom they made the report to, what happened with their restricted report, and what they would do if restricted reporting were not an option, are not reportable. However, the final report disposition, taking into account the initial type of report made and whether their restricted report was converted to an unrestricted report, indicated 61%

of men ended up with an [unrestricted report](#), and 23% with a [restricted report](#). Further detailed data on reporting is provided in Table 79.

**Table 79.**  
***Reporting the One Situation to the Military for DoD***

 Higher Response	 Lower Response	Women	Men
Indicated reporting the one situation to the military		31	15
<b><i>Type of report initially made (of those who reported)</i></b>			
Restricted report		35	31
Unrestricted report		54	55
Unsure what type of report I initially made		11	15
<b><i>To whom did you make this initial restricted report (of those who made a restricted report only)</i></b>			
A Sexual Assault Response Coordinator (SARC)		48	NR
A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)		36	NR
Healthcare personnel		10	NR
Other		6	NR
Unable to recall		<1	<1
<b><i>Considering reporting, or ever considered reporting (of those who did not report)</i></b>			
Currently considering whether or not to report		6	5
Considered reporting but decided not to		25	17
Never considered reporting/do not plan to report		70	78
<b><i>What happened with your restricted report (of those who made a restricted report only)</i></b>			
It remained restricted and I am not aware of any investigation that occurred		49	NR
I chose to convert it to unrestricted		38	NR
I did not choose to convert by report, but an independent investigation occurred anyway		11	NR
Unable to recall		2	NR
<b><i>Decision on reporting if no restricted option available (of those who made a restricted report only)</i></b>			
Would have made an unrestricted report		18	NR
Would have not reported		58	NR
Not sure		23	NR
<b><i>Final report disposition</i></b>			
Restricted report		18	23
Unrestricted report		73	61
Unknown		9	16
<i>Margins of error</i>		$\pm 3-10$	$\pm 4-18$

After reporting the unwanted event, members were asked to provide the extent to which they were provided information and resources, which is displayed in Table 80. Male responses ranged from 27% to 32% for whether they were provided the listed resources or information to *a large extent*, and responses ranged from 22% to 30% for *not* being provided the listed resources or information *at all*. This suggests improvements could be made to ensure men are provided more resources or information after reporting an unwanted event.

**Table 80.*****Extent Provided Information/Resources After Reporting Unwanted Event for DoD***

<div><div></div>Higher Response</div> <div><div></div>Large Extent</div>		<div><div></div>Lower Response</div> <div><div></div>Large Extent</div>		Women	Men
<div><div></div>Higher Response</div> <div><div></div>Not At All</div>					
Safety planning information regarding your immediate situation	Large extent	54	27		
	Not at all	16	26		
Accurate up-to-date information on your case status	Large extent	37	28		
	Not at all	17	NR		
Information to address your confidentiality concerns	Large extent	48	NR		
	Not at all	15	22		
Regular contact regarding your well-being	Large extent	54	32		
	Not at all	16	25		
Information on you right to consult a SVC/VLC	Large extent	60	NR		
	Not at all	15	23		
Information on your right to request an expedited transfer	Large extent	51	31		
	Not at all	20	27		
Information about Victim’s Rights (DD Form 2701)	Large extent	50	NR		
	Not at all	16	22		
Information about confidential counseling services through the Department of Veterans Affairs’ Vet Centers	Large extent	42	30		
	Not at all	33	30		
Margins of error		±6–7	±16–17		

When asked to what extent their leadership took positive actions after reporting the unwanted event (Table 81), men were more likely than women to indicate their leadership did *not at all* take positive actions such as their [leadership made them feel supported](#) (51%), [expressed concern for their well-being](#) (48%), and [provide them the flexibility to attend appointments related to their sexual assault as needed](#) (43%). This suggests improvements in leadership response to males who experience sexual assault.

**Table 81.**  
***Positive Leadership Action After Reporting Unwanted Event***



		Higher Response Large Extent		Lower Response Large Extent		Women	Men
		Higher Response Not At All					
They made me feel supported	Large extent					42	32
	Not at all					29	51
They expressed concern for my well-being	Large extent					46	26
	Not at all					26	48
The provided me the flexibility to attend appointments related to my sexual assault as needed	Large extent					51	38
	Not at all					20	43
They discouraged gossip in my work environment	Large extent					39	29
	Not at all					38	NR
Some other positive action	Large extent					39	18
	Not at all					39	60
Margins of error						±7–8	±16–17

For reasons why they reported the one situation, the top three responses from men are provided (see Table 82 for data on all reasons). Forty-seven percent of men indicated they reported the situation [to stop the offender\(s\) from hurting them again](#), 45% [to stop the offender\(s\) from hurting others](#), and 41% because it was [their civic or military duty to report it](#). When compared to women, men were *less likely* to indicate they reported because [someone they told encouraged them to report](#) (22%). When asked if they would recommend others report sexual assault based on their experience with reporting, 59% of men said they would [recommend others report sexual assault](#), out of which 34% would recommend others make an [unrestricted report](#) and 25% a [restricted report](#) (Table 83).

**Table 82.**  
***Reasons for Reporting Sexual Assault for DoD***



	Higher Response	Lower Response	Women	Men
Someone else made you report it or reported it themselves			29	20
To stop the offender(s) from hurting you again			42	47
To stop the offender(s) from hurting others			53	45
It was your civic/military duty to report it			27	41
To punish the offender(s)			23	27
To discourage other potential offenders			21	20
To get medical assistance			20	15
To get mental health assistance			35	22
To stop rumors			10	14
Someone you told encouraged you to report			44	22
You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future			14	23
Margins of error			±5–6	±11–15

**Table 83.*****Recommend Others Report Sexual Assault Based on Experience With Reporting for DoD***

 Higher Response	 Lower Response	Women	Men
Based on overall experience of the reporting process/services available, recommend others report		67	59
Yes, recommend others make an unrestricted report		44	34
Yes, recommend others make a restricted report		23	25
No		17	32
Not sure		16	9
<i>Margins of error</i>		$\pm 5-6$	$\pm 11-16$

For men who indicated they did not report their sexual assault to the military, the top reasons why are provided (see Table 84 for data on all reasons). Forty-seven percent of men indicated they did not report because they [wanted to forget about it and move on](#). Compared to 2014, this showed a statistically significant *decrease* in 2016 for DoD men (17 percentage points). Thirty-nine percent of men indicated the reason they did not report their sexual assault was because they [did not want more people to know](#), and 37% indicated they [thought it was not serious enough to report](#) or [felt shamed or embarrassed](#). Compared to 2014, the percentage (25%) of those who indicated they [took other actions to handle the situation](#) showed a statistically significant *decrease* in 2016 for DoD men (15 percentage points).



**Table 84.**  
**Reasons for Not Reporting Sexual Assault for DoD**

 Higher Response	 Lower Response	Women	Men
You thought it was not serious enough to report		39	37
You did not want more people to know		58	39
You did not want people to see you as weak		35	32
You wanted to forget about it and move on		68	47
You did not think your report would be kept confidential		31	25
You did not think anything would be done		35	29
You did not think you would be believed		32	27
You did not trust the process would be fair		31	30
You felt partially to blame		40	20
You thought other people would blame you		41	19
You thought you might get in trouble with something you did		20	14
You thought you might be labeled a troublemaker		30	20
You felt shamed or embarrassed		52	37
You were concerned for your physical safety		13	7
You or the person(s) who did it knew the person you would report the event to		7	7
You thought it might hurt your performance evaluation/fitness report		20	20
You thought it might hurt your career		36	24
You did not want to hurt the person's career or family		37	27
You were worried about potential negative consequences from the person(s) who did it		31	21
You were worried about potential negative consequences from a supervisor or someone in your chain of command		27	26
You were worried about potential negative consequences from your coworkers or peers		36	30
You took other actions to handle the situation		28	25
<i>Margins of error</i>		$\pm 3-4$	$\pm 5-7$

When asked if they would make the same decision about reporting if they were to experience another sexual assault in the future, men (57%) were *more likely* than women (49%) to indicate they would [make the same decision to not report again](#) (Table 85). Men were also *more likely* than women to indicate they [did not make a report but would report if they experienced a sexual assault again](#) (28% for men and 21% for women).



**Table 85.*****In Retrospect, Would You Make Same Decision Again About Reporting for DoD***

 Higher Response	 Lower Response	Women	Men
Yes, and I made a report		19	8
Yes, and I did not make a report		49	57
No, and I made a report		11	7
No, and I did not make a report		21	28
<i>Margins of error</i>		±3–4	±4–6

Members were asked a battery of questions relating to experiencing negative outcomes associated with reporting sexual assault. As shown in Table 86, for men, the combined [rate of perceived professional reprisal, ostracism, or maltreatment](#) was 42%. Breaking these negative outcomes into individual rates, the rate of [perceived professional reprisal](#) for men was 36%, the rate of [perceived ostracism](#) was 17%, and the rate of [perceived maltreatment](#) was 19%. There were no gender differences on rates of perceived professional reprisal, ostracism, and/or maltreatment.

**Table 86.*****Outcomes Associated With Reporting Sexual Assault for DoD***

	Women	Men
Rate of Perceived Professional Reprisal, Ostracism, or Maltreatment	28	42
Rate of Perceived Professional Reprisal	19	36
Rate of Perceived Ostracism	12	17
Rate of Perceived Maltreatment	18	19
<i>Margins of error</i>	±5–6	±14–16

## Exploration of Differences Between Men Who Did and Did Not Characterize the Situation as Hazing or Bullying

One area of interest to the Department is the characterization of sexual assault as hazing or bullying. Hazing refers to things done to humiliate or “toughen up” people before accepting them into a group, whereas bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.<sup>51</sup> As noted, men are more likely to characterize the one sexual assault situation with the greatest effect as hazing or bullying than are women (27% versus 9% for hazing and 39% versus 24% for bullying). We sought to explore whether characteristics of the individual and the one sexual assault situation might vary between situations characterized as hazing or bullying from those that were not. First, examining factors that underlie hazing and bullying is helpful to provide context for understanding why and how it occurs.

<sup>51</sup> These definitions were included on the survey instrument.

To date, research on hazing and bullying has primarily focused on the educational setting with a small amount being conducted in the military setting. However, there is reason to believe that hazing, in particular, is prevalent within the military, as evidenced by a recent the Government Accountability Office report that indicated that hazing remains an issue for the DoD Services (GAO, 2016). One explanation for why hazing occurs in the military context is because it is motivated by dominance and group solidarity (Cimino, 2011), both of which are defining characteristics of military culture. From this perspective, hazing serves to (1) generate cohesion, (2) allow for the expression of dominance, and (3) allow for the selection of committed members to the group. These characteristics (i.e., cohesion, dominance, and commitment) are valued by the military community. Men, in particular, are more likely to engage in hazing behavior to become part of the group and be accepted than women (Goldman & Hogg, 2016).

Although group solidarity, cohesion and dominance are desirable and can result from certain types of initiation (LaFerney, 2016), hazing is not by definition initiation. In its most benign form it is pranking but, most often hazing can cross the line into bullying (Groah, 2005) and can sometimes turn into sexual assault (Kirby & Wintrup, 2002; LaFerney, 2016). Van Raalte, Cornelius, Linder, and Brewer (2007) reported that hazing is actually detrimental to group cohesion, whereas team-building produces more team cohesion.

Bullying is similar to hazing in many ways. For example, both are types of abuse that allow for the expression of dominance. Despite their commonalities, however, hazing and bullying are unique constructs. For example, hazing is necessarily tied to gaining membership in a group, whereas bullying is not (Bersani, Nesci, & Pozzi, 1980). In a similar vein, hazing is generally perpetrated by multiple people, whereas bullies may act alone. Bullying also involves repeated acts over time, whereas hazing may be a singular instance (Østvik & Rudmin, 2001). That said, in practice, there is a large degree of overlap between situations that may be construed as hazing or bullying. Indeed, of men who characterized the one sexual assault situation as hazing, 83% also characterized it as bullying. Further, both hazing and bullying result in negative consequences for victims and are the focus of prevention initiatives within the Department.

This research looks to further inform the Department on how they can bolster policy and training to reduce the incidence of hazing-related and bullying-related sexual assault. Below, we first examine the demographic differences between men who do and do not characterize the one situation as hazing or bullying. Subsequently, we examine how situations characterized as hazing or bullying versus not differ on a wide range of characteristics such as alleged offenders, time, location, and separation actions.

## Hazing

T-Tests were computed to compare men who did and did not characterize the one situation as [hazing](#), and a significance level of  $p < .024$  was used. Only statistically significant differences are discussed. Overall, men who characterized the one situation as [hazing](#) *did not differ* largely from those who did not with respect to [demographic factors](#). There were small differences with respect to [level of education](#), [age](#), [paygrade](#), and [deployment status](#), but there were *no differences* with respect to [years of service](#), [race/ethnicity](#), or [AFQT category](#). More specifically, men who characterized the one situation as hazing were *more likely* to have [no college](#) (81%) than men who did not (70%). Men who characterized the one situation as [hazing](#) were *less likely* to be

younger than 21 years old (4%) than those who did not (14%). In addition, men who characterized the one situation as hazing were *less likely* to be O1–O3 (1%) or O4–O6 (<1%) than men who did not (of whom 9% were O1–O3 and 2% were O4–O6). In addition, men who characterized the one situation as hazing were *less likely* to have been deployed in the past 12 months (20%) than those who did not (34%).

With respect to Service differences, the Army (27%), Navy (28%), and Marine Corps (33%) were *similar* with respect to the proportion of men who characterized the one situation as hazing, whereas the Air Force was *lower* (13%).

Looking across Services, men who characterized the one situation as hazing described the one situation in many different ways than those who did not characterize the one situation as hazing, which may aid the Department in better understanding hazing-related sexual assault. It is important to note that the results presented in this section provide an understanding of sexual assault situations described as hazing relative to those not described as hazing. This is helpful in identifying characteristics that uniquely define hazing-related sexual assault (in comparison to non-hazing-related sexual assault). However, it does not provide a “snapshot” of what hazing-related sexual assault looks like in an absolute sense.

High level findings indicate that, relative to men who did not characterize the one situation as hazing, **men who characterized the one situation as hazing were *more likely* to indicate:**

- *multiple people were involved in the one situation*
- *both men and women were involved in the one situation*
- *the alleged offender(s) was (were) all military members*
- *the alleged offender(s) was (were) people of a higher rank*
- *a higher number of sexual assault incidents took place during the last 12 months*
- *they were sexually harassed or stalked both before and after the situation*
- *the one situation occurred on a military installation or ship, on TDY/TAD, while in some type of training program, or at an official military function*
- *they took steps to separate from the military*
- *they perceive high levels of workplace hostility*

**Men who characterized the one situation as hazing were *less likely* to indicate:**

- *alcohol was involved*
- *only women were involved*
- *they were satisfied with the support they received from their unit commander/director and immediate supervisor*
- *they perceive healthy levels of climate with respect to sexual assault among both enlisted and officer members*

More specifically, men who characterized the one situation as hazing were *more likely* to indicate **more than one person** was involved (53%) than those who did not (25%). They were also *more likely* to indicate a **mix of men and women** were involved (22%) than those who did

not (5%) and *less likely* to indicate **only women** were involved (6%) than those who did not (34%). Men who characterized the one situation as hazing were also *more likely* to indicate they had experienced **five or more sexual assaults** within the past 12 months (53%) than those who did not (30%). They were *more likely* to indicate the alleged **offenders were all military members** (82%) than those who did not (60%). In terms of consequences of the sexual assault, they were *more likely* to indicate the situation made them **take steps to separate from the military** (43%) than those who did not (15%).

Table 87 shows that men who characterized the one situation as hazing were *more likely* to indicate that the alleged **offender(s) was (were) their immediate supervisor, someone else in their chain of command, or some other higher ranking military member**. Further, men who characterized the sexual assault as **hazing** were *more likely* to indicate that they were **sexually harassed and stalked both before and after the one situation**, as displayed in Table 88.

**Table 87.**

***Characteristics of Alleged Offender(s) for Men Who Did and Did Not Characterize the One Situation as Hazing***

	Characterized Situation as Hazing	Did Not Characterize Situation as Hazing
Your immediate supervisor	38%	10%
Someone else in your chain of command (excluding your immediate supervisor)	40%	16%
Some other higher ranking military member	35%	14%

**Table 88.**

***Sexual Harassment and Stalking for Men Who Did and Did Not Characterize the One Situation as Hazing***

	Characterized Situation as Hazing	Did Not Characterize Situation as Hazing
Sexually harass you <u>before</u> the situation	60%	31%
Stalk you <u>before</u> the situation	23%	11%
Sexually harass you <u>after</u> the situation	58%	31%
Stalk you <u>after</u> the situation	33%	16%

When indicating where the one situation occurred, men who characterized the situation as **hazing** were more likely to indicate nearly every response option, as demonstrated in Table 89. The largest differences observed were for **while in any other type of military combat training, while at an official military function, and while on TDY/TAD, at sea, or during field exercises/alerts**.

This suggests that hazing is more likely to occur in training-related contexts or at official military functions.

**Table 89.**

***Location of the One Situation for Men Who Did and Did Not Characterize the One Situation as Hazing***

	Characterized Situation as Hazing	Did Not Characterize Situation as Hazing
At a military installation/ship (for example, on base, on shore duty, etc.)	79%	59%
While you were on TDY/TAD, at sea, or during field exercises/alerts*	39%	19%
While transitioning between operational theaters (for example, going to or returning from forward deployment)	14%	4%
While you were in a delayed entry program	12%	2%
While you were in recruit training/basic training	13%	2%
While you were in any other type of military combat training*	24%	3%
While you were completing military occupational specialty school/technical training/advanced individual training/professional military education	21%	9%
While at an official military function (either on or off base)*	35%	12%

\* Categories with the three largest t-test values.

In addition, alcohol use is *less common* in situations described as [hazing](#). More specifically, only 12% of men who described the one situation as [hazing](#) indicated that [they had used alcohol before or during the one situation](#) compared to 37% of men who did not characterize the situation as hazing. Further, 11% of men who described the situation as [hazing](#) indicated that the alleged [offender used alcohol](#) before or during the one situation, compared to 33% of those who did not characterize the situation as [hazing](#). As such, alcohol does not appear to be a key factor in hazing-related sexual assault.

Men who characterized the one situation as [hazing](#) indicated *lower* levels of [satisfaction with the support provided by their unit commander/director](#) and [immediate supervisor](#) as displayed in Table 90. It is worth noting that roughly 40% of men who characterized the one situation as [hazing](#) indicated that the alleged offender was their [immediate supervisor](#), [someone else in their chain of command](#), or [some other higher ranking military member](#) (see Table 87). As such, it follows that they might perceive lower levels of support from these individuals.

**Table 90.**

*Satisfaction With Services for Men Who Did and Did Not Characterize the One Situation as Hazing*

	Characterized Situation as Hazing	Did Not Characterize Situation as Hazing
Your unit commander/director	14%	38%
Your immediate supervisor	19%	46%

Men who characterized the one situation as [hazing](#) were *more likely* to indicate high levels of [workplace hostility](#) (50%) than those who did not (12%). It is worth noting that this is a metric on which a significant gender difference between men and women who indicated experiencing sexual assault emerged. Men who indicated experiencing [sexual assault](#) were far *more likely* to perceive high levels of [workplace hostility](#) (22%) than women who indicated experiencing [sexual assault](#) (8%).

We also explored perceptions of [workplace climate with respect to sexual assault](#); for example, do fellow service members recognize and immediately correct incidents of sexual harassment; encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors, or publicize sexual assault report resources? Climate was assessed for Service members in different pay grades and results showed men who characterized their experience as [hazing](#) had *lower* perceptions of a [healthy workplace climate with respect to sexual assault](#) when assessing fellow Service members at nearly all paygrades (Table 91).

**Table 91.**

*Perceptions of a Healthy Climate With Respect to Sexual Assault for Men Who Did and Did Not Characterize the One Situation as Hazing*

	Characterized Situation as Hazing	Did Not Characterize Situation as Hazing
E5	16%	30%
E6	18%	35%
E7–E9	23%	44%
O1–O3	25%	48%
O4–O6	33%	56%

## Bullying

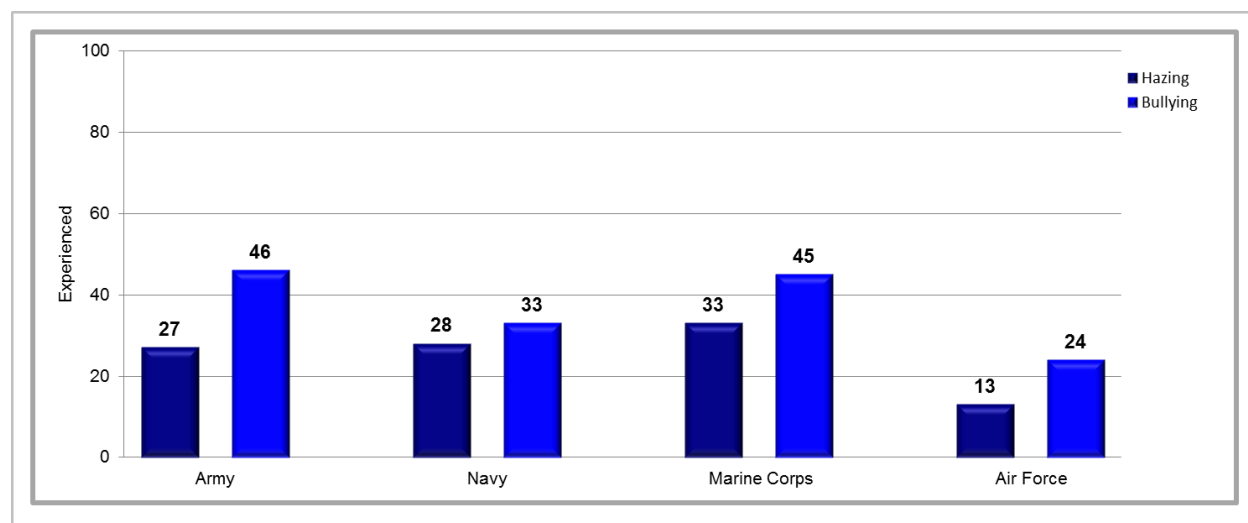
Findings regarding bullying are similar to those for hazing. As noted, 83% of men who characterized the one situation as [hazing](#) also characterized it as [bullying](#). However, there are some characteristics of the one situation that are unique to [bullying](#).

T-Tests were computed to compare men who did and did not characterize the one situation as [bullying](#) and a significance level of  $p < .024$  was used. Only statistically significant differences are discussed. Overall, men who characterized the one situation as [bullying](#) *differ little* from those who did not with respect to [demographic factors](#). There was a small effect of [age](#), as those who characterized the one situation as bullying were *less likely* to be [under 21 years of age](#) (4%) than those who did not (17%). There was also a small effect for [paygrade](#), with those who described the one situation as bullying being slightly *less likely* to be an [O4–O6](#) (<1%) than those who did not (2%). No differences were observed for [years of service](#), [education](#), [race/ethnicity](#), [AFQT category](#), or [deployment status](#).

