

**Sexual Harassment DEOCS 4.1
Construct Validity Summary**



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Background

In 2014, DEOMI released DEOCS 4.0 for military and civilian members in the Department of Defense. Development of the DEOCS 4.1 initiated in May 2016 and includes various updates to improve climate factors and individual items on the DEOCS. The following details the work done to update the factor of sexual harassment so that it more specifically targets the frame of reference and NDAA requirements, as well as Directive 1350.02. The current DEOCS 4.0 Sexual Harassment factor consists of three items (Table 1). Included is a review of the proposed modifications to the factor.

Table 1.
DEOCS 4.0 Sexual Harassment Items

DEOCS 4.0
1. Sexual harassment does not occur in my work area
2. Leaders in my organization adequately respond to allegations of sexual harassment
3. Leaders play an active role in the prevention of sexual harassment

Literature Review

The definition of Sexual Harassment (SH) was taken directly from 1350.02:

“E2.1.15. Sexual Harassment. 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:

E2.1.15.1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or

E2.1.15.2. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

E2.1.15.3. 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.

This definition emphasizes that 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 pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive. ("Workplace" is an expansive term for Military members and may include conduct on or off duty, 24 hours a day.) Any person in a supervisory or command position who uses or condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a Military member or civilian employee is engaging in sexual harassment.

Similarly, any Military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.”

Two of the original DEOCS 4.0 items, “Leaders in my organization adequately respond to allegations of sexual harassment,” and “Leaders play an active role in the prevention of sexual harassment,” are required by NDAA and therefore must remain within the SH factor. Therefore, the next steps were to better address Directive 1350.02.

Data Analysis

Sample Description

This section contains the demographic characteristics of the current sample ($n = 4,081$), collected from 26 May 2016 through 31 May 2016. The personnel classifications of this sample are as follows: 49.8% Army ($n = 2,032$), 27% Navy ($n = 1,102$), 11.5% Marine Corps ($n = 468$), 6.1% Air Force ($n = 249$), 0.5% Coast Guard ($n = 21$), and 4.0% National Guard ($n = 164$). For further information regarding the composition of the sample, refer to **Error! Reference source not found.**

Table 2.

Sample Demographics of Sexual Harassment Items Piloted on DEOCS

	<i>n</i>	%
Component		
Active Duty	2,847	69.8%
Reserve	215	5.3%
Gender		
Male	3,262	79.9%
Female	813	19.9%
Seniority		
Junior Enlisted	788	24.1%
Non-Commissioned Officer	1724	52.7%
Senior Non-Commissioned Officer	348	10.6%
Junior Officer	265	8.1%
Senior Officer	144	4.4%

Results

This section displays the descriptive statistics for the items analyzed on the DEOCS. Table 3 presents the additional items tested for the DEOCS 4.1 SH factor (data for the DEOCS 4.0 SH items were also collected to ensure a positive relationship between older and newer items; this was confirmed with $r = 0.3, p < .01$). First examined were the items from DEOCS 4.0. Because two of the three items address NDAA requirements, we removed the item, “Sexual harassment does not occur in my work area,” with adequate alpha of 0.78.

The new set of items was tested to address Directive 1350.02. Specifically, the directive specifies that both quid pro quo and hostile work environment are forms of sexual harassment. Therefore, the items that were examined focused on these two forms. We removed the item, “Gestures of a

sexual nature, suggestive remarks, or sexual language occur within my immediate work environment,” with adequate alpha of 0.74. Because of the dichotomous definition provided by 1350.02 and the direction of NDAA, we suggest that SH should be examined not as one factor but as two sub-factors. Therefore, the results are presented for each sub-factor. Table 4 shows the final four items that will be included in the overall factor of SH on DEOCS 4.1. Table 5 shows the descriptive statistics of the new items that were tested. Table 6 shows the reliability analysis of the final sub-factors.

Table 3.
Proposed additional items for DEOCS 4.1

Item
1. In my work environment, individuals use offensive gestures that are sexual in nature.
2. Gestures of a sexual nature, suggestive remarks, or sexual language occur within my immediate work environment.
3. In my work environment, individuals have been offered with rewards or special treatment in return for engaging in sexual behavior.

Table 4
Final Items for DEOCS 4.1

NDAA Requirement Items	
*Sub factor 1	Leaders in my organization adequately respond to allegations of sexual harassment Leaders play an active role in the prevention of sexual harassment
Directive 1350.02	
*Sub factor 2	In my work environment, individuals use offensive gestures that are sexual in nature. In my work environment, individuals have been offered with rewards or special treatment in return for engaging in sexual behavior.

Table 5
Descriptive Statistics for Sexual Harassment Items Piloted on DEOCS

Item	Mean	SD	Skewness	Kurtosis
Sub Factor 1				
Leaders in my organization adequately respond to allegations of sexual harassment.*	3.25	0.64	-.76	1.5
Leaders play an active role in the prevention of sexual harassment.*	3.22	0.69	-.81	1.2
Sub Factor 2				
In my work environment, individuals use offensive gestures that are sexual in nature.**	3.46	.91	-.73	.57
In my work environment, individuals have been offered with rewards or special treatment in return for engaging in sexual behavior.**	3.71	.82	-1.2	2.19

Note: n = 4,075

* These items were modified to provide additional clarity regarding chain of command actions and response in the final survey.

** These items were modified to provide additional clarity regarding individuals from the respondent's workplace in the final survey.

Table 6
Reliability Analysis of Items for DEOCS 4.1

Factor	Cronbach's Alpha	N of Items
Sub factor 1	.780	2
Sub factor 2	.736	2

Conclusion

The revised sexual harassment factor will now contain four items. The final items can be seen in Table 5. Future analyses will be conducted following administration of DEOCS 4.1 to establish convergent and discriminant validity.

References

Department of Defense (2015). DoD Directive 1350.02. *Department of Defense Military Equal Opportunity (MEO) Program*, 1-20.

H.R.4310 – National Defense Authorization Act for Fiscal Year 2013 (2013). *112th Congress Public Law*, 112-239.