With respect to Service differences, the Army (46%), Navy (33%), and Marine Corps (45%) were *similar* with respect to the proportion of men who characterized the one situation as [bullying](#), whereas the Air Force was *lower* (24%). As shown in Figure 202, this mirrors the same trend as hazing.

**Figure 202.**

*Proportion of Men Who Characterized the One Situation as Hazing or Bullying, by Service*



Looking across Services, men who characterized the one situation as bullying described the one situation in many different ways than those who did not characterize the one situation as bullying.



High level findings indicate that, relative to men who did not characterize the one situation as bullying, **men who characterized the one situation as bullying were *more likely* to indicate:**

- *multiple people were involved in the one situation*
- *both men and women were involved in the one situation*
- *the alleged offender(s) was (were) military members*
- *the alleged offender(s) was (were) people of a higher rank*
- *a higher number of sexual assault incidents took place*
- *they were sexually harassed both before and after the situation*
- *they were stalked before the situation*
- *the one situation occurred during normal duty hours*
- *the one situation occurred on a military installation or ship, on TDY/TAD, while deployed to a combat zone, while transitioning between operational theaters, while in some type of training program, or at an official military function*
- *take steps to separate from the military*
- *they perceive high levels of workplace hostility*

**Men who characterized the one situation as bullying were *less likely* to indicate:**

- *alcohol was involved*
- *only women were involved*
- *the one situation occurred when they were out with friends or at a party*
- *the alleged offender(s) was (were) a friend or acquaintance*
- *they would choose to remain on active duty*
- *they perceive healthy levels of climate with respect to sexual assault among both enlisted and officer members*

More specifically, men who characterized the one situation as **bullying** were *more likely* to indicate **more than one person** was involved (50%) than those who did not (22%). They were also *more likely* to indicate a **mix of men and women** were involved (20%) than those who did not (5%) and *less likely* to indicate **only women** were involved (15%) than those who did not (33%). Men who characterized the one situation as bullying were also *more likely* to indicate they had experienced **five or more sexual assaults** within the past 12 months (50%) than those who did not (28%). They were *more likely* to indicate the alleged **offender(s) was (were) all military members** (79%) than those who did not (58%). In terms of consequences of the sexual assault, they were *more likely* to indicate the situation made them **take steps to separate from the military** (40%) than those who did not (12%), and they were *less likely* to indicate they would **choose to remain on active duty** (30%) than those who did not (47%).

Men who characterized the one situation as **bullying** were *more likely* to indicate the one situation happened when they were **at work during normal duty hours** (73%) than those who did not (28%), and they were *less likely* to indicate it happened when they were **out with friends or at a party that was not an official military function** (20%) than those who did not (39%).



Table 92 shows that men who characterized the one situation as bullying were *more likely* to indicate the **alleged offender(s) was (were) their immediate supervisor, someone else in their chain of command, or some other higher ranking military member** and *less likely* to indicate they were **not sure**.

**Table 92.**

***Alleged Offender(s) of the One Situation for Men Who Did and Did Not Characterize the One Situation as Bullying***

	Characterized Situation as Bullying	Did Not Characterize Situation as Bullying
Your immediate supervisor	34%	7%
Someone else in your chain of command (excluding your immediate supervisor)	36%	15%
Some other higher ranking military member not listed above	28%	15%
Not sure	23%	49%

In addition, men who characterized the one situation as **bullying** were *less likely* to indicate the **alleged offender(s) was (were) a friend or acquaintance or none of the above** (see Table 93). Men who characterized the one situation as **bullying** were *more likely* to indicate the **offender was none of the individuals** listed in Table 87. Men who characterized the one situation as **bullying** were slightly *more likely* to indicate the **alleged offender was a current or former spouse, someone with whom they have a child, a significant other they live with, or a family member or relative**, but it should be noted these options were indicated by a very small proportion of men.

**Table 93.**

***Relationship with Alleged Offender(s) for Men Who Did and Did Not Characterize the One Situation as Bullying***

	Characterized Situation as Bullying	Did Not Characterize Situation as Bullying
Your current or former spouse	6%	1%
Someone who you have a child with (your child's mother or father)	4%	<1%
Your significant other (boyfriend or girlfriend) you live with	5%	<1%
A friend or acquaintance	35%	50%
A family member or relative	4%	<1%
None of the above	45%	21%
Not sure	11%	10%

When indicating where the one situation occurred, men who characterized the situation as **bullying** were *more likely* to indicate nearly every response option, as demonstrated in Table 94. The largest differences observed were at a **military installation/ship, while on TDY/TAD, at sea, or during field exercises/alerts**, and **while at an official military function**.

**Table 94.**

***Location of the One Situation for Men Who Did and Did Not Characterize the One Situation as Bullying***

	Characterized Situation as Bullying	Did Not Characterize Situation as Bullying
At a military installation/ship (for example, on base, on shore duty, etc.) *	81%	53%
While you were on TDY/TAD, at sea, or during field exercises/alerts*	38%	15%
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	16%	4%
While transitioning between operational theaters (for example, going to or returning from forward deployment)	11%	4%
While you were in a delayed entry program	8%	2%
While you were in recruit training/basic training	9%	1%
While you were in any other type of military combat training	17%	4%
While at an official military function (either on or off base)*	30%	11%

\* Categories with the three largest T-test values.

Further, men who characterized the sexual assault as **bullying** were *more likely* to indicate they were **sexually harassed both before and after the one situation**, and **stalked before the situation**, as displayed in Table 95.

**Table 95.**

***Sexual Harassment and Stalking for Men Who Did and Did Not Characterize the One Situation as Bullying***

	Characterized Situation as Bullying	Did Not Characterize Situation as Bullying
Sexually harass you <u>before</u> the situation	60%	26%
Stalk you <u>before</u> the situation	21%	10%
Sexually harass you <u>after</u> the situation	59%	26%

Like hazing, alcohol use was *less common* in situations described as **bullying**. More specifically, only 15% of men who described the one situation as **bullying** indicated **they had used alcohol before or during the one situation** compared to 40% of men who did not characterize the situation as bullying. Further, 14% of men who described the situation as bullying indicated that the

alleged offender(s) used alcohol before or during the one situation, compared to 35% of those who did not characterize the situation as bullying.

Men who did and did not characterize the one situation as bullying indicated *similar levels* of satisfaction with support provided by individuals and service providers.

Men who characterized the one situation as bullying were *more likely* to indicate high levels of workplace hostility (36%) than those who did not (12%). Analyses examining workplace climate for sexual assault showed men who characterized their experience as bullying had *lower perceptions* of a healthy workplace climate with respect to sexual assault when assessing fellow Service members at nearly every paygrade (see Table 96).

**Table 96.**

*Perceptions of a Healthy Climate With Respect to Sexual Assault for Men Who Did and Did Not Characterize the One Situation as Bullying*

	Characterized Situation as Bullying	Did Not Characterize Situation as Bullying
E4	16%	35%
E5	15%	37%
E6	19%	37%
E7–E9	28%	46%
O1–O3	31%	50%
O4–O6	39%	57%

## Discussion

The 2016 prevalence rate of sexual assault was 0.6% for DoD men. Given the large male population in the DoD Services, this equates to a substantial number of survivors. Most of the research examining sexual assault has focused on women given that they are at higher risk for sexual assault than men. However, it is crucial to consider the unique experiences of men who experience sexual assault with an eye toward prevention and response. This chapter examined the demographic profile of men who indicated experiencing sexual assault and topline gender differences in sexual assault experiences before turning to an in-depth examination of hazing and bullying, both of which affect men to a larger degree than women.

Most men who indicated experiencing sexual assault are younger than 25 years of age, enlisted, and within their first five years of service. Targeting efforts toward this population is especially important as these individuals are more likely to experience sexual assault.

One key area in which gender differences emerged is the characterization of the one sexual assault situation with the largest effect as hazing or bullying, as men were far more likely than women to characterize the one situation as hazing or bullying. The demographic profile of men who characterize the one situation as hazing or bullying is largely similar to those who do not, although small differences were observed for level of education, paygrade, and age. As such, hazing and bullying victims do not have a unique demographic profile in comparison men who do not characterize the one situation as hazing or bullying.

However, hazing- and bullying-related sexual assault situations differ from non-hazing and non-bullying situations in several ways. For example, compared to men who did not characterize the one situation as hazing, men who characterized the one situation as hazing were more likely to indicate multiple alleged offenders were involved, both men and women were involved, and alleged offenders were all military members. This fits with the definition of hazing, which generally involves group members engaging in actions intended to humiliate or otherwise abuse a potential new group member. Men who characterized the one situation as hazing or bullying indicated multiple people were often involved and they experienced stalking and/or sexual harassment before the assault, which may indicate such assaults are planned as opposed to spontaneous events. This may be an area of prevention because if others (either leadership or peers) hear about an assault being planned, they may intervene or alert the appropriate party. The finding that alcohol is less likely to be involved in situations characterized as hazing or bullying also lends some support to this notion, as it implies that hazing and bullying are not fueled by impulse-inhibiting substances.

Men who characterized their experience as hazing or bullying were especially likely to indicate the alleged offender(s) was (were) of a higher rank, which may indicate offenders are targeting lower-ranking Service members. A power differential between the offender and victim is common in hazing and bullying dynamics and it appears that this finding extends to male Service members. Men who characterized their experience as hazing indicated lower levels of satisfaction with support provided by their unit commander/director and immediate supervisor after the assault. It may be that some higher ranking individuals are permissive of hazing and, at worst, engage in hazing. Accordingly, it is sensible that hazing victims would perceive lower levels of support from these individuals. Additional training on prohibitions against hazing and bullying and how to respond in hazing and bullying situations may be helpful for leadership.

Men who characterized the situation as hazing or bullying were also likely to experience multiple sexual assault incidents over the past 12 months, which indicates that they are repeatedly victimized. This is consistent with the definition of bullying, which entails repeated abuse. This pattern is especially concerning given that repeated sexual abuse is associated with particularly negative outcomes (Creech & Orchowski, 2016).

Men indicated hazing- and bullying-related sexual assault takes place at multiple locations. Compared to those who did not characterize their experience as hazing or bullying, those who did were particularly likely to indicate the situation occurred at a military installation/ship; while on TDY/TAD, at sea, or during field exercises/alerts; while at an official military function; or while in any other type of military combat training. Bullying (but not hazing) was less likely to occur when out with friends or at a party and more likely to occur during normal duty hours.

Overall, hazing- and bullying-related sexual assault is happening in Service members' regular place of work and training rather than in solely social situations or during trips off base.

Workplace climate perceptions also appear to have a relationship with hazing- and bullying-related sexual assault. Men who characterized their sexual assault experience as hazing or bullying were more likely to perceive high levels of workplace hostility than men who did not. Given that alleged perpetrators of hazing- and bullying-related sexual assault are overwhelmingly coworkers of survivors (i.e., fellow Service members); it follows that survivors of sexual assault might perceive their workplace as especially hostile. In a similar vein, men who characterized sexual assault as hazing or bullying were less likely to indicate that their fellow Service members at various paygrades exhibited behaviors consistent with a healthy climate with respect to sexual assault. Again, if a survivor's coworker(s) is (are) perpetrating sexual assault, perceptions of healthy workplace climate with respect to sexual assault are likely to be low. It is not possible to determine the direction of the relationship between workplace climate and the actual occurrence of sexual assault given the data available. However, these results suggest that environments that are high on workplace hostility and/or have an unhealthy climate with respect to sexual assault are associated with hazing- and bullying-related sexual assault.

Finally, men who characterized their sexual assault experiences as either hazing or bullying were more likely to indicate they had taken steps to separate from the military than those who did not characterize the situation as such. Men who characterized the one situation as bullying were less likely to indicate that they would choose to remain on active duty if given the choice. Accordingly, hazing- and bullying-related sexual assault may represent a threat to readiness given its effect on retention.

This chapter provides an understanding of hazing- and bullying-related sexual assault toward men. This information may be used to inform prevention efforts with the goal of eliminating these damaging behaviors.



## Chapter 12:

### The Continuum of Harm: Workplace Factors and Unwanted Gender-Related Behaviors in Association With Sexual Assault

*Dr. Ashlea Klahr, Dr. Jason Debus, and Dr. Laura Severance*

In the realm of sexual assault, the continuum of harm describes “inappropriate actions, such as sexist jokes, hazing, cyber bullying, that are used before or after the assault and/or supports an environment which tolerates these actions” (Department of Defense, 2014a). Analysis of the data from the 2016 WGRA demonstrated that DoD active duty Service members who indicated experiencing unwanted gender-related behaviors, such as sexual harassment or gender discrimination, were more likely to experience sexual assault. In addition, workplace factors, including workplace hostility, enlisted climate with respect to sexual assault, officer climate with respect to sexual assault, quality of sexual assault training, and the presence of female coworkers, were related to the likelihood of sexual assault. Among these workplace factors, workplace hostility and enlisted climate with respect to sexual assault were the strongest predictors of sexual assault. These results highlight the continuum of harm understanding of sexual assault, whereby lower level offenses, such as workplace hostility or sexual harassment are associated with the occurrence of sexual assault. Efforts to reduce workplace hostility and bolster a healthy workplace climate with respect to sexual assault are recommended as areas of emphasis in efforts to prevent sexual assault.

## Background

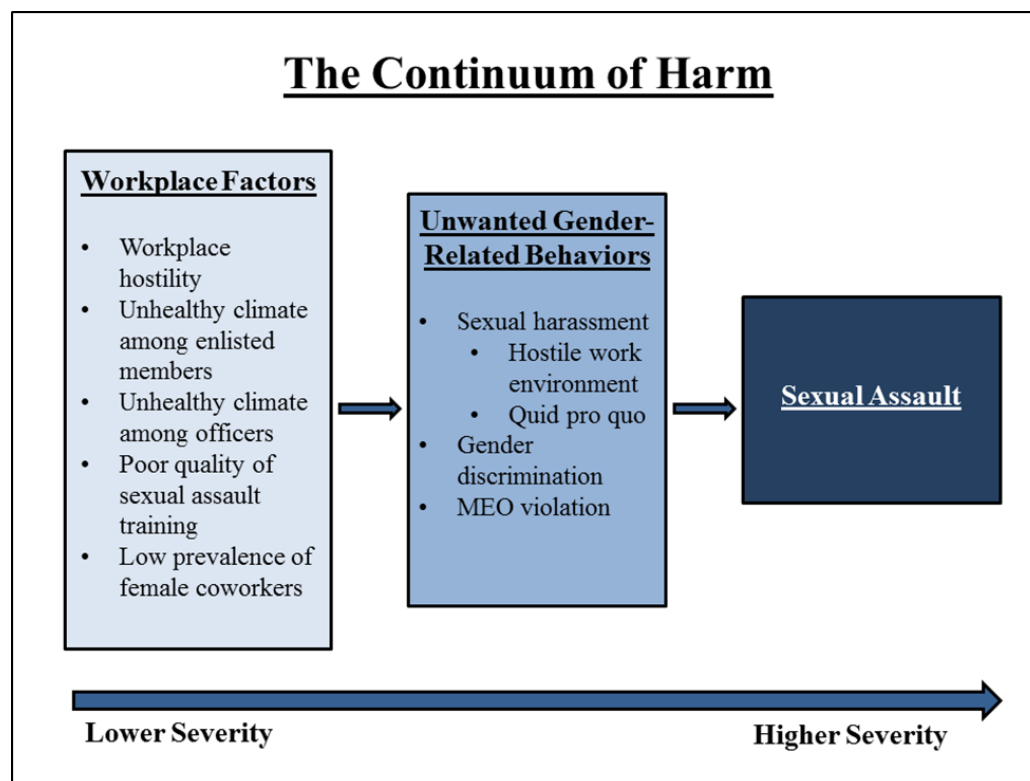
The risk of sexual assault among military Service members can be understood along a continuum of harm of behaviors that generally decrease in prevalence and increase in severity moving along the continuum, ranging from workplace factors (e.g., workplace hostility, presence of female coworkers) to sexual harassment and related behaviors to sexual assault (Department of Defense, 2014a, Department of Defense, 2014b; see Figure 203). Numerous studies have demonstrated the interconnected nature of sexual assault and other types of aggression (e.g., Defense Manpower Data Center, 2014; Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014; Stockdale & Nadler, 2012). Furthermore, research has shown that falling victim to one type of violence increases the likelihood that survivors will either (a) commit a violent act (Wilkins et. al, 2014) or (b) experience later victimization (Gidycz, Coble, Latham, & Layman, 1993).

Sexual harassment and its detrimental nature in the workplace are well-documented, and sexual harassment is often accompanied by bullying and other forms of mistreatment (Lim & Cortina, 2005). Organizational factors in civilian workplaces that increase the likelihood for these types of behaviors include a climate of tolerance for sexual harassment, permissive leadership attitudes toward sexual harassment, imbalanced gender ratios, high power differentials between men and women, and the presence of other types of discrimination (based on gender or based on other characteristics such as race/ethnicity; Bell, Quick, & Cacyota, 2002; Fitzgerald, Swan, & Fischer, 1995; Harned, Ormerod, Palmieri, Collinsworth, & Reed, 2002). Consistent with research on civilian populations, sexual harassment is associated with multiple workplace factors among military Service members, such as workplace hostility and an unhealthy climate with respect to sexual assault (Defense Manpower Data Center, 2016; Fitzgerald, Drasgow, &

Magley, 1999). In addition, unwanted gender-related experiences, such as sexual harassment, are associated with significantly increased likelihood of sexual assault in the military (Defense Manpower Data Center, 2016; Sadler et al., 2003). It is important to note that the cross-sectional nature of most existing studies, as well as the current study, precludes the determination of whether unwanted gender-related experiences generally precede sexual assault or whether these experiences happen afterward, the research only suggests that these types of experiences often co-occur. It is not suggested that being a victim of sexual harassment *causes* an individual to become a victim of sexual assault. Instead, it is suggested that both types of experiences are related and may be indicative of environmental/cultural problems that increase risk for multiple types of adverse experiences.

**Figure 203.**

*The Continuum of Harm in Relation to Sexual Assault*



## Approach

To further understand the continuum of harm as it relates to active duty Service members, OPA analyzed statistical relationships among rates of unhealthy workplace environments, unwanted gender-related behaviors, and past-year prevalence rates of sexual assault presented in the 2016 WGRA. It is important to reiterate that these analyses do not imply causation (i.e., they do not imply that the experience of an unwanted behavior, such as sexual harassment, causes sexual assault), but simply explore the association between unwanted gender-related behaviors and sexual assault (i.e., they examine whether sexual harassment and sexual assault are related).



## Methodology

In the studies that follow, the associations between various continuum of harm behaviors and sexual assault rates are explored. First, associations between unwanted gender-related behaviors were examined using logistic regression. Subsequently, workplace factors—including workplace hostility, unit climate with respect to sexual assault at both the enlisted and the officer level, quality of sexual assault training, and presence of female coworkers in the workplace—were examined in relation to sexual assault using logistic regression. Dominance analysis was then used to rank these workplace factors in order of importance in terms of their association with sexual assault. Finally, the third study examined interactions between workplace factors and sexual harassment in predicting sexual assault in order to assess whether certain workplace factors might exacerbate or protect against the risk for sexual assault in the presence of sexual harassment. All analyses in this section were conducted using Stata 14.1 and included only DoD active duty Service members. Coast Guard members were excluded. Analyses were conducted using survey weighted data with adjustments for strata and finite population correction (fpc).

### Study 1: Unwanted Gender-Related Behaviors and Sexual Assault

Across the Services, the rate of [sexual assault](#) was 4.3% for women and 0.6% for men (see Chapter 3 for a thorough overview of this topic). In order to test whether unwanted gender-related behaviors are part of a continuum of harm that increases risk for sexual assault, we examined whether [sexual assault](#) rates were higher for those who experienced [other unwanted gender-related behaviors](#) compared to those who did not. Table 97 displays the [sexual assault](#) rates for women and men who experienced and did not experience other [unwanted gender-related behaviors](#), including [sexual harassment](#) (which is further broken into [sexually hostile work environment](#) and [sexual quid pro quo](#)), [gender discrimination](#), and [sex-based MEO violations](#) (which includes both sexual harassment and gender discrimination that meet legal criteria for a violation).<sup>52</sup>

As shown in Table 97, rates of [sexual assault](#) were *higher* among women and men who experienced [other unwanted gender-related behaviors](#). For example, among women who experienced [sexual harassment](#), 15.9% reported experiencing [sexual assault](#). Among women who did not experience [sexual harassment](#), 1.2% reported experiencing [sexual assault](#). These associations were further examined using logistic regression, first without any statistical control variables and then controlling for the following demographic factors: paygrade group, Service, and deployment status (whether the individual was deployed within the last 12 months). Odds ratios from both sets of regressions are displayed in Table 97. An odds ratio represents the odds that an outcome (i.e., sexual assault) will occur given a particular exposure (i.e., sexual harassment). For example, the odds ratio for women for sexual harassment (15.77) indicates that the odds of being sexually assaulted are approximately 16 times higher for women who have experienced sexual harassment than for women who have not. Across all comparisons, the odds ratios were statistically significant ( $p < 0.001$ ), indicating that men and women who experienced [other unwanted gender-related behaviors](#) in the past year were statistically *more likely* to experience a [sexual assault](#) compared to those who did not experience such behaviors.

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<sup>52</sup> Chapter 1 details the construction of both the sexual assault measure and the sex-based MEO measures including specific criteria required to be included in the rate.

**Table 97.**

***Sexual Assault Rate and Odds Ratio Estimates for Women and Men Who Did and Did Not Experience Other Unwanted Gender-related Behaviors Along the Continuum of Harm***

Unwanted Behaviors	Sexual Assault Rate for Women				Sexual Assault Rate for Men			
	Experienced Behavior	Did Not Experience Behavior	Odds Ratio	Odds Ratio with controls	Experienced Behavior	Did Not Experience Behavior	Odds Ratio	Odds Ratio with controls
Sexual Harassment	15.9%	1.2%	15.77	14.58	7.7%	0.2%	49.64	42.78
Hostile Work Environment	15.9%	1.2%	15.82	14.63	7.7%	0.2%	49.30	42.50
Sexual Quid Pro Quo	34.2%	3.6%	13.76	11.03	30.4%	0.5%	84.79	65.97
Military Equal Opportunity Violation	13.1%	1.2%	12.82	12.34	6.6%	0.2%	47.00	40.88
Gender Discrimination	11.7%	3.1%	4.15	4.16	7.3%	0.5%	17.46	14.96

Note: All odds ratios are significant at  $p < .001$ . Paygrade group, Service, and deployment status were included as controls.

## Study 2: Workplace Factors and Sexual Assault

Workplace factors may contribute to a culture that is tolerant of or increases risk for sexual assault. The following workplace factors were examined in relation to sexual assault rates: [workplace hostility](#), [climate with respect to sexual assault among enlisted Service members and officers](#) (i.e., the extent to which unit members display intolerance toward sexual harassment and promote a respectful climate), [quality of sexual assault training](#), and [presence of female coworkers in the workplace](#). Table 98 displays sample items for each workplace scale. The internal reliability of each scale was calculated using Cronbach's alpha. All scales demonstrated excellent internal consistency. In order to report proportions, continuous scale scores (values of 1–5) were dichotomized into healthy versus unhealthy categories. For the purpose of these analyses, low presence of female coworkers was considered an unhealthy or “risk” environment (versus a high presence of female coworkers). The measures of climate by paygrade were collapsed into summary scales of enlisted climate (E1–E9) and officer climate (O1–O6 and above, and W1–W5).

The proportion of the overall sample reporting unhealthy levels of workplace factors ranged from 7% ([workplace hostility](#)) to 54% ([low presence of female coworkers](#)). One-quarter of respondents reported an [unhealthy quality of sexual assault training](#). Unhealthy climate proportions differed by rank, with 45% reporting an [unhealthy climate among E1–E3 members](#) to 23% reporting an [unhealthy climate among O4–O6 members](#). Overall, a *higher proportion* of respondents reported an [unhealthy climate among enlisted members](#) (32%) than among officers (24%).

**Table 98.**  
**Question Wording and Sample Items, Proportions, and Standard Errors of Workplace Factors**

Workplace Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Proportion of the Full Sample Reporting an Unhealthy Environment	St. Error
Workplace hostility ( $\alpha = 0.91$ )	Q193: How often have you experienced any of the following behaviors, where military coworkers or supervisors... <ul style="list-style-type: none"> <li>– <i>Used insults, sarcasm, or gestures to humiliate you?</i></li> <li>– <i>Gossiped/talked about you?</i></li> <li>– <i>Did not provide information or assistance when you needed it?</i></li> </ul>	Moderate-to-high scores (3–5) coded as unhealthy	6.75%	0.0010
Enlisted climate ( $\alpha = 0.96$ )	Q181–Q188: In the past 12 months, how well have military members of the following paygrades... <ul style="list-style-type: none"> <li>– <i>Promoted a unit climate based on mutual respect and trust?</i></li> <li>– <i>Led by example by refraining from sexist comments and behaviors?</i></li> </ul>	Low-to-moderate scores (1–3.99) coded as unhealthy	32.32%	0.0017
E1–E3 climate ( $\alpha = 0.95$ )			44.79%	0.0019
E4 climate ( $\alpha = 0.95$ )			40.74%	0.0018
E5 climate ( $\alpha = 0.94$ )			33.70%	0.0017
E6 climate ( $\alpha = 0.94$ )			28.11%	0.0016
E7–E9 climate ( $\alpha = 0.94$ )			24.10%	0.0016
Officer climate ( $\alpha = 0.97$ )			23.51%	0.0015
O1–O3 climate ( $\alpha = 0.94$ )			26.51%	0.0016
O4–O6 climate ( $\alpha = 0.94$ )			22.62%	0.0015
O7 and above climate ( $\alpha = 0.95$ )			23.27%	0.0017
W1–W5 climate ( $\alpha = 0.95$ )			28.03%	0.0023

Table 97. (continued)

Workplace Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Proportion of the Full Sample Reporting an Unhealthy Environment	St. Error
Quality of sexual assault training  ( $\alpha = 0.97$ )	Q200: My Service's sexual assault training... – <i>Provides a good understanding of what actions are considered sexual assault.</i> – <i>Explains the reporting options available if a sexual assault occurs.</i>	Low-to-moderate scores (1–3.99) coded as unhealthy	24.88%	0.0015
Presence of female coworkers	Q190: Are you currently in a military work environment where female coworkers are uncommon (less than 25% of your military coworkers)?	Yes (females coworkers are uncommon coded as unhealthy)	54.44%	0.0017

Note:  $\alpha$  = Cronbach's alpha.

Table 99 displays the [sexual assault](#) rates and odds ratio estimates for women and men who reported unhealthy versus healthy levels of workplace factors. Paygrade group, Service, and deployment status were included as control variables in the logistic regressions and workplace factor variables were treated as continuous when possible. Across nearly all comparisons, the odds ratios were statistically significant ( $p < 0.001$ ), indicating that Service members in [unhealthy military workplace environments](#) were statistically *more likely* to indicate experiencing a [sexual assault](#). As an example, the odds ratio for men for [workplace hostility](#) (2.85) indicates that the odds of being [sexually assaulted](#) are roughly 3 times *higher* for men who indicated experiencing an [unhealthy level of workplace hostility](#) compared to men who did not experience [workplace hostility](#). Although these results point to an association between workplace factors and sexual assault, it is important to note that, because this is a cross-sectional study, it is possible that individuals who experience sexual assault are more likely to describe their workplace as unhealthy following the assault (and not necessarily before the assault).

**Table 99.**

***Rates of Sexual Assault by Unhealthy Versus Healthy Levels of Workplace Factors, Separately by Gender***

Workplace Factor	Sexual Assault Rate for Women			Sexual Assault Rate for Men		
	Unhealthy Level	Healthy Level	Odds Ratio Estimate With Controls	Unhealthy Level	Healthy Level	Odds Ratio Estimate With Controls
Workplace Hostility	10.49%	3.18%	1.92**	3.40%	0.29%	2.85**
Enlisted Climate	6.37%	1.62%	2.42**	1.17%	0.17%	3.33**
Officer Climate	6.03%	2.46%	1.98**	1.22%	0.27%	2.58**
Quality of Training	6.22%	2.71%	2.20**	0.90%	0.29%	2.44**
Presence of Female Coworkers	4.64%	2.96%	1.47**	0.50%	0.52%	0.96

Note: \*\* $p < .01$

### ***Dominance Analysis of Workplace Factors***

The results of the logistic regressions demonstrated that almost all workplace variables were related to **sexual assault** for both women and men (only presence of female coworkers was non-significant, and this was only for men). Thus, a dominance analysis was conducted, separately by gender, to identify which workplace variables are the strongest predictors of **sexual assault** among female and male Service members (see Table 100).<sup>53</sup> Results demonstrated that **enlisted climate with regard to sexual assault** was the strongest predictor of **sexual assault** for women, with **workplace hostility** as the second strongest predictor. For men, **workplace hostility** was the strongest predictor of **sexual assault**, followed by **enlisted climate**. **Presence of female coworkers** was the weakest predictors for both men and women, whereas **officer climate** and **quality of sexual assault training** fell in the middle for both men and women.

<sup>53</sup> Dominance analysis is a statistical technique that allows for the determination of relative importance among a set of independent variables in a statistical model. The approach is based on a mathematical comparison of all possible subset models. The model calculates a standardized dominance statistic for each independent variable, which is used to rank predictors in order of importance (Azen & Traxel, 2009; Budescu, 1993; Luchman, 2013, 2014).

**Table 100.**

*Results of Dominance Analyses Examining the Relative Importance of Workplace Factors in Predicting Sexual Assault, by Gender*

Variable	Women		Men	
	Standardized Dominance Statistic	Rank	Standardized Dominance Statistic	Rank
Enlisted Climate	0.3179	1	0.3050	2
Workplace Hostility	0.1555	2	0.3397	1
Officer Climate	0.1266	3	0.1079	3
Quality of Training	0.1108	4	0.0682	4
Presence of Female Coworkers	0.0108	5	0.0014	5

### Study 3: Interactions Between Sexual Harassment and Workplace Factors in Predicting Sexual Assault

Following examination of the association between unwanted gender-related behaviors and workplace factors on sexual assault as described above, we examined whether [sexual harassment](#) and [workplace factors](#) interact to predict [sexual assault](#) (i.e., whether workplace factors moderate the association between sexual harassment and sexual assault) using logistic regression.<sup>54</sup> [Sexual harassment](#) was chosen for examination from the list of previously examined unwanted gender-related behaviors because of its strong association with [sexual assault](#). This moderation model allowed us to examine, for example, whether workplace hostility might exacerbate the link between sexual harassment and sexual assault or whether the quality of sexual assault training provided might attenuate the link between sexual harassment and sexual assault.

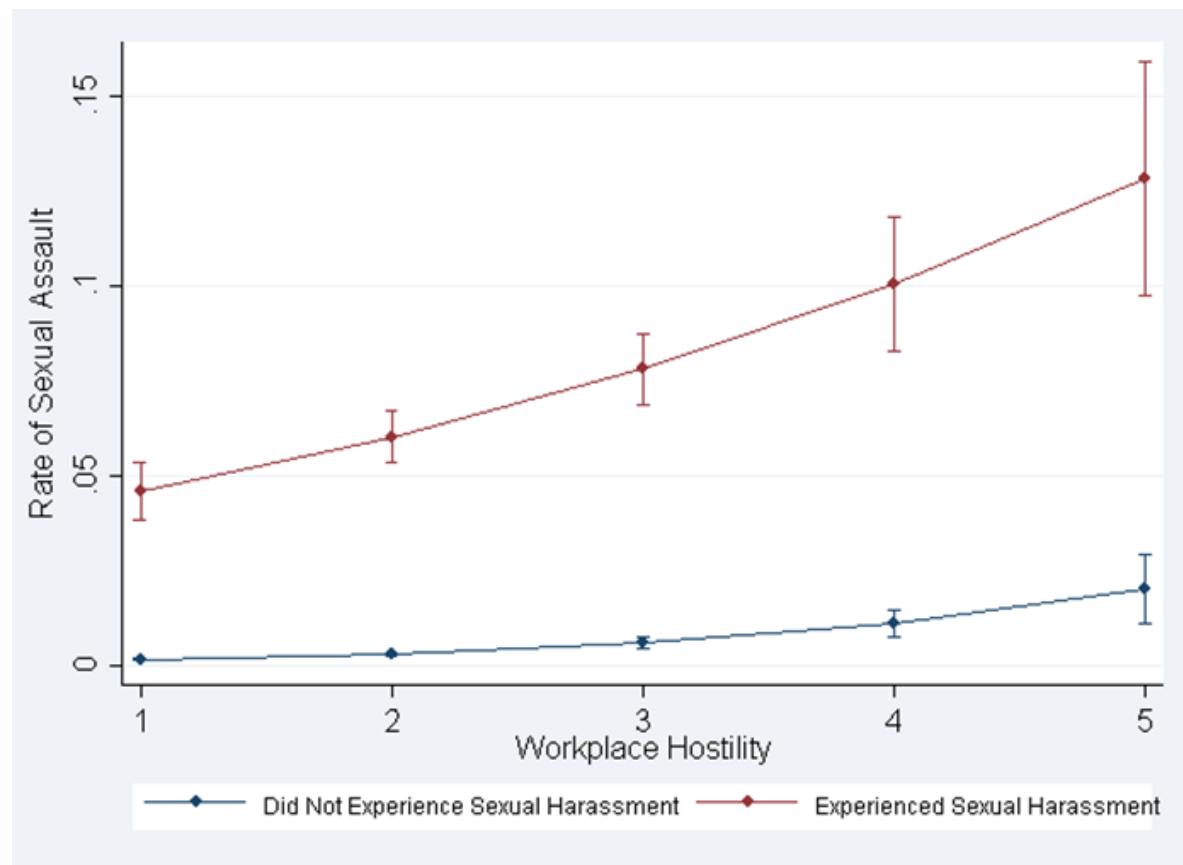
Consistent with prior models, paygrade group, Service, and deployment status were included as control variables. In order to maximize power for detecting significant effects among many potential interactions, analyses were run for women and men combined and gender was added as a control variable. All interaction terms were modeled simultaneously in order to mitigate the effects of multiple testing. Only one interaction reached statistical significance: [Sexual harassment](#) by [Workplace hostility](#) (Odds ratio = 0.67,  $p < .001$ ).

As shown in Figure 204, [workplace hostility](#) acts to exacerbate the link between [sexual harassment](#) and [sexual assault](#). Although [sexual harassment](#) is a robust predictor of [assault](#) (regardless of workplace hostility), [workplace hostility](#) strengthens the link between [sexual harassment](#) and [sexual assault](#). Individuals who experience both [sexual harassment](#) and [workplace hostility](#) are at particularly high risk of [sexual assault](#). Conversely, in the absence of [workplace hostility](#) and [sexual harassment](#), the rate of [sexual assault](#) is extremely low.

<sup>54</sup> The logistic regression model included the main effects of sexual harassment and all workplace variables, interactions between sexual harassment and all workplace variables, and control variables (gender, paygrade, Service, and deployment status).

**Figure 204.**

*Association Between Sexual Harassment and Sexual Assault Across Levels of Workplace Hostility*



*Note: Bars indicate predictive margins with 95% confidence intervals.*

## Discussion

Results from the 2016 WGRA suggest that there is a continuum of harm that is associated with sexual assault, with “lower-level” behaviors, including unwanted gender-related behaviors (e.g., sexual harassment) and workplace factors (e.g., workplace hostility, low quality sexual assault prevention training), increasing the likelihood of sexual assault for both men and women. These lower level problems, which occur at higher rates than sexual assault itself, are more readily visible in the workplace and are appropriate targets for prevention and intervention policies seeking to decrease the occurrence of sexual assault.

Among workplace factors, workplace hostility emerged as a salient predictor of sexual assault, particularly among men but also among women. Sexual assault is an extreme type of hostile workplace behavior, so it is perhaps unsurprising that the presence of other hostile behaviors (e.g., insulting or humiliating coworkers) is associated with sexual assault. Tolerance of these types of hostile behaviors may communicate that such behaviors are acceptable—and for some, hostile behaviors may escalate to the point of sexual assault or allow for a culture that accepts these behaviors from others.

The climate among enlisted Service members was also an important predictor of sexual assault and was the strongest predictor for women. Young adults often look to their peers to set the standard for acceptable behavior (Arnett, 2007), and young adults in the military are no exception. Although leadership behaviors are crucial, the typical Service member spends more time interacting with individuals of a similar rank. For the vulnerable junior enlisted population, the climate among fellow junior enlisted personnel is highly important. When enlisted Service members create a climate that demonstrates intolerance for behaviors such as sexist comments and instead promotes an atmosphere of mutual respect, the likelihood of sexual assault is decreased. This finding emphasizes that building a respectful environment and preventing sexual assault is not only the responsibility of leadership. Every Service member has a role to play in fostering a military workplace environment that is free from sexual assault.



## Chapter 13: Additional Descriptive Analyses and Future Directions

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*Ms. Lisa Davis, Dr. Ronald P. Vega, and Mr. Jeffrey McLeod*

The 2016 WGRA is scientifically conducted to allow for generalization to the full active duty force. As such, it provides the Department with important information to inform policies and resources. Additional analyses are often required to fully understand the patterns and trends contained in the survey data. This chapter provides additional analyses on topics of interest to the Department. Specifically, this chapter covers two areas of interest: an analysis of prevalence rates for those who identify as lesbian, gay, bisexual, or transgender (LGBT) and an analysis of an expanded metric of sexual assault.

Statistical comparisons provided in the following sections are used to assess observed differences between groups but cannot provide predictive interpretations or be used to measure causation. Many analyses, although informative, may raise additional questions. Where applicable, each section identifies these gaps in understanding and provides considerations for future analyses.

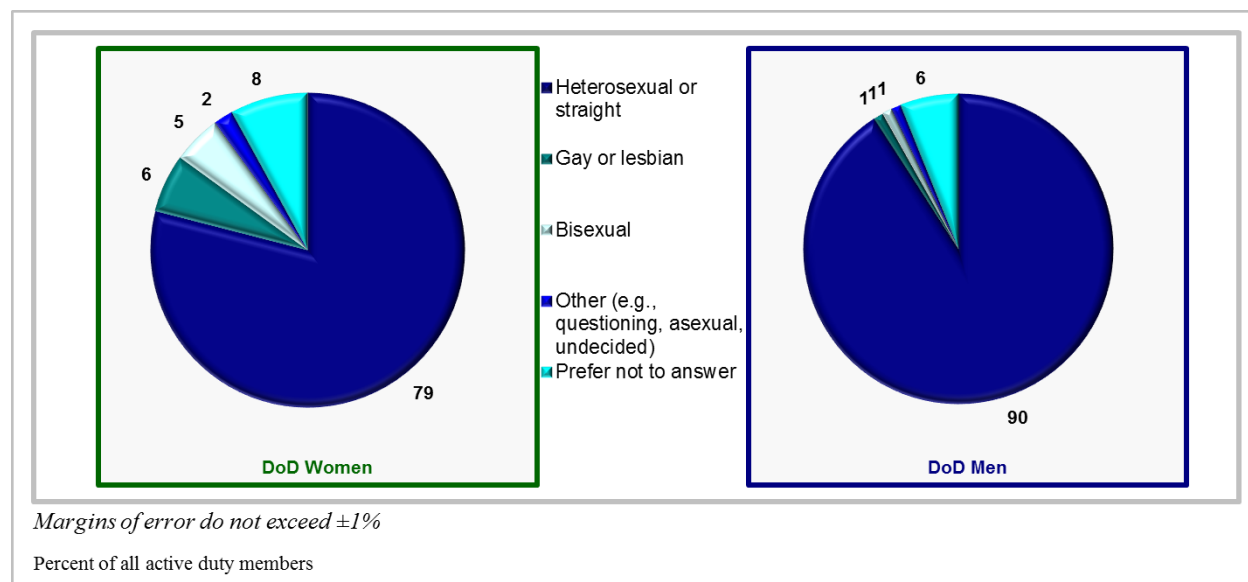
### Analysis of LGBT Service Members

Before 2016, the Department had not established sexual assault and sexual harassment prevalence rates for those Service members who identify as LGBT. The 2016 WGRA included questions addressing sexual orientation and transgender identity to gain a better understanding of the risk of sexual assault, sexual harassment, and gender discrimination for military members identifying as LGBT and will assist in improved prevention and targeted response efforts for these members.

#### Self-Report Identification as LGBT

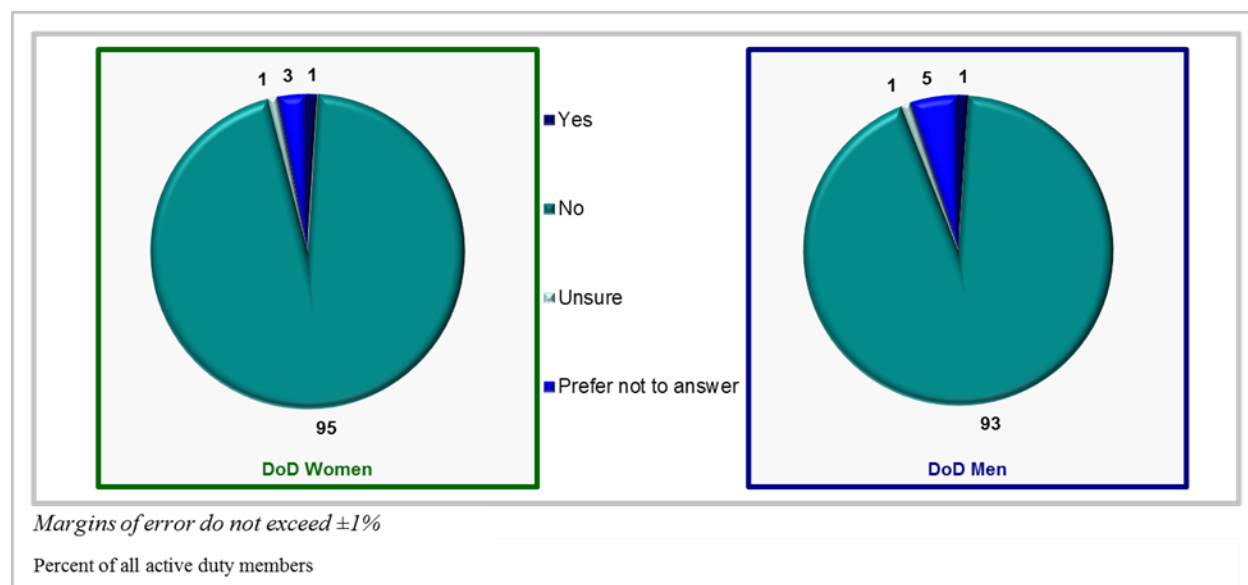
As shown in Figure 205, in 2016, the majority of DoD women (79%) and DoD men (90%) indicated they were **heterosexual or straight**. Six percent of women and 1% of men indicated they were **gay or lesbian**, 5% of women and 1% of men indicated they were **bisexual**, and 2% of women and 1% of men indicated **some other sexual orientation**. Eight percent of women and 6% of men indicated they **preferred not to answer** the question.

**Figure 205.**  
*Self-Reported Sexual Orientation for DoD (Q211)*



As shown in Figure 206, only 1% of DoD women and DoD men indicated they identified as **transgender**. The vast majority of women (95%) and men (93%) indicated they are **not transgender**. Only 1% of women and men were unsure, and 3% of women and 5% of men preferred not to answer.

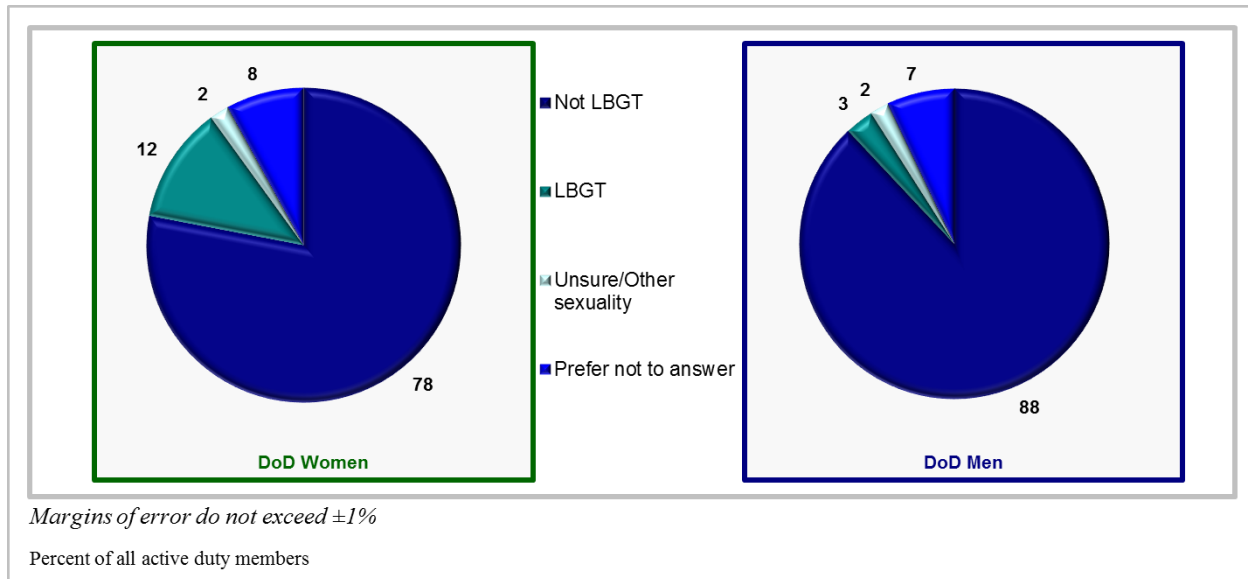
**Figure 206.**  
*Self-Reported Identification as Transgender for DoD (Q212)*



To analyze experiences of unwanted gender-related behaviors among members who identify as LGBT, responses to the sexual orientation and transgender questions were combined to form two groups: those identifying as LGBT and those who do not. As a result, in 2016, 5% ( $\pm 1$ ) of DoD active duty members indicated they identify as LGBT. As shown in Figure 207, 12% of DoD women and 3% of DoD men indicated they identify as LGBT.

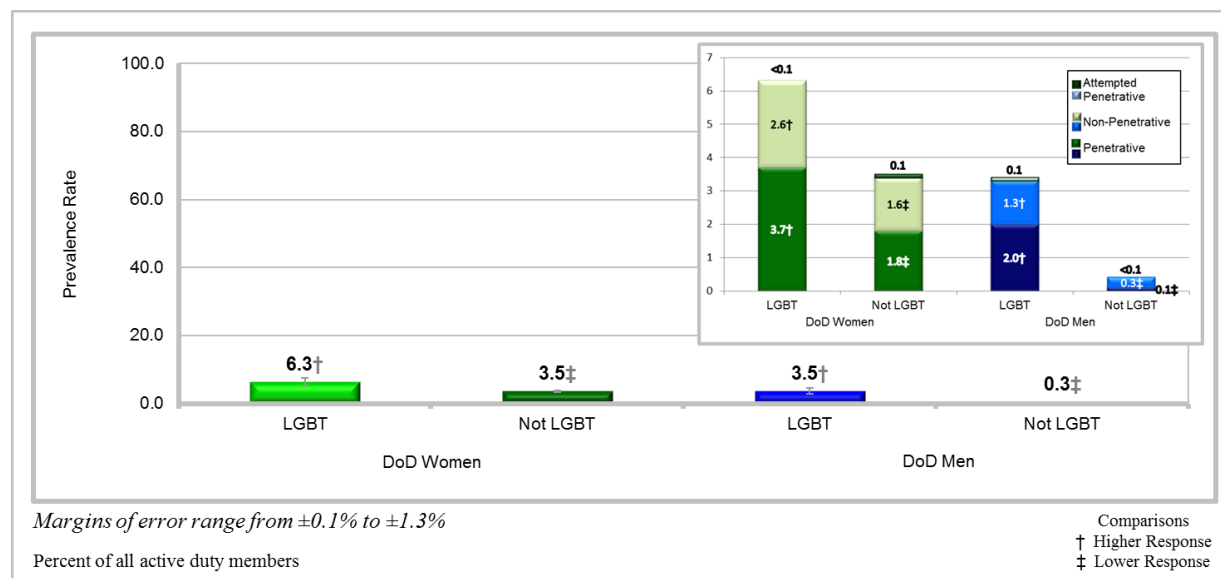
**Figure 207.**

*Self-Reported Identification as LGBT for DoD (Q211–Q212)*

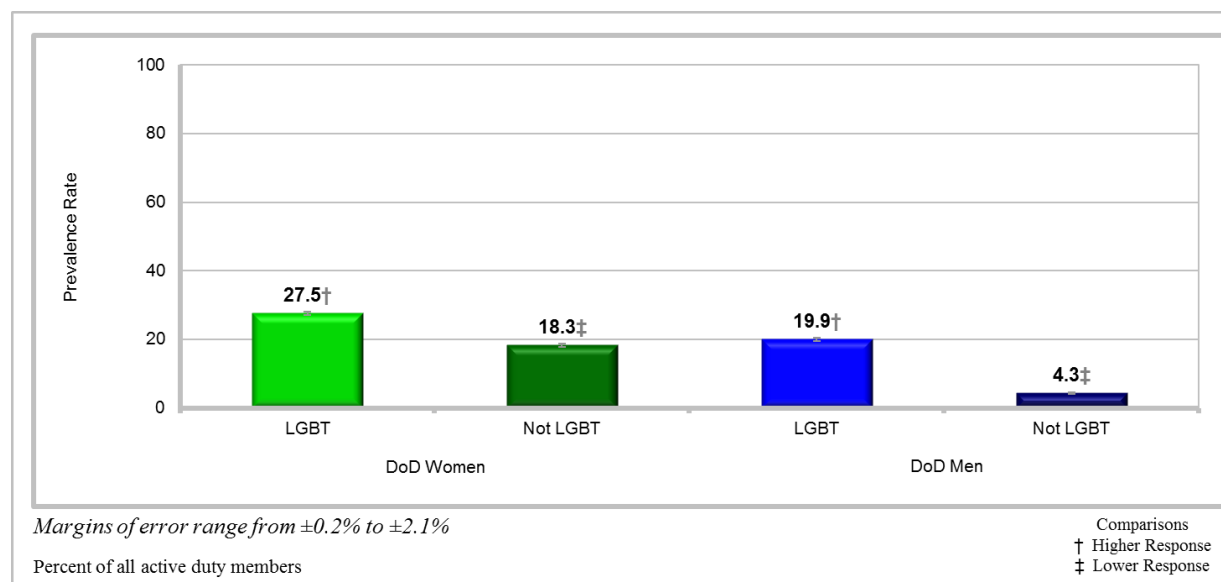


### Prevalence Rates for LGBT Members

The [sexual assault prevalence rate](#) for DoD members *identifying as LGBT* is 4.5% ( $\pm 0.8$ ) compared to 0.8% ( $\pm 0.1$ ) for those who *do not identify as LGBT*. Members *identifying as LGBT* are *more likely* to indicate experiencing [sexual assault](#) than members who *do not identify as LGBT*. When looking at the rates by self-reported gender, the same is true: women and men who *identify as LGBT* (6.3% for women and 3.5% for men) are more likely to indicate experiencing [sexual assault](#) than those who *do not identify as LGBT* (3.5% for women and 0.3% for men; Figure 208).

**Figure 208.*****Sexual Assault Past Year Prevalence Rate for DoD by LGBT Identification***

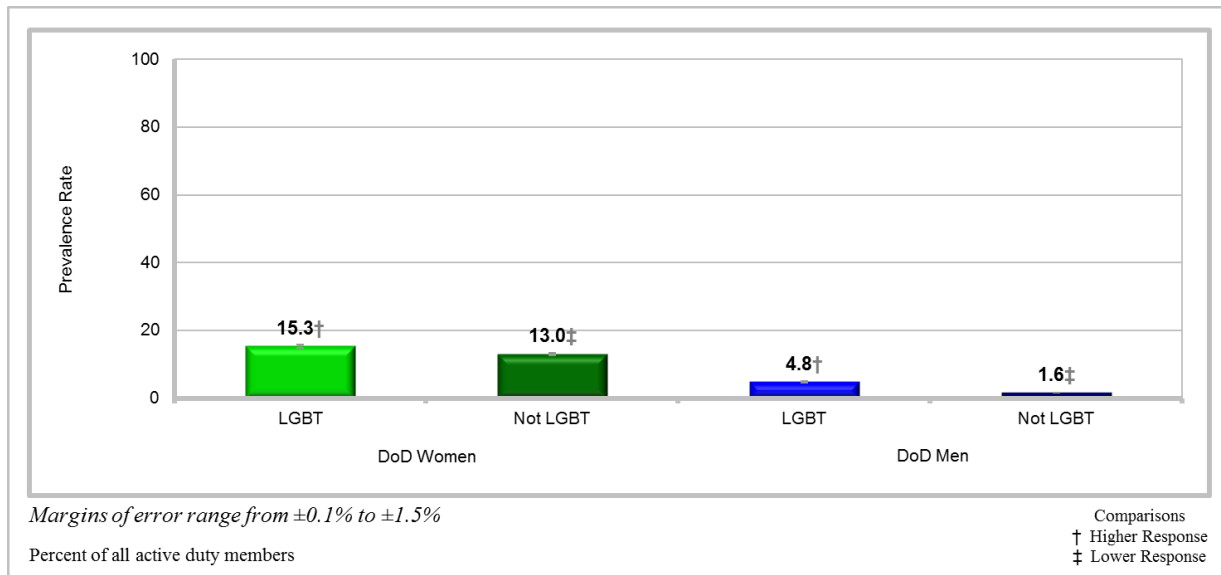
The **sexual harassment** rate for DoD members *identifying as LGBT* is 22.8% ( $\pm 1.5$ ) compared to 6.2% ( $\pm 0.2$ ) for those who *do not identify as LGBT*. Members *identifying as LGBT* are *more likely* to indicate experiencing **sexual harassment** than members who *do not identify as LGBT*. When looking at the rates by self-reported gender, the same is true: women and men who *identify as LGBT* (27.5% for women and 19.9% for men) are more likely to indicate experiencing **sexual harassment** than those who *do not identify as LGBT* (18.3% for women and 4.3% for men; Figure 209).

**Figure 209.*****Sexual Harassment Past Year Prevalence Rate for DoD by LGBT Identification***

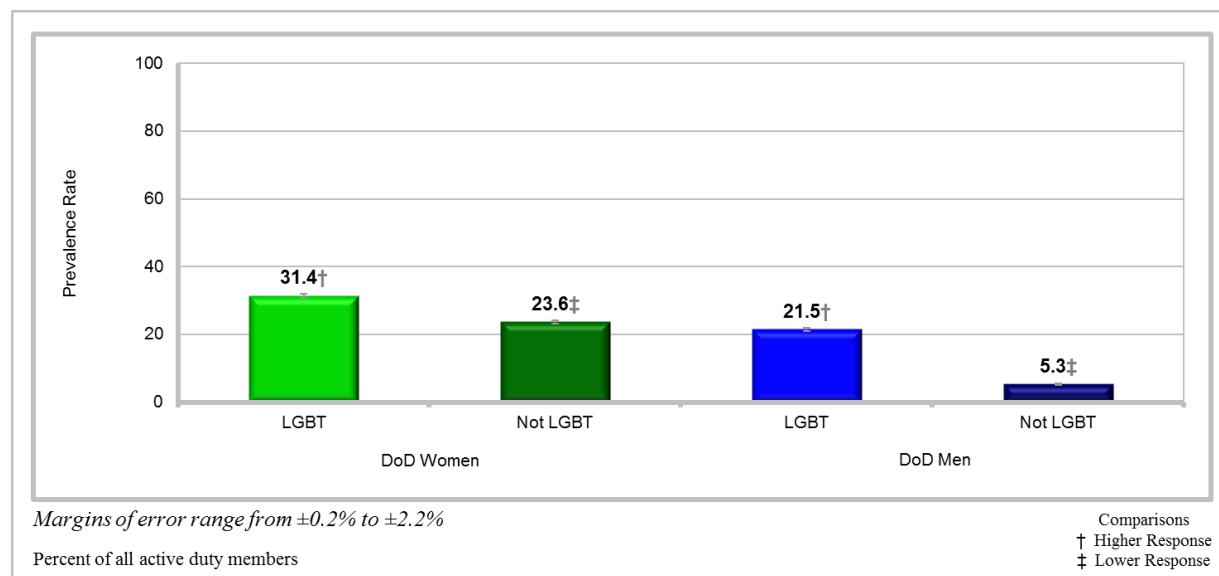
The [gender discrimination](#) rate for DoD members *identifying as LGBT* is 8.8% ( $\pm 1.0$ ) compared to 3.2% ( $\pm 0.2$ ) for those who *do not identify as LGBT*. Members *identifying as LGBT* are *more likely* to indicate experiencing [gender discrimination](#) than members who *do not identify as LGBT*. When looking at the rates by self-reported gender, the same is true: women and men who *identify as LGBT* (15.3% for women and 4.8% for men) are more likely to indicate experiencing [gender discrimination](#) than those who *do not identify as LGBT* (13.0% for women and 1.6% for men; Figure 210).

**Figure 210.**

***Gender Discrimination Past Year Prevalence Rate for DoD by LGBT Identification***



The [sex-based MEO violation](#) rate for DoD members *identifying as LGBT* is 25.3% ( $\pm 1.5$ ) compared to 7.8% ( $\pm 0.2$ ) for those who *do not identify as LGBT*. Members *identifying as LGBT* are *more likely* to indicate experiencing a [sex-based MEO violation](#) than members who *do not identify as LGBT*. When looking at the rates by self-reported gender, the same is true: women and men who *identify as LGBT* (31.4% for women and 21.5% for men) are more likely to indicate experiencing a [sex-based MEO violation](#) than those who *do not identify as LGBT* (23.6% for women and 5.3% for men; Figure 211).

**Figure 211.*****Sex-Based MEO Violation Past Year Prevalence Rate for DoD by LGBT Identification*****Continuum of Harm and Odds Ratios for LGBT Members**

In order to test whether unwanted gender-related behaviors are part of a continuum of harm that increases risk for sexual assault, we examined whether sexual assault rates were higher for those who experienced other unwanted gender-related behaviors compared to those who did not. Table 95 displays the sexual assault rates for women and men who experienced and did not experience sexual harassment.

As seen in Table 101, rates of sexual assault were higher among DoD members who experienced sexual harassment, including among DoD members identifying as LGBT. For example, among LGBT women who experienced sexual harassment, 19.6% reported experiencing sexual assault. Among LGBT women who did not experience sexual harassment, 1.2% reported experiencing sexual assault. These associations were further examined using logistic regression, first without any statistical control variables and then controlling for the following demographic factors: paygrade group, Service, and deployment status (whether the individual was deployed within the last 12 months). Odds ratios from both sets of regressions are displayed in Table 102. An odds ratio represents the odds that an outcome (i.e., sexual assault) will occur given a particular exposure (i.e., sexual harassment). For example, the odds ratio for LGBT women for sexual harassment (20.4) indicates that the odds of being sexually assaulted are approximately 20 times higher for LGBT women who have experienced sexual harassment than for LGBT women who have not. The odds ratio (likelihood of sexual assault given sexual harassment) is higher among LGBT women (20.4) than non-LGBT women (13.0); however, among men, the odds ratio is higher among non-LGBT men (48.4) than LGBT men (11.1).

**Table 101.**

***Sexual Assault Rate and Odds Ratio Estimates for LGBT and Non-LGBT DoD Members Who Did and Did Not Experience Sexual Harassment***

Sexual Assault Rates among LGBT Members				Sexual Assault Rates Among Non-LGBT Members		
	Experienced Sexual Harassment	Did Not Experience Sexual Harassment	Odds Ratio with Controls	Experienced Sexual Harassment	Did Not Experience Sexual Harassment	Odds Ratio with Controls
Total DoD	15.8%	1.2%	14.7	8.8%	0.2%	38.9
DoD Women	19.6%	1.2%	20.4	13.8%	1.1%	13.0
DoD Men	12.6%	1.2%	11.1	5.5%	0.1%	48.4

*Note.* All odds ratios significant at  $p < .01$  while controlling for Service, paygrade, and deployment status

As shown in Table 102, LGBT DoD members report higher rates of sexual harassment and sexual assault than non-LGBT members, both overall and looking at DoD women and DoD men separately.

**Table 102.**

***Odds Ratios for LGBT Sexual Assault and Sexual Harassment Rates Versus Non-LGBT Sexual Assault and Sexual Harassment Rates for DoD***

	Rate Among LGBT Members	Rate Among Non-LGBT Members	Odds Ratio with Controls
<b>Total DoD</b>			
Sexual Harassment	22.8%	6.2%	3.9
Sexual Assault	4.5%	0.8%	5.0
<b>DoD Women</b>			
Sexual Harassment	27.5%	18.3%	1.5
Sexual Assault	6.3%	3.5%	1.5
<b>DoD Men</b>			
Sexual Harassment	19.9%	4.3%	4.8
Sexual Assault	3.5%	0.3%	8.6

*Note.* All odds ratios significant at  $p < .01$ , while controlling for Service, paygrade, and deployment status

## Discussion

Given the increased odds that members identifying as LGBT have for experiencing unwanted gender-related behaviors, further research should be conducted to explore what makes this population more vulnerable to such crimes. Similar to the research provided on the experience of male victims, analysis of LGBT members who indicate experiencing sexual assault would

provide a more in-depth look of their experiences and provide the Department with valuable information on how to better support and increase prevention for this vulnerable population.

## Expanded Sexual Assault Metric

### Background

In 2012, the definition of the term “sexual act” was revised per Article 120, UCMJ, to include “any touching, or causing another person to touch, either directly or through the clothing, any body part of any person, if done with an intent to arouse or gratify the sexual desire of any person. Touching may be accomplished by any part of the body.” The sexual assault metric used in the *2014 RMWS* did not account for this revision to expand touching to any part of the body. When developing the sexual assault metric for the *2014 RMWS*, RAND explained where the metric does and does not align with the law and provided the following rationale for not including the revised touching of any part of the body when asking about non-penetrative crimes:

“...the screening questions do not attempt to comprehensively assess a new type of Sexual Contact that was introduced in the 2012 version of the code. Specifically, contact for a sexual purpose that does not involve the designated private body areas (see Article 120[g][2][B]). This instrument only counts such instances if they occurred as part of an attempted penetrative Sexual Act. Thus the instrument may miss some unusual types of sexual assaults (e.g., sexual practices involving only those body parts that are not usually seen as private areas). RAND has omitted this class because such behaviors cannot be measured without a highly detailed and lengthy series of questions,” (RAND, 2014).

For the *2016 WGRA*, OPA worked with SAPRO and the Office of General Counsel (OGC) to expand the sexual assault metric to account for this change in the definition of non-penetrative crimes. While maintaining the ability to trend back to the measure in the *2014 RMWS*, OPA identified two additional sexual assault behaviors for unwanted touching to include in the *2016 WGRA* that reference “any” body part. Respondents were only presented these new questions about touching of “any” body part if they indicated they did not experience touching of private areas, which allows OPA to trend back to the *2014 RMWS* sexual assault prevalence rates. See Figure 212 for the comparison of behaviors from the *2014 RMWS* and *2016 WGRA*.



**Figure 212.**  
**Metric Changes for Sexual Assault Behaviors**

	2014 RMWS	2016 WGRA
Sexual Assault Behaviors	<ul style="list-style-type: none"> <li>➤ Someone put his penis into your vagina, anus, or mouth</li> <li>➤ Someone put any object or any body part other than a penis into your vagina, anus, or mouth</li> <li>➤ Someone made you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to</li> </ul>	<ul style="list-style-type: none"> <li>➤ Someone put his penis into your anus or mouth (or vagina, if you are a woman)</li> <li>➤ Someone put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman)</li> <li>➤ Someone made you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Someone intentionally touched private areas of your body (either directly or through clothing)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Someone intentionally touched private areas of your body (either directly or through clothing)</li> <li>➤ OR someone intentionally touched ANY area of your body (either directly or through clothing)</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Someone made you touch private areas of their body or someone else's body (either directly or through clothing)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Someone made you touch private areas of their body or someone else's body (either directly or through clothing)</li> <li>➤ OR someone made you touch ANY area of their body or someone else's body (either directly or through clothing)</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Someone attempted to put a penis, an object, or any body part into your vagina, anus, or mouth, but no penetration actually occurred</li> </ul>	<ul style="list-style-type: none"> <li>➤ Someone attempted to put a penis, an object, or any body part into your vagina, anus, or mouth, but no penetration actually occurred</li> </ul>

This chapter evaluates the expanded measure to determine if we can conclude with reasonable certainty that the choice between the two measures (the original metric and the expanded metric) would not alter the conclusions of this report. Results from this analysis can be used to determine which metric should be used in future gender relations surveys.

To achieve this goal, a literature review was conducted to determine the relationships between sexual assault and other physical, psychological, and social attributes, resulting in a network of related antecedents and outcomes of sexual assault. Below is a discussion of the results of this literature review and the results of the analyses comparing the two metrics. For additional information regarding the calculation of the sexual assault metric, please refer to Chapters 1 and 2.

Previous research has suggested that sexual assault is related to attributes of the social climate surrounding the sexual assault. For example, Willness et. al., (2007) show meta-analytically that gendered job context and organizational climate predict reports of sexual harassment in the workplace. An organizational climate for sexual harassment and sexual assault has three characteristics: First, individuals feel there is risk connected with complaining or reporting sexual assault or harassment, such as receiving poorer performance evaluations or becoming a social outcast. Second, individuals have a perceived lack of punishment for perpetrators. Third, and finally, individuals feel as if their complaints or reports of sexual harassment or assault are not taken seriously. In another study examining risk and preventative factors outside of the organizational context, several additional climate factors were identified such as aggressiveness, training about sexual assault prevention, and a socially hostile climate (Harrell & Castaneda,

2009; Tharp et. al., 2013). For these reasons, the current analysis examined the relationship between the sexual assault rate and a supportive sexual assault reporting climate, supportive leadership attitudes toward sexual assault prevention, Workplace Aggression, perceived ease of reporting, sexual assault training, and threatening social media use.

Previous research has also identified the impact of experiencing sexual assault on social and psychological outcomes. Experiencing sexual assault has been shown to be related to depression and Post Traumatic Stress Disorder (PTSD; Harrell & Castaneda, 2009; Willness et al., 2007). Additionally, experiencing sexual harassment in the workplace has predicted turnover (Willness et al., 2007). For the investigation of the relationships between the two sexual assault metrics and outcomes, the analysis will focus on depression, PTSD, and retention intention.

## Methodology

In order to examine the relationships between the above mentioned attributes and characteristics (e.g., PTSD, Workplace Aggression) and the two approaches to operationalizing sexual assault (current metric and expanded metric), a survey weighted Pearson correlation was calculated for each relationship. The goal of this analysis was to investigate whether the current metric and expanded metric had similar relationships with other attributes of sexual assault (e.g., PTSD, Workplace Aggression), thus suggesting that policy implications and conclusions of this report would be the same if the expanded definition of sexual assault was used instead of the current definition. In null-hypothesis significance testing language, we are hypothesizing the null (i.e., there are no differences between the two groups of analyses) and therefore statistical comparisons of the groups would be inappropriate. Alternatively, a qualitative comparison of the two groups of relationships will be conducted by comparing the direction and statistical significance of each relationship to determine whether the two metrics are comparable. The operational definitions of the attributes are discussed below. For variables that are reported as a mean score, this analysis used all available data by including any participant that responded to at least one question in the item set. This decision was made to ensure maximal amount of data was used due to the low prevalence of sexual assault.

### ***Supportive Sexual Assault Reporting Environment***

[Supportive sexual assault reporting environment](#) was generated by averaging items Q177a–Q177e. These items ask respondents how likely they would be to encourage others to report sexual harassment and sexual assault. This scale score had a sufficient Cronbach Alpha, suggesting that the items do indeed represent a similar construct ( $\alpha = .86$ ).

### ***Supportive Leadership/Peer Attitudes Toward Sexual Assault Prevention***

[Supportive leadership and peer attitudes toward sexual assault prevention](#) were generated by averaging items Q181a–Q181i. These items ask respondents how well military members across different paygrades made it clear that sexual assault has no place in the military. This scale score had a sufficient Cronbach Alpha, suggesting that the items do indeed represent a similar construct ( $\alpha = .93$ ).

***Workplace Aggression***

**Workplace aggression** was generated by averaging items Q193a–Q193i. These items ask respondents whether coworkers or supervisors engage in behaviors such as provide excessively harsh criticism, yell when they were angry, and damage or steal property. This scale score had a sufficient Cronbach Alpha suggesting that the items do indeed represent a similar construct ( $\alpha = .91$ ).

***Perceived Ease of Reporting***

**Perceived ease of reporting** was generated by averaging items Q203a–Q203f. These items focus on respondents' perceptions that they trusted that if they were sexually assaulted or harassed that they would be treated properly (e.g., with dignity and respect). This scale score had a sufficient Cronbach Alpha, suggesting that the items do indeed represent a similar construct ( $\alpha = .71$ ).

***Sexual Assault Prevention Training***

The indicator used to identify whether a participant has had **sexual assault prevention training** in the previous 12 months was Q199.

***Threatening Social Media Use***

**Threatening social media** use was measured by a series of items (Q205a–Q205d) that ask if the participant was aware of a Service member misusing social media sites to ridicule, abuse, stalk, or harm another military member, a member of the participant's chain of command, another leader outside of the participant's chain of command, or the DoD as a whole.

***Depression***

**Depression** was generated by averaging items Q198a–Q198h. These items focus on the frequency symptoms of depression, including feeling down, depressed, or hopeless. This scale score had a sufficient Cronbach Alpha, suggesting that the items do indeed represent a similar construct ( $\alpha = .92$ ).

***PTSD***

The **PTSD** metric was constructed using items Q197a–Q197e. This series of items asks respondents who have experienced an especially traumatic event if in the past month they have experienced negative outcomes such as nightmares about the event and feelings of guilt about the event.

***Retention Intention***

**Retention intention** was measured by asking participants how likely they would be to stay on active duty.

## Results

The *unweighted* frequency counts for the current sexual assault are 1,682 respondents who indicated experiencing sexual assault and 130,740 respondents who indicated not experiencing sexual assault. The *unweighted* frequency counts for the expanded sexual assault are 2,043 respondents who indicated experiencing sexual assault and 130,375 respondents who indicated not experiencing sexual assault. Given that the expanded metric only identifies 361 additional respondents as having indicated experiencing sexual assault, the below analyses have a limited ability to compare the new and expanded metrics. In light of this, the similarities between the two metrics should be interpreted cautiously.

Overall, the results of this analysis suggest that the current and expanded metrics of sexual assault are very comparable and displayed similar patterns and magnitudes of relationships with known correlates of sexual assault (see Table 103). Each of the expected relationships were significant and in the anticipated direction based on previous research (Harrell & Castaneda, 2009; Tharp et al., 2013; Willness, et al., 2007). On both metrics, [workplace aggression](#), [threatening social media use](#), [depression](#), and [PTSD](#) had a positive relationship with experiencing sexual assault. Again, on both metrics, a [supportive sexual assault reporting climate](#), [supportive leadership attitudes toward sexual assault prevention](#), [perceived ease of reporting](#), [sexual assault prevention training](#), and [retention intention](#) had a negative relationship with sexual assault.

**Table 103.**

*Relationships Between Current and Expanded Metrics of Sexual Assault and Other Attributes*

	Current SA Metric	Expanded SA Metric
Supportive sexual assault reporting environment	-.13*	-.13*
Supportive leadership/peer attitudes toward sexual assault prevention	-.11*	-.12*
Workplace aggression	.12*	.13*
Perceived ease of reporting	-.10*	-.10*
Sexual assault prevention training	-.03*	-.02*
Threatening social media use	.05*	.05*
Depression	.12*	.12*
PTSD	.09*	.09*
Retention intention	-.05*	-.06*

Note. Sexual assault coded 0, 1 with 1 representing participant reporting experiencing sexual assault

Note. \* $p < .02388$  (family-wise error rate adjusted p-value)

## Discussion

The conclusions and policy recommendations drawn from this report are dependent on the survey methodological and analytic decisions made to generate the report content. One such decision was determining to report the current or expanded version of the sexual assault metric. Although the rationale for this decision has been discussed at length in previous chapters of this report (see Chapter 2), statistical analyses were used in this section to determine whether the results or recommendations might have been different had the other metric been used for

reporting. The results of these analyses suggest that the expanded and current metrics of sexual assault are comparable. By investigating the nomological network of sexual assault based on previous research, we can conclude with reasonable certainty that the choice between the two metrics would not alter the conclusion from this report.

## Continuing Assessment

The *2016 WGRA* is part of a biennial cycle of the active duty military designed to provide results comparable across survey years for evaluation of progress. On non-survey years, focus groups of active duty members at varying installations are conducted to delve deeper into current issues and to seek further understanding of findings which were not fully captured during the survey administration. Results from the focus groups aid in developing new survey questions more relevant to the current state of the active duty force, including any new areas of interest to the Department. Examples are provided below.

The *2016 WGRA* showed concerning levels of dissatisfaction with leadership response to men who experience sexual assault in the military. Therefore, *2017 WGRA* focus groups could explore why men are dissatisfied with the leadership response when they come forward to report a sexual assault. The results would help the Department understand where military leadership is falling short in response to sexual assault and identify areas for future improvement.

Recent news has highlighted the misuse of social media sites across the military. While the *2016 WGRA* provides some data regarding such misuse, results are limited due to the nature of the survey questions. Asking such questions at the focus groups could shed more light onto the misuse of social media from active duty members' perspectives from the focus groups. Information could be used by the Department to further identify areas of risk of social media and help formulate policy and guidelines for proper use of social media sites for military members. In addition, results could help develop future survey items for inclusion on the next *WGRA*.

## Additional Research

The *2016 WGRA* report provides extensive information taken directly from analyses of the survey. While this information is valuable to the Department and Service leaders, further analyses can provide more targeted results. For example, while individual questions provide estimates of rates, behaviors, and perceptions of the active duty military, taking these questions and combining the results can provide a more complete look at situations or constructs of interest. OPA conducts ongoing analyses of survey data using complex modeling techniques to explore and quantify potential covariates in the data. Survey notes are published based on such efforts and posted on [https://www.dmdc.osd.mil/appj/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/appj/dwp/dwp_surveys.jsp). Future analyses will include further analysis of leadership climate and hazing and bullying.



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## **Appendix A. Survey Instrument**



## Survey Instrument

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Background Information	✓	✓
Time reference	✓	✓
Gender-related MEO violations	✓	✓
Gender-related MEO violations with the greatest effect	✓	
Experiences of sexual assault	✓	✓
Experiences of sexual assault with the greatest effect	✓	✓
Outcomes associated with reporting sexual assault	✓	✓
Prior experiences	✓	✓
Additional background information	✓	✓
Your military workplace	✓	
Stress, health and well-being	✓	
Training and culture	✓	
Social media use	✓	
How are we doing; and additional information	✓	



**Office of People Analytics (OPA)**



**2016 Workplace and Gender  
Relations Survey of Active Duty  
Members**

**Survey Instrument**








## Survey Instrument





## Defense Research, Surveys, and Statistics Center (RSSC)

You have reached the redirect page for Department of Defense Research, Surveys, and Statistics Center (RSSC) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current DMDC surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than DMDC.

- Please enter your Ticket Number below, then click the Continue button to access your survey.
- If you are not automatically transferred, click on the link: <http://www.dodsurvey.net>

To check if you have been selected to participate in a DMDC survey, please click the button below.

**Am I in a DMDC Survey Sample?**

- Authorities: [10 USC 1782](#)
- Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: <http://www.dmdc.osd.mil/surveys> (Accessible by CAC/DS Logon)
- [Accessibility/Section 508](#)

# H&R Health & Resilience Surveys

## 2016 Workplace and Gender Relations Survey of Active Duty Members

### Welcome

[Security Protection Advisory](#)
[RCS# DD-P&R\(QD\)1947](#)

You have been selected to take a survey for active duty members about your workplace and gender experiences over the past year. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

**Section 508 Compliance**  
 The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\), as amended in 1998](#). Send feedback or concerns related to the accessibility of this website to: [DoDSection508@osd.mil](mailto:DoDSection508@osd.mil). For more information about Section 508, please visit the [DoD Section 508 website](#). Last Updated: 08/13/2013

[Frequently Asked Questions / How to Contact Us](#)

## 2016 Workplace and Gender Relations Survey of Active Duty Members

**PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION**

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential. DoD is promising confidentiality to those who were selected to participate in this important survey. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. Defense Manpower Data Center (DMDC) has received a federal "Certificate of Confidentiality" that provides DMDC with additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative. This survey assesses the respondent's perspective regarding experiences of sexual harassment and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

**Additional Information**

10 USC Sections 136, 481, 1782, 2358, 14 USC 1 and Section 570 of the FY13 NDAA, authorize the Department of Defense to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff.

DMDC uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender).

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you.

Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. DMDC performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual.

Your responses could be used in future research. Results from these surveys will be posted on the web: [https://www.dmdc.osd.mil/app/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/app/dwp/dwp_surveys.jsp)

If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach Military OneSource 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
 

Stateside: 1-800-342-9647  
Overseas: 00-800-3429-6477 or call collect 1-484-530-5908  
Worldwide: <http://www.militaryonesource.com/> or [www.sapr.mil/](http://www.sapr.mil/)
- If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service, call:

**Army:** 1-800-267-9964

**Navy:** 1-800-253-0931

**Coast Guard:** 1-888-992-7387

**Marine Corps:** 703-784-9371

**Air Force:** 1-800-616-3775

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-6522/ 703-681-8320 or e-mail [DHRA.R202.PR@mail.mil](mailto:DHRA.R202.PR@mail.mil).

## 2016 Workplace and Gender Relations Survey of Active Duty Members

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to September 28, 2016. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

Click **Continue** if you agree to take the survey.

## HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)
- **Fax:** 1-763-268-3002

## FREQUENTLY ASKED QUESTIONS

**What is Defense Manpower Data Center (DMDC)?**

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in the Department of Defense (DoD). DMDC also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, and Health and Resilience Surveys for the DoD. To learn more, visit the DMDC website.

<http://www.dmdc.osd.mil/>

**What is the Health and Resilience Program?**

- Health and Resilience is a DoD personnel program that features paper and web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members, on the full range of personnel issues.

**How do I know this is an official, approved DoD survey?**

- In accordance with DoD Instruction 8910.01, all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS). The RCS for this survey is RCS# DD-P&R(QD)1947.

**How did you pick me?**

- DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service and gender).

**Why should I participate?**

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual assault, and other gender-related issues.
- Your responses on this survey **make a difference**.

**What is [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)?**

- The official e-mail address for communicating with active duty members about Health and Resilience. "WGR-Survey" is short for Workplace and Gender Relations Survey.

**Why am I being asked to use the web?**

- Web administration enables us to get survey results to senior Defense leaders faster.

**Why are you using a .net instead of a .mil domain to field your survey?**

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DMDC. Once you enter your ticket number, you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

**Do I have to answer all questions?**

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page* (→), *Previous Page* (←), *Clear Responses*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey

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**2016 Workplace and Gender Relations Survey of Active Duty Members**

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at a convenient time. When you return to the survey website, enter your Ticket Number and PIN to get to the place in the survey where you had stopped.

**Why does the survey ask personal questions?**

- DMDC reports overall results, as well as by other characteristics, such as race (minority/not minority), gender, etc. To complete these analyses, we must ask demographic information from respondents.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

**Will my answers be kept private?**

- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).
- If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC may notify an office in your area for appropriate action.

**Can I withdraw my answers once I have started the survey?**

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to September 28, 2016 by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

**Will I ever see the results of the survey?**

- DMDC posts survey results on the following website:

[https://www.dmdc.osd.mil/app/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/app/dwp/dwp_surveys.jsp)

## 2016 Workplace and Gender Relations Survey of Active Duty Members

## BACKGROUND INFORMATION

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank. Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

1. Were you on active duty on [OPEN DATE]?

- ☒ Yes  
☒ No, I was separated or retired

## 2. Are you...?

- ☒ Male  
☒ Female

## 3. In the past 12 months, have you been deployed longer than 30 consecutive days?

- ☒ Yes, currently deployed  
☒ Yes, deployed in the past 12 months, but not currently deployed  
☒ No

## 4. [Ask if Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed"] Where are/were you deployed?

- ☒ CONUS  
☒ OCONUS

## TIME REFERENCE

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please do NOT include any events that occurred before [Day of Week, X Date].

Please try to think of any important events in your life that occurred near [X Date] such as birthdays, weddings, or family activities. These events can help you remember which things happened before [X Date] and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

5. Do you currently live in the same house or building that you did on [X Date]?

- ☒ Yes  
☒ No  
☒ Do not remember

6. Are you the same rank today that you were on [X Date]?

- ☒ Yes  
☒ No  
☒ Do not remember

7. Were you married or dating someone on [X Date]?

- ☒ Yes  
☒ No  
☒ Do not remember

## GENDER-RELATED EXPERIENCES IN THE MILITARY

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [X Date].

When the questions say "someone from work," please include any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These things may have occurred on-duty or off-duty, on-base or off-base. Please include them as long as the person who did them to you was someone from work.

Remember, all the information you share will be kept confidential.

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

8. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?

- ☒ Yes  
☒ No

## 2016 Workplace and Gender Relations Survey of Active Duty Members

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

9. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [man] [woman] is supposed to? For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

10. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

11. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

12. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

13. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

14. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

15. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

☒ Yes

☒ No



## 2016 Workplace and Gender Relations Survey of Active Duty Members

16. [Ask if Q15 = "Yes"] Did this make you uncomfortable, angry, or upset?

☒ Yes  
☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

17. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."

☒ Yes  
☒ No

18. [Ask if Q17 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

☒ Yes  
☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

19. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to? This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

☒ Yes  
☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

20. [Ask if Q19 = "Missing" or Q19 = "No"] Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

☒ Yes  
☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

21. Since [X Date], has someone from work made you feel as if you would get some workplace benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☒ Yes  
☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

22. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

☒ Yes  
☒ No

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"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

23. Since [X Date], did you hear someone from work say that [men] [women] are not as good as [women] [men] at your particular job, or that [men] [women] should be prevented from having your job?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from work.

24. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because you are a [man] [woman]?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

25. [Ask if Q8 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

26. [Ask if Q8 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man] [woman] is supposed to. For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

27. [Ask if Q9 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

28. [Ask if Q9 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

29. [Ask if Q10 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

30. [Ask if Q10 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by these gestures? If you are not sure, choose the best answer.

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

31. [Ask if Q11 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

## 2016 Workplace and Gender Relations Survey of Active Duty Members

32. [Ask if Q11 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by seeing these sexually explicit materials? If you are not sure, choose the best answer.

☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

33. [Ask if Q12 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes  
☒ Not applicable, they did not know I or someone else wanted them to stop  
☒ No

34. [Ask if Q12 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by hearing about these sexual activities? If you are not sure, choose the best answer.

☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

35. [Ask if Q13 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes  
☒ Not applicable, they did not know I or someone else wanted them to stop  
☒ No

36. [Ask if Q13 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended if they had been asked these questions? If you are not sure, choose the best answer.

☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

37. [Ask if Q14 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes  
☒ Not applicable, they did not know I or someone else wanted them to stop  
☒ No

38. [Ask if Q14 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended if these remarks had been directed to them? If you are not sure, choose the best answer.

☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by taking or sharing sexually suggestive pictures or videos of you when you did not want them to.

39. [Ask if Q15 = "Yes" and Q16 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended if it happened to them? If you are not sure, choose the best answer.

☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

40. [Ask if Q17 = "Yes" and Q18 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes  
☒ Not applicable, they did not know I or someone else wanted them to stop  
☒ No

41. [Ask if Q17 = "Yes" and Q18 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by these unwanted attempts? If you are not sure, choose the best answer.

☒ Yes  
☒ No

## 2016 Workplace and Gender Relations Survey of Active Duty Members

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

42. [Ask if (Q19 = "Missing" or Q19 = "No") AND Q20 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- ☒ Yes  
☒ Not applicable, they did not know I or someone else wanted them to stop  
☒ No

43. [Ask if (Q19 = "Missing" or Q19 = "No") AND Q20 = "Yes"] Do you think that this was ever severe enough that most Service members would have been offended by this unnecessary touching? If you are not sure, choose the best answer.

- ☒ Yes  
☒ No

You indicated that, after [X Date], someone from work made you feel as if you would get some workplace benefit in exchange for doing something sexual.

44. [Ask if Q21 = "Yes"] What led you to believe that you would get a workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time that they expressed sexual interest. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

You indicated that, after [X Date], someone from work made you feel as if you would get punished or treated unfairly in the workplace if you did not do something sexual.

45. [Ask if Q22 = "Yes"] What led you to believe that you would get punished or treated unfairly in the workplace if you did not do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

You indicated that, after [X Date], someone from work said that [men] [women] are not as good as [women] [men] at your particular job, or that they should be prevented from having your job.

46. [Ask if Q23 = "Yes"] Do you think their beliefs about [men] [women] ever harmed or limited your career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- ☒ Yes  
☒ No

You indicated that, after [X Date], someone from work mistreated, ignored, excluded, or insulted you because you are a [man] [woman].

47. [Ask if Q24 = "Yes"] Do you think this treatment ever harmed or limited your career? For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- ☒ Yes  
☒ No

Earlier you answered questions about upsetting or offensive things that someone from work did since [X Date].

48. [Ask if Q8 = "Yes" or Q9 = "Yes" or Q10 = "Yes" or Q11 = "Yes" or Q12 = "Yes" or Q13 = "Yes" or Q14 = "Yes" or Q15 = "Yes" or Q17 = "Yes" or Q19 = "Yes" or Q20 = "Yes" or Q21 = "Yes" or Q22 = "Yes" or Q23 = "Yes" or Q24 = "Yes"] Would you consider any of the behaviors that you selected as happening to you to be... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexual harassment? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Gender discrimination? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

49. [Ask if Q8 = "Yes" or Q9 = "Yes" or Q10 = "Yes" or Q11 = "Yes" or Q12 = "Yes" or Q13 = "Yes" or Q14 = "Yes" or Q15 = "Yes" or Q17 = "Yes" or Q19 = "Yes" or Q20 = "Yes" or Q21 = "Yes" or Q22 = "Yes" or Q23 = "Yes" or Q24 = "Yes"] Would you consider any of the behaviors that you selected as happening to you to be... Mark "Yes" or "No" for each item.

	Yes	No
a. <b>Hazing?</b> Hazing refers to things done to humiliate or "toughen up" people prior to accepting them into a group.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>Bullying?</b> Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

### GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, it appears that at least one person you worked with in the last 12 months acted in a way that created an upsetting or offensive work environment.

50. [Ask if [Matching Item] = "Yes" and [MEO\_FLAG] = "True"] The following section includes additional questions about the upsetting situation(s) you experienced, including those situations in which someone from work...
- Repeatedly told sexual jokes
  - Repeatedly suggested that you do not act like a [man] [woman] is supposed to
  - Repeatedly made sexual gestures or sexual body movements
  - Displayed, showed you, or sent you sexually explicit materials like pictures or videos
  - Repeatedly told you about their sexual activities
  - Repeatedly asked you questions about your sex life or sexual interests
  - Made repeated sexual comments about your appearance or body
  - Took or shared sexually suggestive pictures or videos of you
  - Made repeated attempts to establish an unwanted romantic or sexual relationship with you
  - Touched you in a sexual way
  - Touched you in any other way that made you uncomfortable, angry, or upset
  - Made you feel like you would get some workplace benefit in exchange for doing something sexual
  - Made you feel like you would get punished or treated unfairly if you refused to do something sexual
  - Said that [men][women] are not as good as [women][men] at your job, or that they should be prevented from having that job
  - Mistreated, ignored, or insulted you because you were a [man][woman]

You indicated you had at least one upsetting experience. Please think about the one situation since [X Date] that had the biggest effect on you—the one you consider to be the worst or most serious.

51. [Ask if [MEO\_FLAG] = "True"] Would you consider this upsetting situation to be... Mark "Yes" or "No" for each item.

	Yes	No
a. <b>Hostile work environment?</b> For example, repeated unwelcome sexual advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>Quid pro quo?</b> For example, someone implied preferential treatment in exchange for your sexual cooperation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <b>Gender discrimination?</b> For example, mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

52. [Ask if [MEO\_FLAG] = "True"] Please indicate how many people were involved in this upsetting situation.

- ☒ One person  
☒ More than one person

53. [Ask if [MEO\_FLAG] = "True"] Please indicate the gender(s) of this person(s).

- ☒ Men  
☒ Women  
☒ A mix of men and women

54. [Ask if [MEO\_FLAG] = "True"] Was/Were any of the person(s) who acted this way a military member?

- ☒ Yes, they all were  
☒ Yes, some were, but not all  
☒ No, none were military  
☒ Not sure

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55. [Ask if [MEO\_FLAG] = "True" and (Q54 = "Yes, they all were" or Q54 = "Yes, some were, but not all" or Q54 = "No, none were military")] **At the time of the upsetting situation, was/were any of the person(s)...** *Mark all that apply.*

- ☒ Your immediate supervisor?
- ☒ Someone else in your chain of command (excluding your immediate supervisor)?
- ☒ Some other higher ranking military member not listed above?
- ☒ Subordinate(s) or someone you manage?
- ☒ DoD/Government civilian(s) working for the military?
- ☒ Contractor(s) working for the military?
- ☒ Not sure

56. [Ask if [MEO\_FLAG] = "True" AND (Q54 = "Yes, they all were" or Q54 = "Yes, some were, but not all") AND (Q55 a = "Marked" or Q55 b = "Marked" or Q55 c = "Marked" or Q55 d = "Marked")] **At the time of the event, what paygrade was/were the military member(s) who did this to you?** *Mark all that apply.*

- ☒ E1
- ☒ E2
- ☒ E3
- ☒ E4
- ☒ E5
- ☒ E6
- ☒ E7
- ☒ E8
- ☒ E9
- ☒ W1–W5
- ☒ O1
- ☒ O2
- ☒ O3
- ☒ O4
- ☒ O5
- ☒ O6
- ☒ Higher than O6
- ☒ Not sure

57. [Ask if [MEO\_FLAG] = "True"] **Thinking about this situation, about how long have/did these upsetting behaviors continue?**

- ☒ It happened one time
- ☒ About one week
- ☒ About one month
- ☒ A few months
- ☒ A year or more

58. [Ask if [MEO\_FLAG] = "True"] **Thinking about this upsetting behavior, did it ever occur...** *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."*

	Yes	No
a. At a military installation/ship (for example, on base, on shore duty, etc.)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. During an overseas port visit while deployed?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While transitioning between operational theaters (for example, going to or returning from forward deployment)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were in a delayed entry program?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were in recruit training/basic training?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in any other type of military combat training?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While at an official military function (either on or off base)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While you were at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. [Ask if [MEO\_FLAG] = "True"] **Thinking about this upsetting situation, did it make you take steps to leave or separate from the military?**

- ☒ Yes
- ☒ No

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60. [Ask if [MEO\_FLAG] = "True"] Would you describe this upsetting situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to things done to humiliate or "toughen up" people prior to accepting them into a group.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

61. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did you discuss this situation with your friends, family, or coworkers?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Did you discuss this situation with a chaplain, counselor, or medical person?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Did you discuss this situation with a work supervisor or anyone up your chain of command with an expectation that some corrective action would be taken?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Did you discuss this situation with a work supervisor or anyone up your chain of command to get guidance on what to do?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Did you officially report this situation as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

62. [Ask if [MEO\_FLAG] = "True" and (Q61 c = "Yes" or Q61 d = "Yes" or Q61 e = "Yes")] What actions were taken in response to your discussing/reporting the upsetting situation? Mark one answer for each item.

	Yes	No	Do not know
a. The person you told took no action.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The rules on harassment were explained to everyone in the workplace.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone talked to the person(s) to ask them to change their behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your work station or duties were changed to help you avoid that person(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The person(s) was/were moved or reassigned so that you did not have as much contact with them.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No	Do not know
f. There was some official career action taken against the person(s) for their upsetting behavior. For example, a negative evaluation/fitness report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. The person(s) stopped their upsetting behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You were encouraged to drop the issue.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You were discouraged from filing a formal complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. The person(s) who did this took action against you for complaining. For example, their upsetting behavior became worse or they threatened you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Your coworkers treated you worse, avoided you, or blamed you for the problem.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Your supervisor punished you for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

63. [Ask if [MEO\_FLAG] = "True" and (Q61 c = "Yes" or Q61 d = "Yes" or Q61 e = "Yes")] How satisfied were/are you with the response/actions taken by the personnel handling your situation?

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



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64. [Ask if [MEO\_FLAG] = "True" and ((Q61 c = "No" and Q61 e <> "Yes") or (Q61 c <> "Yes" and Q61 e = "No"))] **What were your reasons for not discussing it with someone above you in your chain of command with the expectation of corrective action or not reporting it to a person who enforces sexual harassment regulations? Mark all that apply.**

- ☒ The offensive behavior stopped on its own
- ☒ You thought it was not serious enough to report
- ☒ You did not want more people to know
- ☒ You did not want people to see you as weak
- ☒ You did not know who to discuss/report the situation to
- ☒ You wanted to forget about it and move on
- ☒ You did not think anything would be done
- ☒ You did not think you would be believed
- ☒ You did not trust that the process would be fair
- ☒ You felt partially to blame
- ☒ You thought other people would blame you
- ☒ You thought you might get in trouble for something you did
- ☒ You thought you might be labeled as a troublemaker
- ☒ You felt shamed or embarrassed
- ☒ You were concerned for your physical safety
- ☒ You thought it might hurt your performance evaluation/fitness report
- ☒ You thought it might hurt your career
- ☒ You did not want to hurt the person's career or family
- ☒ You were worried about negative consequences by the person(s) who did it
- ☒ You were worried about negative consequences by a supervisor or someone in your chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, etc.)
- ☒ You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, etc.)
- ☒ You took other actions to handle the situation
- ☒ None of the above

## GENDER-RELATED EXPERIENCES

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience. They can happen to both women and men.

The next questions include some graphic words. They describe events that DoD regulations define with precise anatomical language. It is important to use the same names of the specific body parts the DoD uses. This is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, Service member or civilian, someone you knew or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened AFTER [X Date].

You will have an opportunity to describe experiences that happened BEFORE [X Date] later in the survey.

Remember, all the information you share will be kept confidential.

65. **Since [X Date], did you have any unwanted experiences in which someone put his penis into your anus or mouth (or vagina, if you are a woman)?**

- ☒ Yes
- ☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

66. [Ask if Q65 = "Yes"] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

- ☒ Yes
- ☒ No



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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

67. [Ask if Q65 = "Yes"] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

68. [Ask if Q65 = "Yes"] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

69. [Ask if Q65 = "Yes"] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

70. **Since [X Date], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman)?** The body part could include a finger, tongue, or testicles.

☒ Yes

☒ No

71. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

72. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

73. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes" and (Q71 = "Yes" or Q72 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

74. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes" and (Q71 = "Yes" or Q72 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

75. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes" and (Q71 = "Yes" or Q72 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

76. [Ask if [SA1Flag] = "Not true" and Q70 = "Yes" and (Q71 = "Yes" or Q72 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes  
☒ No

77. Since [X Date], did anyone **make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to?** A part of the body could include your tongue or fingers (or penis or testicles, if you are a man).

☒ Yes  
☒ No

78. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes  
☒ No

79. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

80. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes" and (Q78 = "Yes" or Q79 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

81. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes" and (Q78 = "Yes" or Q79 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

82. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes" and (Q78 = "Yes" or Q79 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes  
☒ No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

83. [Ask if [SA2FlagCum] = "Not true" and Q77 = "Yes" and (Q78 = "Yes" or Q79 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☐ No

84. Since [X Date], did you have any **unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?** Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

☒ Yes

☐ No

85. [Ask if [SA3FlagCum] = "Not true" and Q84 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☐ No

86. [Ask if Q84 = "No" or Q84 = "Missing"] Since [X Date], did you have any **unwanted experiences in which someone intentionally touched ANY area of your body (either directly or through clothing)?**

☒ Yes

☐ No

87. [Ask if [SA3FlagCum] = "Not true" and (Q84 = "Yes" or Q86 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

☒ Yes

☐ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

88. [Ask if [SA3FlagCum] = "Not true" and ((Q84 = "Yes" and (Q85 = "Yes" or Q87 = "Yes")) or (Q86 = "Yes" and Q87 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☐ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

89. [Ask if [SA3FlagCum] = "Not true" and ((Q84 = "Yes" and (Q85 = "Yes" or Q87 = "Yes")) or (Q86 = "Yes" and Q87 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☐ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

90. [Ask if [SA3FlagCum] = "Not true" and ((Q84 = "Yes" and (Q85 = "Yes" or Q87 = "Yes")) or (Q86 = "Yes" and Q87 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☐ No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

91. [Ask if [SA3FlagCum] = "Not true" and ((Q84 = "Yes" and (Q85 = "Yes" or Q87 = "Yes")) or (Q86 = "Yes" and Q87 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes  
☒ No

92. Since [X Date], did you have any **unwanted experiences in which someone made you touch private areas of their body or someone else's body (either directly or through clothing)?** This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

☒ Yes  
☒ No

93. [Ask if [SA4FlagCum] = "Not true" and Q92 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes  
☒ No

94. [Ask if Q92 = "No" or Q92 = "Missing"] Since [X Date], did you have any **unwanted experiences in which someone made you touch ANY area of their body or someone else's body (either directly or through clothing)?**

☒ Yes  
☒ No

95. [Ask if [SA4FlagCum] = "Not true" and (Q92 = "Yes" or Q94 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

96. [Ask if [SA4FlagCum] = "Not true" and ((Q92 = "Yes" and (Q93 = "Yes" or Q95 = "Yes")) or (Q94 = "Yes" and Q95 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

97. [Ask if [SA4FlagCum] = "Not true" and ((Q92 = "Yes" and (Q93 = "Yes" or Q95 = "Yes")) or (Q94 = "Yes" and Q95 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes  
☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

98. [Ask if [SA4FlagCum] = "Not true" and ((Q92 = "Yes" and (Q93 = "Yes" or Q95 = "Yes")) or (Q94 = "Yes" and Q95 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes  
☒ No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

99. [Ask if [SA4FlagCum] = "Not true" and ((Q92 = "Yes" and (Q93 = "Yes" or Q95 = "Yes")) or (Q94 = "Yes" and Q95 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

100. Since [X Date], did you have any **unwanted experiences in which someone attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred?**

☒ Yes

☒ No

101. [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

102. [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

103. [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes" and (Q101 = "Yes" or Q102 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use, or threats of, physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

104. [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes" and (Q101 = "Yes" or Q102 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

105. [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes" and (Q101 = "Yes" or Q102 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**106.** [Ask if [SA3FlagCum] = "Not true" and Q100 = "Yes" and (Q101 = "Yes" or Q102 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers earlier, you indicated that you had at least one of these unwanted experiences since [X Date].

**107.** [Ask if [SAFLAG] = "True" and [Matching Item] = "Yes"] **The items that follow will ask for additional information about the unwanted event(s) in which someone...**

- Put their penis into your anus or mouth (or vagina, if you are a woman).
- Put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman).
- Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- Intentionally touched private areas of your body.
- Intentionally touched ANY area of your body.
- Made you touch private areas of their body or someone else's body.
- Made you touch ANY area of their body or someone else's body.
- Attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred.

**108.** [Ask if [SAFLAG] = "True"] **Thinking about the past 12 months, please give your best estimate of how many separate occasions you had these unwanted experiences.**

Times

You indicated that you had more than one unwanted event since [X Date].

**109.** [Ask if [SAFLAG] = "True" and Q108 > 1] **Were all these events done by the same person?**

☒ Yes

☒ No, more than one person

☒ Not sure

**110.** [Ask if [SAFLAG] = "True" and Q108 > 1] **Would you describe any of these unwanted experiences as... Mark "Yes" or "No" for each item.**

	Yes	No
a. <b>Hazing?</b> Hazing refers to things done to humiliate or "toughen up" people prior to accepting them into a group.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>Bullying?</b> Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

### GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT

The following questions ask about the unwanted event that had the **biggest effect on you**. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

**111.** [Ask if [SAFLAG] = "True" and Q108 > 1 and [SACount] > 1 and [Matching Item] = "Yes"] **Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.**

	Yes	No
a. Put their penis into your anus or mouth (or vagina, if you are a woman).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Put any object or any body part <u>other than a penis</u> into your anus or mouth (or vagina, if you are a woman).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. <u>Attempted</u> to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), <u>but no penetration actually occurred</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**112.** [Ask if [SAFLAG] = "True"] **How many people did this to you?**

☒ One person

☒ More than one person

☒ Not sure

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**113. [Ask if [SAFLAG] = "True"] Please indicate the gender(s) of this person(s).**

- ☒ Men
- ☒ Women
- ☒ A mix of men and women
- ☒ Not sure

**114. [Ask if [SAFLAG] = "True"] Was/Were any of the person(s) who did this to you a military member?**

- ☒ Yes, they all were
- ☒ Yes, some were, but not all
- ☒ No, none were military
- ☒ Not sure

**115. [Ask if [SAFLAG] = "True" and (Q114 = "Yes, they all were" or Q114 = "Yes, some were, but not all")] Was/Were any of the military member(s) who did this to you in the same Service as you?**

- ☒ Yes
- ☒ No
- ☒ Not sure

**116. [Ask if [SAFLAG] = "True" and (Q114 = "Yes, they all were" or Q114 = "Yes, some were, but not all")] At the time of the event, what paygrade was/were the military member(s) who did this to you? Mark all that apply.**

- ☒ E1
- ☒ E2
- ☒ E3
- ☒ E4
- ☒ E5
- ☒ E6
- ☒ E7
- ☒ E8
- ☒ E9
- ☒ W1–W5
- ☒ O1
- ☒ O2
- ☒ O3
- ☒ O4
- ☒ O5
- ☒ O6
- ☒ Higher than O6
- ☒ Not sure

**117. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... Mark all that apply.**

- ☒ Your immediate supervisor?
- ☒ Someone else in your chain of command (excluding your immediate supervisor)?
- ☒ Some other higher ranking military member not listed above?
- ☒ Subordinate(s) or someone you manage?
- ☒ DoD/Government civilian(s) working for the military?
- ☒ Contractor(s) working for the military?
- ☒ Not sure

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118. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... **Mark all that apply.**

- ☒ Your current or former spouse?
- ☒ Someone who you have a child with (your child's mother or father)?
- ☒ Your significant other (boyfriend or girlfriend) you live with?
- ☒ Your current or former significant other (boyfriend or girlfriend) you do/did not live with?
- ☒ A friend or acquaintance?
- ☒ A family member or relative?
- ☒ A stranger?
- ☒ None of the above
- ☒ Not sure

119. [Ask if [SAFLAG] = "True"] Did the unwanted event occur... **Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."**

	Yes	No
a. At a military installation/ship (for example, on base, on shore duty, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. During an overseas port visit while deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While transitioning between operational theaters (for example, going to or returning from forward deployment)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were in a delayed entry program? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in any other type of military combat training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While at an official military function (either on or off base)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While you were at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

120. [Ask if [SAFLAG] = "True"] Which of the following best describe the situation when this unwanted event occurred? **Mark all that apply.**

- ☒ You were out with friends or at a party that was not an official military function
- ☒ You were on a date
- ☒ You were at work during duty hours
- ☒ You were on approved leave
- ☒ You were being intimate with the other person
- ☒ You were in your or someone else's home or quarters
- ☒ None of the above
- ☒ Do not recall

121. [Ask if [SAFLAG] = "True"] Would you describe this unwanted event as... **Mark "Yes" or "No" for each item.**

	Yes	No
a. <b>Hazing?</b> Hazing refers to things done to humiliate or "toughen up" people prior to accepting them into a group. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>Bullying?</b> Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

122. [Ask if [SAFLAG] = "True"] Did the offender(s)... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually harass you <u>before</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Stalk you <u>before</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexually harass you <u>after</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Stalk you <u>after</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

123. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had you been drinking alcohol? Even if you had been drinking, it does not mean that you are to blame for what happened.

- ☒ Yes
- ☒ No
- ☒ Not sure



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**124. [Ask if [SAFLAG] = "True" and Q123 = "Yes"]**  
**Just prior to this unwanted event... Mark one**  
**answer for each item.**

	Do not know		
	No		
	Yes		
a. Did the person(s) who did this to you buy or give you alcohol to drink? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**125. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had the person(s) who did it been drinking alcohol?**

- ☒ Yes  
☒ No  
☒ Do not know

**126. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, did it make you take steps to leave or separate from the military?**

- ☒ Yes  
☒ No

**127. [Ask if [SAFLAG] = "True"] Did you receive a sexual assault forensic exam or "rape exam"?**  
 This is often given by military or civilian medical personnel to collect evidence about a sexual assault.

- ☒ Yes  
☒ No

**128. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, overall how satisfied are/were you with responses/services you received from the following individuals/service providers? Mark one answer for each item.**

	Not applicable, I did not talk or interact with this individual/service provider					
	Very dissatisfied					
	Dissatisfied					
	Neither satisfied nor dissatisfied					
	Satisfied					
	Very satisfied					
a. Your unit commander/director .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Not applicable, I did not talk or interact with this individual/service provider

	Very dissatisfied					
	Dissatisfied					
	Neither satisfied nor dissatisfied					
	Satisfied					
	Very satisfied					
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Chief Petty Officer) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your immediate supervisor .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A Sexual Assault Response Coordinator (SARC) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A Uniformed Victim Advocate (UVA) or Victim Advocate (VA) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. DoD Safe Helpline (877-995-5247) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. A medical provider not for mental health needs (for example, someone from a military medical treatment facility or civilian treatment facility) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. A mental health provider (for example, counselor) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. A chaplain .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Military law enforcement personnel .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Civilian law enforcement personnel .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

**129. [Ask if [SAFLAG] = "True"] Did you officially report this unwanted event to the military?** This could have been either a restricted or unrestricted report.

- ☒ Yes  
☒ No

**130. [Ask if [SAFLAG] = "True" and Q129 = "No"] Are you considering reporting, or ever considered reporting?**

- ☒ Yes, I am currently considering whether or not to report  
☒ Yes, I considered reporting but decided not to  
☒ No, I never considered reporting and do not plan to report

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

**131. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] Did you initially make...**

- ☒ A Restricted report?  
☒ An Unrestricted report?  
☒ Unsure what type of report I initially made

**132. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q131 = "A Restricted report?"] To whom did you make this initial restricted report? Mark one.**

- ☒ A Sexual Assault Response Coordinator (SARC)  
☒ A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)  
☒ Healthcare personnel  
☒ Other  
☒ Unable to recall

**133. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q131 = "A Restricted report?"] What happened with your restricted report? Mark one.**

- ☒ It remained restricted and I am not aware of any investigation that occurred  
☒ I chose to convert it to unrestricted  
☒ I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your chain of command and they initiated an investigation)  
☒ Unable to recall

**134. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q131 = "A Restricted report?"] If making a restricted report was not an option, what would you have done? Mark one.**

- ☒ Made an unrestricted report  
☒ Not reported  
☒ Not sure

**135. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] After reporting this unwanted event, to what extent were you provided the following? Mark one answer for each item.**

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Accurate up-to-date information on your case status .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
c. Information to address your confidentiality concerns (for example, your right to privacy) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Information on your right to request an expedited transfer.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Information about Victim's Rights (DD Form 2701) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**136. [Ask if [SAFLAG] = "True" and Q129 = "Yes"]**  
**After reporting this unwanted event, to what extent were you provided the following from your leadership? Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
a. They made me feel supported. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They expressed concern for my well-being.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They provided me the flexibility to attend appointments related to my sexual assault as needed. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. They discouraged gossip in my work environment. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Some other positive action. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**[Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q136 e = "Small extent" or Q136 e = "Moderate extent" or Q136 e = "Large extent" or Q136 e = "Very large extent")]** Please specify the other positive action taken by your leadership after you reported this unwanted event. Please do not use identifying names or information.

An **expedited transfer** is a workplace or installation move requested by a Service member who has made an unrestricted report of sexual assault. By policy, such requests are answered by the unit commander within 72 hours.

**137. [Ask if [SAFLAG] = "True" and Q129 = "Yes"]**  
**Did you receive an expedited transfer as a result of your report of sexual assault?**

- ☒ Yes  
☒ No

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**138. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q137 = "Yes"] Compared to the time before you were transferred, are the following aspects of your life better, worse, or about the same? Mark one answer for each item.**

	Not applicable			
	Worse than before			
	About the same as before			
	Better than before			
a. Social support.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Medical/Mental health care.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Career progression.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treatment by peers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Treatment by leadership.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Living situation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**139. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] What were your reasons for reporting the event to a military authority? Mark all that apply.**

- ☒ Someone else made you report it or reported it themselves
- ☒ To stop the offender(s) from hurting you again
- ☒ To stop the offender(s) from hurting others
- ☒ It was your civic/military duty to report it
- ☒ To punish the offender(s)
- ☒ To discourage other potential offenders
- ☒ To get medical assistance
- ☒ To get mental health assistance
- ☒ To stop rumors
- ☒ Someone you told encouraged you to report
- ☒ You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future
- ☒ Some other reason

**140. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] Based on your overall experience of the reporting process and services available, would you recommend that others report their sexual assault? Mark one.**

- ☒ Yes, recommend others make an unrestricted report
- ☒ Yes, recommend others make a restricted report
- ☒ No
- ☒ Not sure

**141. [Ask if [SAFLAG] = "True" and Q129 = "No"] What were your reasons for not reporting the event to a military authority? Mark all that apply.**

- ☒ You thought it was not serious enough to report
- ☒ You did not want more people to know
- ☒ You did not want people to see you as weak
- ☒ You wanted to forget about it and move on
- ☒ You did not think your report would be kept confidential
- ☒ You did not think anything would be done
- ☒ You did not think you would be believed
- ☒ You did not trust the process would be fair
- ☒ You felt partially to blame
- ☒ You thought other people would blame you
- ☒ You thought you might get in trouble for something you did. For example, underage drinking or fraternization.
- ☒ You thought you might be labeled as a troublemaker
- ☒ You felt shamed or embarrassed
- ☒ You were concerned for your physical safety
- ☒ You or the person(s) who did it knew the person you would report the event to (for example, SARC, SHARP, UVA/VA)
- ☒ You thought it might hurt your performance evaluation/fitness report
- ☒ You thought it might hurt your career
- ☒ You did not want to hurt the person's career or family
- ☒ You were worried about potential negative consequences from the person(s) who did it
- ☒ You were worried about potential negative consequences from a supervisor or someone in your chain of command
- ☒ You were worried about potential negative consequences from your coworkers or peers
- ☒ You took other actions to handle the situation
- ☒ Some other reason

**142. [Ask if [SAFLAG] = "True" and (Q129 = "Yes" or Q129 = "No")] In retrospect, would you make the same decision about reporting if you could do it over?**

- ☒ Yes
- ☒ No

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**OUTCOMES ASSOCIATED WITH REPORTING**

**143. [Ask if [SAFLAG] = "True" and Q129 = "Yes"]**  
**As a result of you reporting a sexual assault, has your leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following? Mark all that apply.**

- ☒ Demoted you or denied you a promotion
- ☒ Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- ☒ Rated you lower than you deserved on a performance evaluation
- ☒ Denied you an award you were previously eligible to receive
- ☒ Reduced your pay or benefits without doing the same to others
- ☒ Reassigned you to duties that do not match your current grade
- ☒ Made you perform additional duties that do not match your current grade
- ☒ Transferred you to a different unit or installation without your request or agreement
- ☒ Ordered you to one or more command directed mental health evaluations
- ☒ Disciplined you or ordered other corrective action
- ☒ Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
- ☒ Some other action that negatively affects, or could negatively affect, your position or career
- ☒ Does not apply, you have not experienced any of the above

**[Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q143 i = "Marked"] Please specify the other negative action taken as a result of you reporting a sexual assault.** Please do not use identifying names or information.

**144. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked")]** **Do you have reason to believe that any of the actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?**

- ☒ Yes
- ☒ No
- ☒ Not sure

**145. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked")]** **Why do you believe this individual(s) took the actions you marked as happening to you? Mark all that apply.**

- ☒ They were trying to get back at you for making a report (unrestricted or restricted)
- ☒ They were trying to discourage you from moving forward with your report
- ☒ They did not believe you
- ☒ They were mad at you for causing a problem for them
- ☒ They did not understand the situation
- ☒ They were trying to help you
- ☒ They were following established protocol by temporarily reassigning you during recovery
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They were addressing an issue of collateral misconduct
- ☒ Some other reason
- ☒ Not sure

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146. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked"))] **Who took the action(s)? Mark all that apply.**

- ☒ Unit commander
- ☒ Deputy commander (XO)
- ☒ Senior Enlisted Leader
- ☒ Another member in your chain of command but not a unit commander
- ☒ A higher ranking member not in your chain of command
- ☒ Not sure

147. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked"))] **Think about all the behaviors you selected above that were taken by this individual(s). Overall, how harmful do you believe these experiences will be to your career?**

- ☒ Not at all harmful—they are unlikely to have a short-term or lasting impact on your career
- ☒ Somewhat harmful—they are likely to have a short-term impact, but not a lasting impact on your career
- ☒ Moderately harmful—they are likely to have a short-term impact and some lasting impact on your career
- ☒ Very harmful—they are likely to have both a short-term and lasting impact on your career

148. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked"))] **As a result of the actions taken against you, did you decide not to participate or move forward with your report of sexual assault?**

- ☒ Yes, I chose not to participate or move forward with my report
- ☒ No, I am participating and/or moving forward with my report
- ☒ Still considering

149. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] **As a result of you reporting a sexual assault, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? Mark all that apply.**

- ☒ Made insulting or disrespectful remarks or made jokes at your expense—in public
- ☒ Excluded you or threatened to exclude you from social activities or interactions
- ☒ Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above

150. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked"))] **Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- ☒ Yes
- ☒ No
- ☒ Not sure

151. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked"))] **Why do you believe your military peers and/or coworkers took the actions you marked as happening to you? Mark all that apply.**

- ☒ They were trying to discourage you from moving forward with your report or discourage others from reporting
- ☒ They were trying to make you feel excluded
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They did not believe you
- ☒ Some other reason
- ☒ Not sure

152. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked"))] **Who took the action(s)? Mark all that apply.**

- ☒ Service member in a lower rank than you
- ☒ Service member in a similar rank as you
- ☒ Service member in a higher rank within your chain of command
- ☒ Service member in a higher rank not in your chain of command
- ☒ DoD civilian
- ☒ Not sure who they were

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153. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked")] **As a result of the actions taken against you, did you decide not to participate or move forward with your report of sexual assault?**

- ☒ Yes, I chose not to participate or move forward with my report
- ☒ No, I am participating and/or moving forward with my report
- ☒ Still considering

154. [Ask if [SAFLAG] = "True" and Q129 = "Yes"] **As a result of you reporting a sexual assault, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.***

- ☒ Made insulting or disrespectful remarks or made jokes at your expense—to you in private
- ☒ Showed or threatened to show private images, photos, or videos of you to others
- ☒ Bullied you or made intimidating remarks about the assault
- ☒ Was physically violent with you or threatened to be physically violent
- ☒ Damaged or threatened to damage your property
- ☒ Some other negative action
- ☒ Does not apply, you did not experience any of the above

[Ask if [SAFLAG] = "True" and Q129 = "Yes" and Q154 f = "Marked"] **Please specify the other negative action taken by your military peers and/or coworkers as a result of you reporting a sexual assault.** Please do not use identifying names or information.

155. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- ☒ Yes
- ☒ No
- ☒ Not sure

156. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Why do you believe your military peers and/or coworkers took the actions you marked as happening to you? *Mark all that apply.***

- ☒ They were trying to discourage you from moving forward with your report, or discourage others from reporting
- ☒ They were trying to abuse or humiliate you
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They did not believe you
- ☒ Some other reason
- ☒ Not sure

157. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Was/ Were any of your military peers and/or coworkers who took these actions in a position of authority/leadership over you?**

- ☒ Yes
- ☒ No
- ☒ Not sure

158. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Who took the action(s)? *Mark all that apply.***

- ☒ Service member in a lower rank than you
- ☒ Service member in a similar rank as you
- ☒ Service member in a higher rank within your chain of command
- ☒ Service member in a higher rank not in your chain of command
- ☒ DoD civilian
- ☒ Not sure who they were



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**159.** [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **As a result of the actions taken against you, did you decide not to participate or move forward with your report of sexual assault?**

- ☒ Yes, I chose not to participate or move forward with my report
- ☒ No, I am participating and/or moving forward with my report
- ☒ Still considering

**160.** [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Did any of the actions you marked involve social media?** For example, Facebook, Twitter, Kik, Yik Yak, Snapchat.

- ☒ Yes
- ☒ No

**161.** [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Thinking about all of the negative actions you selected that were taken by military coworkers, peers, and/or leadership, did you... *Mark all that apply.***

- ☒ Discuss these behaviors with your friends, family, coworkers, or a professional?
- ☒ Discuss these behaviors with a work supervisor or anyone up your chain of command with the expectation that some corrective action would be taken?
- ☒ Discuss these behaviors with a work supervisor or anyone up your chain of command to get guidance on what to do?
- ☒ File a complaint (for example, with the Inspector General, Military Equal Opportunity Office, commander)?
- ☒ None of the above actions

**162.** [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked") AND Q161 b = "Marked"] **Who did you talk to in your chain of command with the expectation that some corrective action would be taken? *Mark all that apply.***

- ☒ Unit commander
- ☒ Deputy commander (XO)
- ☒ Senior Enlisted Leader
- ☒ Another member in your chain of command, not listed above
- ☒ Immediate supervisor

**163.** [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked") AND Q161 b = "Marked"] **What happened in response to this discussion? *Mark all that apply.***

- ☒ You got help dealing with the situation
- ☒ Your leadership took steps to address the situation
- ☒ The behavior(s) stopped on its own
- ☒ The situation continued or got worse for you
- ☒ You were told/encouraged to drop the issue
- ☒ You are not aware of any action taken by the person that you told



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164. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked") and Q161 d = "Marked"]

**What happened as a result of filing a complaint? Mark all that apply.**

- ☒ You got help dealing with the situation
- ☒ Your leadership took steps to address the situation
- ☒ The behavior(s) stopped on its own
- ☒ The situation continued or got worse for you
- ☒ You were told/encouraged to drop the issue
- ☒ You are not aware of any action taken by the person that you told

165. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked") and Q161 d <> "Marked" and (Q161 a = "Marked" or Q161 b = "Marked" or Q161 c = "Marked" or Q161 e = "Marked")]

**You indicated you chose not to file a complaint. Please indicate why you made this decision. Mark all that apply.**

- ☒ The person(s) stopped their behavior
- ☒ You did not want more people to know and/or judge you
- ☒ You did not know how to file a complaint
- ☒ You were told/encouraged not to file a complaint
- ☒ You did not think anything would be done or anyone would believe you
- ☒ You did not trust that the process would be fair
- ☒ You were worried that filing a complaint would cause you more harm than good
- ☒ Some other reason

166. [Ask if [SAFLAG] = "True" and Q129 = "Yes" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")]

**What is the relationship between the individual(s) that took these actions against you and the perpetrator(s) identified in your report of sexual assault? Mark all that apply.**

- ☒ Same person(s)
- ☒ Friends with the identified perpetrator(s)
- ☒ In same chain of command
- ☒ No relationship
- ☒ Not sure

#### GENDER-RELATED EXPERIENCES

Earlier in the survey you indicated that you experienced an unwanted event.

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the last 12 months, and which events happened earlier.

167. [Ask if [SAFLAG] = "True"] **Thinking about when the event occurred, how certain are you that it occurred in the last 12 months?** If the event occurred over a long time, think about whether it ever happened after [X Date].

- ☒ Definitely occurred AFTER [X Date]
- ☒ Not sure if it occurred BEFORE or AFTER [X Date]
- ☒ Definitely occurred BEFORE [X Date]

168. [Ask if [SAFLAG] = "True" and Q65 = "Yes" and Q167 = "Definitely occurred BEFORE [X Date]" and (Q108 > 1)] **Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...**

- a. Put their penis into your anus or mouth (or vagina, if you are a woman).
- b. Put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman).
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Intentionally touched ANY area of your body.

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- f. Made you touch private areas of their body or someone else's body.
- g. Made you touch ANY area of their body or someone else's body.
- h. Attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred.

**169. [Ask if [SAFLAG] = "True" and Q167 = "Definitely occurred BEFORE [X Date]" and (Q108 > 1)] What was the date of your MOST RECENT unwanted event like this?**

Month

Year

Thank you for sharing these details about the unwanted event you chose as the worst or most serious. For the next question, please consider any unwanted event that happened to you.

**170. [Ask if [SAFLAG] = "True"] For your unwanted experiences since [X Date], did you initial and sign a form labeled VICTIM REPORTING PREFERENCE STATEMENT (DD Form 2910 or CG Form 6095) in response to a past year event?** This form allows you to decide whether to make a restricted or unrestricted report of sexual assault. A Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA) would have assisted you with completing this form. To see a version of this form, click here.

- ☒ Yes
- ☒ No
- ☒ Not sure

## PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past year. For the next questions, please think about events that happened more than one year ago, BEFORE [X Date]. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means that you told or showed them that you were unwilling, that they used physical force or threats to make you do it, or that they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

**171. Before [X Date], had anyone... Mark "Yes" or "No" for each item.**

	Yes	No
a. Put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Made you insert an object or body part into someone's mouth, vagina, or anus when you did not want to and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <u>Tried to</u> put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) against your will <u>but it did not happen?</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? <i>Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body (either directly or through clothing) when you did not want it and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? <i>This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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**172.** [Ask if Q171 a = "Yes" or Q171 b = "Yes" or Q171 c = "Yes" or Q171 d = "Yes" or Q171 e = "Yes" or Q171 f = "Yes" or Q171 g = "Yes"] **Did any of these unwanted experiences happen... Mark "Yes" or "No" for each item.**

	Yes	No
a. <u>Before</u> you joined the military?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <u>After</u> you joined the military?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**173.** [Ask if Q171 a = "Yes" or Q171 b = "Yes" or Q171 c = "Yes" or Q171 d = "Yes" or Q171 e = "Yes" or Q171 f = "Yes" or Q171 g = "Yes" AND Q172 b = "Yes"] **Did you make an official report to a military authority for any of these unwanted experiences that happened prior to [X Date] while you were in the military?** This could have been either a restricted or unrestricted report.

- ☒ Yes  
☒ No

**ADDITIONAL BACKGROUND INFORMATION**

**174. What is your current relationship status?**

- ☒ Married  
☒ Living with a boyfriend or girlfriend  
☒ In a committed romantic relationship, but not living together  
☒ Single  
☒ Other or prefer not to say

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

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

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

- ☒ White  
☒ Black or African American  
☒ American Indian or Alaska Native  
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

**YOUR MILITARY WORKPLACE**

**177. How likely would you be to... Mark one answer for each item.**

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Encourage someone who has experienced <u>sexual harassment</u> to tell a military supervisor? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encourage someone who has experienced <u>sexual assault</u> to seek counseling?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Encourage someone who has experienced <u>sexual assault</u> to report it? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Tell a military supervisor about <u>sexual harassment</u> if it happened to you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Report a <u>sexual assault</u> if it happened to you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**178. In the past 12 months, did you observe a situation that you believed was, or could have led to, a sexual assault?**

- ☒ Yes  
☒ No

**179. [Ask if Q178 = "Yes"] Select the one response that most closely resembles your actions.**

- ☒ You stepped in and separated the people involved in the situation  
☒ You asked the person who appeared to be at risk if they needed help  
☒ You confronted the person who appeared to be causing the situation  
☒ You created a distraction to cause one or more of the people to disengage from the situation  
☒ You asked others to step in as a group and diffuse the situation  
☒ You told someone in a position of authority about the situation  
☒ You considered intervening in the situation, but you could not safely take any action  
☒ You decided not to take action

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**180.** [Ask if Q178 = "Yes" and (Q179 = "You stepped in and separated the people involved in the situation" or Q179 = "You asked the person who appeared to be at risk if they needed help" or Q179 = "You confronted the person who appeared to be causing the situation" or Q179 = "You created a distraction to cause one or more of the people to disengage from the situation" or Q179 = "You asked others to step in as a group and diffuse the situation" or Q179 = "You told someone in a position of authority about the situation")] Did any of the following contribute to your decision to intervene? Mark "Yes" or "No" for each item.

	Yes	No
a. Training on bystander intervention.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Another type of training related to sexual assault prevention.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Unit leader expectations .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Peer or coworker expectations .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Desire to uphold core military values.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Concern the situation could hurt unit cohesion or morale .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Concern the situation could hurt duty performance .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Confidence in my ability to prevent a sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Belief that others would view my actions positively.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. It was the right thing to do.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Some other reason .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the first group of positive military workplace actions or behaviors items.

**181.** In the past 12 months, how well have military members of the following paygrades made it clear that sexual assault has no place in the military? Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."

	Very well	Well	Neither well nor poorly	Poorly	Very poorly	Not applicable
a. E1-E3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7-E9 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1-O3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4-O6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1-W5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the second group of positive military workplace actions or behaviors items.

**182. In the past 12 months, how well have military members of the following paygrades promoted a unit climate based on mutual respect and trust? Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."**

	Very well	Well	Neither well nor poorly	Poorly	Very poorly	Not applicable
a. E1–E3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7–E9 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1–O3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4–O6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1– W5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the third group of positive military workplace actions or behaviors items.

**183. In the past 12 months, how well have military members of the following paygrades led by example by refraining from sexist comments and behaviors? Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."**

	Very well	Well	Neither well nor poorly	Poorly	Very poorly	Not applicable
a. E1–E3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7–E9 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1–O3 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4–O6 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1– W5 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the fourth group of positive military workplace actions or behaviors items.

**184. In the past 12 months, how well have military members of the following paygrades recognized and immediately corrected incidents of sexual harassment (for example, inappropriate jokes, comments, and behaviors)?** Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."

	Very well	Well	Neither well nor poorly	Poorly	Very poorly	Not applicable
a. E1–E3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7–E9.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1–O3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4–O6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1– W5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the fifth group of positive military workplace actions or behaviors items.

**185. In the past 12 months, how well have military members of the following paygrades created an environment where victims would feel comfortable reporting sexual harassment or sexual assault?** Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."

	Very well	Well	Neither well nor poorly	Poorly	Very poorly	Not applicable
a. E1–E3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7–E9.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1–O3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4–O6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1– W5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the sixth group of positive military workplace actions or behaviors items.

**186. In the past 12 months, how well have military members of the following paygrades encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?** Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."

	Not applicable	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. E1-E3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7-E9.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1-O3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4-O6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1-W5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the seventh group of positive military workplace actions or behaviors items.

There is one more group after this one.

**187. In the past 12 months, how well have military members of the following paygrades publicized sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number)?** Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."

	Not applicable	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. E1-E3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7-E9.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1-O3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4-O6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1-W5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



## 2016 Workplace and Gender Relations Survey of Active Duty Members

The next several items ask how well military members in specific paygrades encouraged, promoted, and/or demonstrated positive military workplace actions or behaviors in the past 12 months regarding sexual assault, sexual harassment, and other harmful behavior. Each of these questions asks about different actions or behaviors. This is the eighth group of positive military workplace actions or behaviors items.

**188. In the past 12 months, how well have military members of the following paygrades encouraged victims to report sexual assault?**

*Mark one answer for each item. If you have not had interactions with members of a specific paygrade, please select "Not applicable."*

	Not applicable	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. E1–E3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. E4.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. E5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. E6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. E7–E9.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. O1–O3.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. O4–O6.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. O7 and above.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. [Ask if [CSERVICE] = "Army" or [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" or [CSERVICE] = "Coast Guard"] W1– W5.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**189. [Ask if Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed"] To what extent do you think your access to the resources listed below would be constrained/limited if you were to experience a sexual assault while deployed? Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Sexual Assault Response Coordinator (SARC).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Uniformed Victim Advocate (UVA) or Victim Advocate (VA).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. DoD Safe Helpline (877-995-5247).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Installation 24-hour helpline.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Local civilian 24-hour helpline.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Medical care for survivors of sexual assault (for example, screening for sexually transmitted diseases [STDs], preventative treatment, any related follow-up medical care).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Sexual Assault Forensic Examinations (SAFE) for survivors of sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Mental health counseling/ care for survivors of sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Chaplain services for survivors of sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**190. Are you currently in a work environment where female coworkers are uncommon (less than 25% of your military coworkers)?**

- ☒ Yes  
☒ No



## 2016 Workplace and Gender Relations Survey of Active Duty Members

Over the last three years, the Military Services have opened up 110,000 positions to women and have independently studied, developed, and verified operationally relevant standards for them. Anyone who can meet operationally and relevant gender neutral standards, regardless of gender, should be allowed to serve in that position.

**191. Are you currently serving in a unit or career field that has been opened up to women in the past 12 months?**

- ☒ Yes  
☒ No

**192. [Ask if Q191 = "Yes"] How has opening this unit or career field to women affected the climate in your unit?**

- ☒ Better than before  
☒ About the same as before  
☒ Worse than before  
☒ No basis to judge

**193. During the past 12 months, how often have you experienced any of the following behaviors, where coworkers or supervisors... Mark one answer for each item.**

	Very often	Often	Sometimes	Once or twice	Never
a. Intentionally interfered with your work performance? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Did not provide information or assistance when you needed it? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were excessively harsh in their criticism of your work performance? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Took credit for work or ideas that were yours? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Gossiped/talked about you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Used insults, sarcasm, or gestures to humiliate you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Yelled when they were angry with you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Swore at you in a hostile manner? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Damaged or stole your property or equipment? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**194. 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

## STRESS, HEALTH, AND WELL-BEING

**195. In general, would you say your health is...?**

- ☒ Excellent  
☒ Very good  
☒ Good  
☒ Fair  
☒ Poor

Sometimes things happen to people that are unusually or especially frightening, horrible, or traumatic. For example, a serious accident or fire, physical or sexual assault or abuse, earthquake or flood, war, seeing someone be killed or seriously injured, or having a loved one die through homicide or suicide.

**196. Have you ever experienced this kind of event?**

*Please count any event in your entire life.*

- ☒ Yes  
☒ No

**197. [Ask if Q196 = "Yes"] In the past month, have you... Mark "Yes" or "No" for each item.**

	Yes	No
a. Had nightmares about the event(s) or thought about the event(s) when you did not want to? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Tried hard not to think about the event(s) or went out of your way to avoid situations that reminded you of the event(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Been constantly on guard, watchful, or easily startled? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Felt numb or detached from people, activities, or your surroundings? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Felt guilty or unable to stop blaming yourself or others for the event(s) or any problems the event(s) may have caused? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

**198. Over the last two weeks, how often have you been bothered by any of the following problems? Mark one answer for each item.**

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Feeling down, depressed, or hopeless .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Trouble falling or staying asleep, or sleeping too much .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Feeling tired or having little energy .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Poor appetite or overeating .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Trouble concentrating on things, such as reading the newspaper or watching television .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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 .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

### TRAINING AND CULTURE

**199. Have you had any military training during the past 12 months on topics related to sexual assault?**

- ☒ Yes  
☒ No

**200. [Ask if Q199 = "Yes"] My Service's sexual assault training... Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Teaches that the consumption of alcohol may increase the likelihood of sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Teaches how to avoid situations that might increase the risk of being a victim of sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Teaches how to intervene when you witness a situation involving a fellow Service member (bystander intervention) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Teaches how to obtain medical care following a sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Explains the role of the chain of command in handling sexual assault allegations .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Explains the reporting options available if a sexual assault occurs .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Identifies the points of contact for reporting sexual assault (for example, SARC, Victim Advocate) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Explains how sexual assault is a mission readiness problem .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Explains the resources available to victims (for example, Safe Helpline) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Explains that, in addition to women, men can experience sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Highlights engagement of chain of command outside of formal training .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Explains use of social media and the community to engage with Sexual Assault Prevention and Response (SAPR) prevention (for example, Facebook messages, "fun runs," organized events) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. [Ask if [CSERVICE] = "Marine Corps"] Is taught by knowledgeable SAPR professionals .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
o. [Ask if [CSERVICE] = "Marine Corps"] Is taught by professionals with adequate training, skills, and abilities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. [Ask if [CSERVICE] = "Marine Corps"] Provides information about sexual assault that is relevant to my rank and career stage.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. [Ask if [CSERVICE] = "Marine Corps"] Makes me feel empowered to intervene when I recognize high risk situations and behaviors that may lead to a sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

- ☒ Yes  
☒ No

202. [Ask if Q201 = "Yes"] My Service's sexual harassment training...

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Explains the role of the chain of command in handling sexual harassment complaints.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Identifies the points of contact for reporting sexual harassment complaints.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Explains how sexual harassment is a mission readiness problem.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Explains that, in addition to women, men can experience sexual harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

203. How much do you agree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. When you are in a social setting, it is your duty to confront a fellow Service member from doing something potentially harmful to themselves or others.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. If you are <u>sexually assaulted</u> , you can trust the military system to protect your privacy.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. If you are <u>sexually assaulted</u> , you can trust the military system to ensure your safety following the incident.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. If you are <u>sexually assaulted</u> , you can trust the military system to treat you with dignity and respect.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You believe you will be treated differently by your supervisor or chain of command if you report you were <u>sexually harassed</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You believe you will be treated differently by your supervisor or chain of command if you report <u>someone else was sexually harassed</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

204. To what extent are you willing to... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone when you think they "crossed the line" with gender-related comments or jokes?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
b. Encourage others to point out to someone when they think he or she "crossed the line" with gender-related comments or jokes? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## SOCIAL MEDIA USE

205. Are you aware of a Service member misusing social media sites to ridicule, abuse, stalk, or harm... Mark "Yes" or "No" for each item.

	Yes	No
a. Another military member? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your chain of command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your Service? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The DoD as a whole? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

206. [Ask if Q205 a = "Yes" or Q205 b = "Yes" or Q205 c = "Yes" or Q205 d = "Yes"] Did you notify any of the following individuals of this misuse of social media? Mark "Yes" or "No" for each item.

	Yes	No
a. A military peer .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A member of your chain of command .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Another leader outside of your chain of command .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. My Service's Inspector General office .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Some other person or office .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

207. Does your workplace have a formal policy explaining appropriate or inappropriate uses of social media sites?

- ☒ Yes  
☒ No  
☒ Do not know

208. [Ask if Q207 = "Yes"] Do members of your work group generally comply with the policy on uses of social media?

- ☒ Yes  
☒ No  
☒ Do not know

## HOW ARE WE DOING?

209. In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?

- ☒ Less of a problem today  
☒ About the same as 2 years ago  
☒ More of a problem today  
☒ Do not know

210. In your opinion, has sexual assault in the military become more or less of a problem over the last 2 years?

- ☒ Less of a problem today  
☒ About the same as 2 years ago  
☒ More of a problem today  
☒ Do not know

## ADDITIONAL INFORMATION

211. Do you consider yourself to be... Mark one.

- ☒ Heterosexual or straight?  
☒ Gay or lesbian?  
☒ Bisexual?  
☒ Other (for example, questioning, asexual, undecided, self-identified, intersex)  
☒ Prefer not to answer

## 2016 Workplace and Gender Relations Survey of Active Duty Members

**212. Some people describe themselves as transgender when they experience a different gender identity from their sex at birth. For example, a person born into a male body, but who feels female or lives as a woman. Do you consider yourself to be transgender? Mark one.**

- ☒ Yes, transgender, male to female  
☒ Yes, transgender, female to male  
☒ Yes, transgender, gender non-conforming  
☒ No  
☒ Unsure  
☒ Prefer not to answer

### TRAINING AND CULTURE

**213. [Ask if [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps"] In your opinion, what percentage of sexual assault reports are made by individuals when they know the report is not true?**

- ☒ Less than 10%  
☒ 11–25%  
☒ 26–50%  
☒ 51–75%  
☒ 76–100%

**214. [Ask if [CSERVICE] = "Navy" or [CSERVICE] = "Marine Corps" AND (Q213 = "Less than 10%" or Q213 = "11–25%" or Q213 = "26–50%" or Q213 = "51–75%" or Q213 = "76–100%")] Why do you think that percent of sexual assault reports are not true? Mark all that apply.**

- ☒ I have had someone make a false report about me  
☒ I am aware of a false report made about a friend or colleague  
☒ I don't see anyone getting convicted or punished  
☒ The person making the report is unreliable  
☒ The person making the report has told me it was false  
☒ The person making the report is only interested in a transfer  
☒ Some other reason

**215. [Ask if [CSERVICE] = "Navy"] To what extent... Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Does your immediate supervisor encourage Sailors to challenge <u>sexual harassment and gender discrimination</u> when they witness it? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Does your immediate supervisor encourage Sailors to challenge <u>sexist behaviors</u> when they witness them? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Do you think individuals within your work center would fully support someone who came forward with a complaint of gender discrimination? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**216. [Ask if [CSERVICE] = "Navy"] Are you currently stationed on an aircraft carrier or large deck amphibious assault ship?**

- ☒ Yes, I am currently stationed on a carrier/ship  
☒ No, but I have been stationed on a carrier/ship in the past 12 months  
☒ No, and it has been more than 12 months since I've been stationed on a carrier/ship  
☒ No, and I have never been stationed on a carrier/ship

**217. [Ask if [CSERVICE] = "Navy" and (Q216 = "Yes, I am currently stationed on a carrier/ship" or Q216 = "No, but I have been stationed on a carrier/ship in the past 12 months" or Q216 = "No, and it has been more than 12 months since I've been stationed on a carrier/ship")] Have you heard of the Deployed Resiliency Counselors (DRCs)?**

- ☒ Yes, and I have received services from them  
☒ Yes, but I have not received services from them  
☒ No, I have never heard of the DRCs

## 2016 Workplace and Gender Relations Survey of Active Duty Members

**218.** [Ask if [CSERVICE] = "Navy" and (Q216 = "Yes, I am currently stationed on a carrier/ship" or Q216 = "No, but I have been stationed on a carrier/ship in the past 12 months" or Q216 = "No, and it has been more than 12 months since I've been stationed on a carrier/ship") and Q217 = "Yes, and I have received services from them"] **Based on your experience working with the Deployed Resiliency Counselors (DRCs), to what extent... Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Were they approachable?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were they helpful?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were they accessible?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Were you able to get time off to see the DRCs? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Did you prefer having a civilian counselor who is not in your chain of command?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**219.** [Ask if [CSERVICE] = "Navy" and (Q216 = "Yes, I am currently stationed on a carrier/ship" or Q216 = "No, but I have been stationed on a carrier/ship in the past 12 months" or Q216 = "No, and it has been more than 12 months since I've been stationed on a carrier/ship") and (Q217 = "Yes, and I have received services from them" or Q217 = "Yes, but I have not received services from them")]] **To what extent do you agree or disagree with the following statements regarding Deployed Resiliency Counselors (DRCs)? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The embedded nature of the DRCs is critical to making services accessible aboard carriers/ships (either in port or deployed).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. I am confident in the DRCs' ability to meet my needs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. I am confident the DRCs would maintain my confidentiality.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I would seek help from the DRCs if needed.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Having DRCs onboard the carriers/ships make me more likely to utilize their services.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**220.** [Ask if [CSERVICE] = "Marine Corps"] **Do you agree or disagree that your Service's sexual assault bystander intervention training teaches how to recognize high risk situations and behaviors that may lead to a sexual assault?**

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

**221.** [Ask if [CSERVICE] = "Marine Corps"] **To what extent do you agree or disagree with the following statements? Mark one answer for each item.**

	Do not know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My Service's social media messages (on Facebook, Twitter, and Instagram) raised my awareness about sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

	Do not know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. I believe that my Service's Sexual Assault Prevention and Response (SAPR) Program is better prepared to provide support to Service member victims than civilian sexual assault victim support agencies. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My Commander (Group/Regimental Commander or General Officer) is committed to <u>preventing</u> sexual assault in the Marine Corps. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My Commander (Group/Regimental Commander or General Officer) is committed to <u>supporting</u> victims of sexual assault in the Marine Corps. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My Commander (Group/Regimental Commander or General Officer) is committed to fostering a climate of dignity and respect. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Do not know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
f. My unit/installation's sexual assault awareness events (for example, SAPR color runs, SAPR 5k runs, SAPR softball games) help me better understand the nature of sexual assault. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

222. [Ask if [CSERVICE] = "Army"] To what extent do you agree or disagree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members of your unit/workgroup are expected to avoid engaging in offensive and disrespectful behaviors. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Disrespectful behavior is discouraged by members of your unit/workgroup. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Members of your unit/workgroup are expected to treat one another with dignity. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Respectful treatment is encouraged by members of your unit/workgroup. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 2016 Workplace and Gender Relations Survey of Active Duty Members

**223. [Ask if [CSERVICE] = "Army"] To what extent...****Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do you share a sense of belongingness to your unit/workgroup? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Does your unit/workgroup pull together to get the job done? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Does your unit/workgroup really care about each other? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**TAKING THE SURVEY**

**224. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

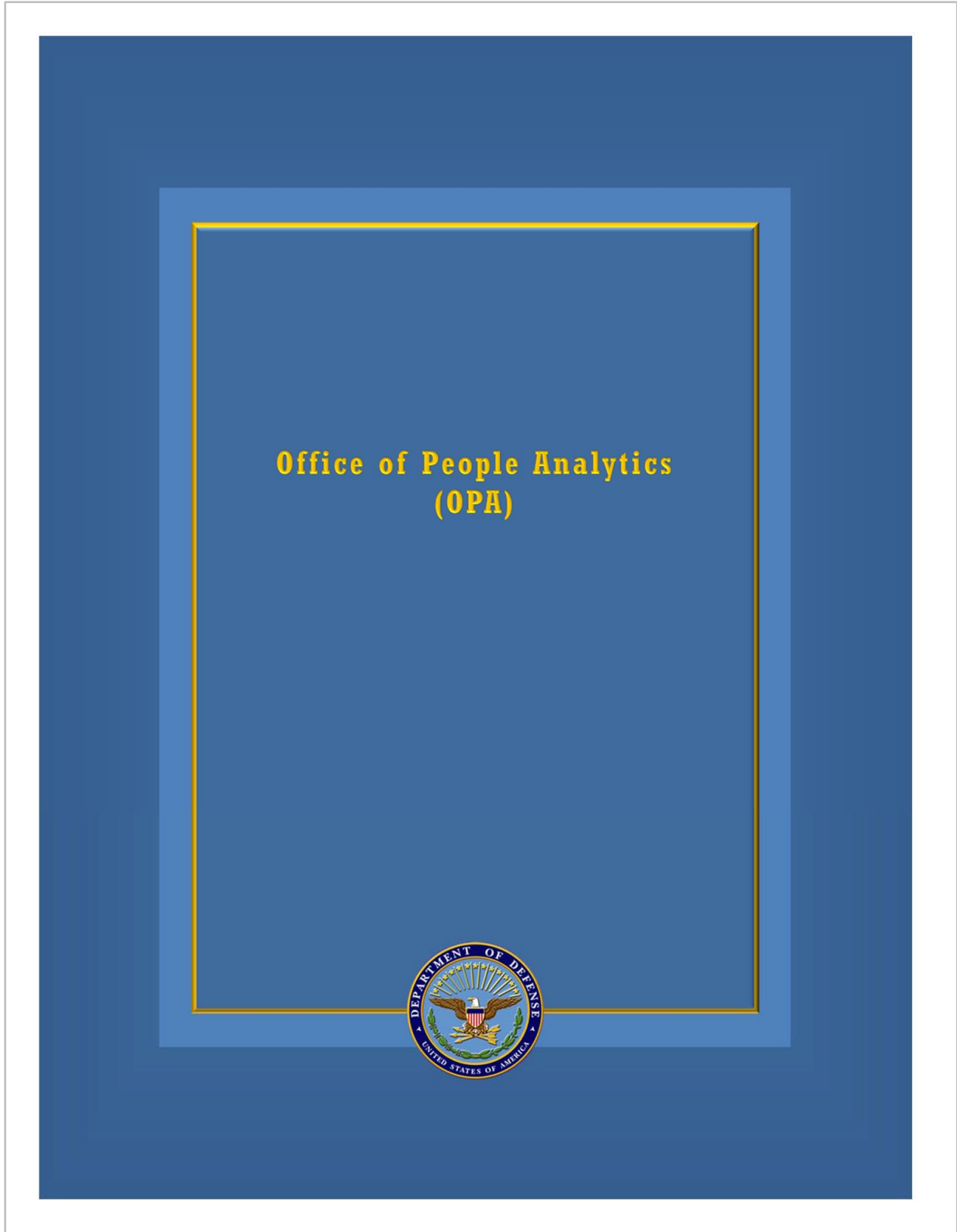
**225. [Ask if Q1 = "No, I was separated or retired"]**

**Based on your answer 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 answer click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or send a fax to 1-763-268-3002.**











## **Appendix B. Frequently Asked Questions**



## Frequently Asked Questions

### ***2016 Workplace and Gender Relations Survey of Active Duty Members Office of People Analytics***

The Defense Research, Surveys, and Statistics Center (RSSC), Office of People Analytics (OPA), has been conducting surveys of gender issues for the active duty military since 1988. RSSC uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the 2016 Workplace and Gender Relations Survey of Active Duty Members (2016 WGRA), OPA used complex sampling and weighting procedures to ensure accuracy of estimates to the full active duty population. This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details some common questions about our methodology as a whole and the 2016 WGRA specifically.

#### **1. What was the population of interest for the 2016 WGRA?**

The target population consisted of members from the active duty from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were below flag rank and have at least four months of service.

OPA sampled 50% of men and 75% of women, consisting of 735,329 members. Data were collected between 22 July and 14 October 2016.

The weighted total DoD response rate for the 2016 WGRA was 23%, which is typical for large DoD-wide surveys. This rate was similar to the 29% response rate for the 2014 Rand Military Workplace Survey and the 24% response rate in the 2012 Workplace and Gender Relations Survey of Active Duty Members.

#### **2. The 2016 WGRA uses “sampling” and “weighting.” Why are these methods used and what do they do?**

Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the 2016 WGRA, this allows OPA to generalize to the full population of active duty members that meet the criteria listed above.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army personnel in one group, all female Army personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.

OPA scientifically weights the data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.

This methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, WESTAT, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.

### 3. **Are survey estimates valid with only a 23% weighted response rate?**

Response rates to the 2016 WGRA are consistent with response rate levels and trends for both the 2014 Rand Military Workplace Survey (29% response rate) and the 2012 Workplace and Gender Relations Survey of Active Duty Members (24% response rate). Experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates. While non-response bias due to low response rates is always a concern, OPA has knowledge, based on administrative records, of the characteristics of both survey respondents and survey nonrespondents, and uses this information to make statistical adjustments that compensate for survey non-response. This important advantage improves the quality of estimates from OPA surveys that other survey organizations rarely have.

OPA uses accurate administrative records (e.g., demographic data) for the active duty population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army, female). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army, E1-E3, and female) contributes toward the survey estimates proportional to the known size of the subgroup.

In addition, OPA routinely conducts “Non-Response Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from non-responders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. Using a variety of methods to gauge potential non-response bias, OPA has found no evidence of non-response bias on the Gender Relations Surveys (OPA, 2016a).

### 4. **Is 23% a common response rate for other military or civilian surveys?**



Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. This rich data, rarely available to survey organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

5. **Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**

The 2011 Health and Related Behaviors Survey, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat and OPA, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the OPA sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which “recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors.”

6. **What about surveys that study the total U.S. population? How do they compare?**

Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the 2010 National Intimate Partner and Sexual Violence Survey, conducted by the Centers for Disease Control and Prevention, calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.



## **Appendix C. Communications**



## Communications

PERSONNEL AND  
READINESS

## OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000SAMPLE A SAMPLE  
C/O SAMPLE B SAMPLE  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
ANYTOWN MN 12345-1234

July 22, 2016

Dear Sample A. Sample:

One of my primary objectives as a military leader is to ensure you are provided the best military work environment possible. The *2016 Workplace and Gender Relations Survey of Active Duty Members* assesses any experiences you may have had recently with sexual harassment and sexual assault. This is the only survey the Department uses to construct official rates of these behaviors across the force. Results from this survey will be used by DoD to refine the policies that support you and your fellow military members. Your participation is essential to an understanding of military life informed by fact instead of anecdote.

DoD remains committed to combatting inappropriate behaviors. One of the ways to understand what is happening in your military workplace is through surveys. While I recognize you receive numerous requests to take surveys, this survey is the only one of its kind given to active duty members this year. It is vital to DoD's ability to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but your response is encouraged to ensure the results we obtain are truly representative. The survey is confidential to the extent permitted by law. All responses will be reported in the aggregate, and no individual data will be reported.

The survey is currently open at the Defense Manpower Data Center (DMDC) website:  
**<https://www.dodsurveys.mil>** At the website, you will be asked to enter your **Ticket Number**. Your ticket number is **ABCDEF**

Because this survey is considered *Official Business*, it can be completed using your government computer or your own computer if you choose. This is your chance to share your experiences and help us to continue improving policies and programs in the military workplace.

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail **WGR-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 September 28, 2016. You will be required to provide your Ticket Number.

Thank you for helping us continue to make the U.S. military the most honorable profession in the world.  
**"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols, Major General, U.S. Army  
Director, Sexual Assault Prevention and Response Office

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21.

64110000013

PERSONNEL AND  
READINESS

## OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000SAMPLE A SAMPLE  
C/O SAMPLE B SAMPLE  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
ANYTOWN MN 12345-1234

August 23, 2016



|||...|||

Dear Sample A. Sample:

You were recently sent a letter inviting you to participate in the *2016 Workplace and Gender Relations Survey of Active Duty Members*. If you have completed the survey, thank you for your time. If you have not already done so, please take the time to complete it today. The survey is voluntary. Although your participation in the survey is voluntary, I hope you will recognize its importance and find a few minutes to answer these questions about your experiences. I realize you receive requests to take many surveys, but this critical survey is the only one of its kind given to active duty members this year.

This is an opportunity for you to help us continue to focus our efforts on preventing sexual assault and sexual harassment in our ranks. As the Department's official survey on these issues, the *2016 WGRA* is critical to DoD's ability to understand the presence or absence of these problems in the military workplace. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative.

If you are a survivor, please know we understand your experiences cannot be summed up in a survey. For many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences. Regardless of your decision to take the survey, please consider getting help and support if you have not done so already, whether it is support from within the military community or outside of the military community.

This survey is considered *Official Business* and can be completed at work if you choose. You can either complete the paper survey that is included in this package or access the survey website. The survey is available at the Defense Manpower Data Center (DMDC) website: <https://www.dodsurveys.mil>. At the website, you will be asked to enter your **Ticket Number**. Your ticket number is **ABCDEF**.

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGR-survey@mail.mil](mailto:WGR-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 September 28, 2016. You will be required to provide your Ticket Number.

Thank you for helping us continue to make the U.S. military the best profession in the world.  
**"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols, Major General, U.S. Army  
Director, Sexual Assault Prevention and Response Office

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21.

64110000013





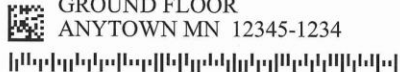
## OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

SAMPLE A SAMPLE  
C/O SAMPLE B SAMPLE  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
ANYTOWN MN 12345-1234

September 08, 2016



Dear Sample A. Sample:

Recently, I contacted you about participating in the *2016 Workplace and Gender Relations Survey of Active Duty Members*. Your completed responses have not yet been received and our deadline of September 28, 2016 is fast approaching. If you have not already done so, please take the time to complete the survey today.

The DoD remains committed to combatting these unwanted behaviors. Although this is a difficult topic, the Department wants to know about your experiences and thoughts: positive or negative. This survey is the primary way of gathering quantifiable and systematic data, from as many people as possible, to shed light on what is happening in the active duty. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We are committed to providing leadership with your important and confidential feedback with our utmost respect for your comfort level.

While participation is *voluntary*, your opinions are very important. These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. The survey is confidential to the extent permitted by law. All data will be reported in the aggregate, and no individual data will be reported. To access the survey, go to <https://www.dodsurveys.mil> and enter your **Ticket Number: ABCDEF**

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit your responses. After September 28, 2016, we will consider the items you have completed to be your intended response.

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGR-survey@mail.mil](mailto:WGR-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 September 28, 2016. You will be required to provide your Ticket Number.

Thank you for helping us continue to make the U.S. military the best profession in the world.  
**"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols, Major General, U.S. Army  
Director, Sexual Assault Prevention and Response Office

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21.

64110000013

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Monday, July 25, 2016 3:41 PM  
To: CaptainSmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (ANNOUNCE)  
Signed By: wgrsurvey@dmdc.osd.mil

Dear Captain Smith:

Your Ticket Number: ANNOUNCE

Recently there has been a lot of attention on topics related to sexual harassment and sexual assault in the military, and while others may claim to know what is going on in the military, members of Congress, Secretary of Defense Carter, and your military leaders want to hear directly from you. The Department of Defense (DoD) remains committed to combating these gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. The "2016 workplace and Gender Relations Survey of Active Duty Members" is the only Congressionally-mandated DoD-wide survey on these topics that the Department conducts for the Active duty and the findings are used for developing policies that will support you and your fellow military members.

The survey is now available at this website: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. 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).

Most people take 30 minutes to complete the survey. Please try to take the survey today. Once you have accessed the website, you will need to enter the following Ticket Number to log on: ANNOUNCE

This survey is "Official Business," and can be completed at your work station using government equipment. You can also complete the survey at home or anywhere else you feel comfortable. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. After you enter your ticket number, you will be routed to a secure web site to capture your survey responses. Your participation is voluntary. The survey is confidential to the extent permitted by law.

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: 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, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If 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. Be sure to 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 September 28, 2016. 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.



From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Thursday, July 28, 2016 3:22 PM  
To: CaptainSmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND1)  
Signed By: wgrsurvey@dmdc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND1

If you have completed the "2016 Workplace and Gender Relations Survey of Active Duty Members," thank you. If not, please try to do so today. Your participation is voluntary. The survey is confidential. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil>. Simply click on this address to go directly to the website. 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 website, you will need to enter the following Ticket Number: REMIND1

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If 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. Be sure to 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 September 29, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Wednesday, August 03, 2016 3:22 PM  
To: Captainsmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND2)  
Signed By: wgrsurvey@dmdc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND2

If you have already taken the time to complete the "2016 Workplace and Gender Relations 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 participation is voluntary. The survey is confidential. Major General Camille Nichols, Director of SAPRO, recently mailed you a letter urging you to participate in this important survey effort, to which DoD is promising confidentiality.

The website for the survey is: <https://www.dodsurveys.mil>. If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <https://www.dodsurvey.net>. The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 Service members. Be assured that all data will be reported in the aggregate and no individual data will be reported.

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If 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. Be sure to 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 September 28, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmhc.osd.mil>  
Sent: Wednesday, August 10, 2016 3:03 PM  
To: Captainsmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND3)  
Signed By: wgrsurvey@dmhc.osd.mil

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 participate or complete your survey and you would like to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <https://www.dodsurveys.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, you will need to enter the following Ticket Number: REMIND3

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If 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. Be sure to 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 September 28, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Thursday, August 18, 2016 1:49 PM  
To: Captainsmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND4)  
Signed By: wgrsurvey@dmdc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND4

If you have completed the "2016 Workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time today to do so by going online to the website below. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil>. If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <https://www.dodsurveys.net>. The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, 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.

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil) or leave a message anytime, toll-free, at 1-800-881-5307. 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. Be sure to 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 September 28, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Thursday, August 25, 2016 2:50 PM  
To: Captainsmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND5)  
Signed By: wgrsurvey@dmdc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND5

For those who have completed the "2016 Workplace and Gender Relations 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 website shuts down on September 28, 2016. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <https://www.dodsurveys.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, 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.

Thank you for participating in the "2016 workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-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. Be sure to 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 September 28, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmcd.osd.mil>  
Sent: Thursday, September 1, 2016 3:28 PM  
To: CaptainSmith@xyz.com  
Subject: Important DoD Survey (REMIND6)  
Signed By: wgrsurvey@dmcd.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND6

For those who have completed the "2016 Workplace and Gender Relations 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 website shuts down on September 28, 2016. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <http://www.dodsurvey.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, 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.

Thank you for participating in the "2016 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

ADDITIONAL INFORMATION: This survey is "official business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil) or leave a message anytime, toll-free, at 1-800-881-5307. 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. Be sure to 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 September 28, 2016. 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.

From: Workplace and Gender Relations Survey <wgrsurvey@dmddc.osd.mil>  
Sent: Tuesday, September 13, 2016 3:16 PM  
To: CaptainSmith@xyz.com  
Subject: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND7)  
Signed By: wgrsurvey@dmddc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND7

For those who have completed the "2016 workplace and Gender Relations Survey of Active Duty Members," thank you. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <http://www.dodsurvey.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, 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.

Thank you for participating in the "2016 workplace and Gender Relations Survey of Active Duty Members."

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

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If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. 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. Be sure to 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 September 28, 2016. You will be required to provide your Ticket Number.

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From: Workplace and Gender Relations Survey <wgrsurvey@dmddc.osd.mil>  
Sent: Monday, September 19, 2016 3:41 PM  
To: CaptainSmith@xyz.com  
Subject: Important DoD Survey Extended (REMIND8)  
Signed By: wgrsurvey@dmddc.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND8

For those who have completed the "2016 workplace and Gender Relations 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 today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 14, 2016. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <http://www.dodsurvey.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, complete as many items as you can, and submit the survey to us.

The Department of Defense (DoD) remains committed to combating gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative. This confidential survey is the primary way of gathering quantifiable and quick data, from as many people as possible, to shed light on what is happening in the Active duty. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We struggle with how to balance the need to get your important feedback quickly to leadership with our utmost respect for your privacy and comfort level.

If you are a survivor, please know we understand your experiences cannot be summed up in a survey. We know that, for many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences and letting the Department know how they are doing. Regardless of your decision whether or not to take the survey, please consider getting help and support if you have not done so already, whether it is support from within the military community or outside of the military community.

Sincerely,  
Dr. Elizabeth P. van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

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From: workplace and Gender Relations Survey <wgrsurvey@dmdd.osd.mil>  
Sent: Monday, October 03, 2016 1:52 PM  
To: CaptainSmith@xyz.com  
Subject: Important DoD Survey Extended (REMIND9)  
Signed By: wgrsurvey@dmdd.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND9

For those who have completed the "2016 workplace and Gender Relations 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 today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 14, 2016. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <http://www.dodsurvey.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, 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 website, complete as many items as you can, and submit the survey to us.

The Department of Defense (DoD) remains committed to combating gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative. This confidential survey is the primary way of gathering quantifiable and quick data, from as many people as possible, to shed light on what is happening in the Active duty. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We struggle with how to balance the need to get your important feedback quickly to leadership with our utmost respect for your privacy and comfort level.

If you are a survivor, please know we understand your experiences cannot be summed up in a survey. We know that, for many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences and letting the Department know how they are doing. Regardless of your decision whether or not to take the survey, please consider getting help and support if you have not done so already, whether it is support from within the military community or outside of the military community.

Sincerely,  
Dr. Elizabeth P. Van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

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From: Workplace and Gender Relations Survey <wgrsurvey@dmdd.osd.mil>  
Sent: Tuesday, October 11, 2016 1:53 PM  
To: Captainsmith@xyz.com  
Subject: Last reminder: 2016 Workplace and Gender Relations Survey of Active Duty Members (REMIND10)  
Signed By: wgrsurvey@dmdd.osd.mil

Dear Captain Smith:

Your Ticket Number: REMIND10

If you have already taken the time to take the "2016 Workplace and Gender Relations Survey of Active Duty Members," thank you. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 14, 2016. Your participation is voluntary. DoD is promising confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <https://www.dodsurveys.mil> If you tried to access the survey but experienced technical problems with the survey link, please try again with the alternative: <http://www.dodsurvey.net> The alternative website using the .net domain should allow you to access the survey from a government computer. Both links (.mil and .net) remain active and will allow you to access the same survey, with the same PIN. Once at the website, you will need to enter the following Ticket Number: REMIND10

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can and submit the survey to us. After Friday, October 14, 2016, we will consider whatever items you have completed to be your intended response.

The Department of Defense (DoD) remains committed to combating gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative. This confidential survey is the primary way of gathering quantifiable and quick data, from as many people as possible, to shed light on what is happening in the Active duty. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We struggle with how to balance the need to get your important feedback quickly to leadership with our utmost respect for your privacy and comfort level.

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Sincerely,  
Dr. Elizabeth P. van Winkle  
Principal Investigator, Workplace and Gender Relations Surveys  
Defense Manpower Data Center (DMDC)

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# Office of People Analytics (OPA)

