



Information and Technology for Better Decision Making

2010 Workplace and Gender Relations Survey of Active Duty Members

Overview Report on Sexual Harassment

Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by ADA 536 257

2010 WORKPLACE AND GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS: OVERVIEW REPORT ON SEXUAL HARASSMENT

**Lindsay M. Rock and Rachel N. Lipari
Defense Manpower Data Center**

**Paul J. Cook
SRA International, Inc.**

**Andrew D. Hale
Consortium of Universities of the Washington Metropolitan Area**

**Defense Manpower Data Center
Human Resources Strategic Assessment Program
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

Acknowledgments

Defense Manpower Data Center (DMDC) conducted the *2010 Workplace and Gender Relations Survey of Active Duty Members* on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The survey program is conducted under the leadership of Timothy Elig, Director, Human Resources Strategic Assessment Program (HRSAP).

The lead analyst on this survey was Lindsay Rock. She and Rachel Lipari, Senior Scientist, designed the unique presentation and analysis of complex items in this report. Lisa Davis was the operations analyst on this survey responsible for data cleaning and the calculation of weighted estimates.

The authors of this report are appreciative of the efforts of Natalie Namrow, Consortium Research Fellow, who helped complete quality control for this report. The analysis of this report was enhanced through the development of templates for trend comparisons by Mary Padilla, SRA International, Inc.

2010 WORKPLACE AND GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS: OVERVIEW REPORT ON SEXUAL HARASSMENT

Executive Summary

Background

This report presents the results on issues related to sexual harassment from the *2010 Workplace and Gender Relations Survey of Active Duty Members (WGRA 2010)*. This is the third survey of gender-related issues of the active duty Services conducted by Defense Manpower Data Center (DMDC) since 2002 as part of the quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481 and continues a line of research from 1995. Measures used in *WGRA 2010* represent the Department of Defense's (DoD) standard across Services and survey years, thus allowing comparability in evaluating prevalence of sexual harassment behaviors.

The *WGRA 2010* was fielded in March-June 2010. DMDC received completed surveys from 26,505 eligible respondents (24,029 from DoD and 2,476 from Coast Guard) for a weighted response rate of 32% (31% for DoD and 52% for Coast Guard). The purpose of this report is to enhance understanding of sexual harassment in the military and the results of the Department's prevention efforts.

This report includes a description of the *WGRA 2010* survey content and methodology. In addition, the report includes an analysis of the prevalence of active duty members' experiences of sexual harassment in the 12 months prior to taking the survey and the details of incidents they have experienced. The report also includes an analysis of the effectiveness of DoD policies and training on sexual harassment and an assessment of progress related to this issue in the military and in the nation.

Reporting Categories

The *WGRA 2010* was designed to be representative of each of the Services by gender and paygrade, so that weighted estimates would accurately reflect these populations. Collecting DoD-wide data on sexual harassment in one survey ensures results across the Services are comparable because the measurement and methodology are identical. This approach also provides the Department a single set of estimates that accurately reflect the Total Force and each of the Services. For each section of the report, results are presented by gender by survey year (if applicable), as well as gender by Service and by paygrade. The Service reporting categories include Army, Navy, Marine Corps (USMC), and Air Force (USAF).¹ The paygrade reporting

¹ Though Coast Guard (USCG) members were included in the survey, the USCG does not fall under Title 10 U.S. Code Section 481 and results are reported separately.

categories include junior enlisted members (E1-E4), senior enlisted members (E5-E9), junior officers (O1-O3), and senior officers (O4-O6).²

Major Findings

Unwanted Gender-Related Experiences

Unwanted gender-related experiences is defined in this report as sexual harassment, sexist behavior, and three components of sexual harassment: crude and offensive behavior, unwanted sexual attention, and sexual coercion. Trends are available for 2006, 2002, and 1995 surveys.

Sexual Harassment. DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances” (Department of Defense, 1995). Incident rates of sexual harassment were derived using a two-step process. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the following types of unwanted gender-related behaviors from military personnel or DoD civilians/contractors: crude/offensive behavior, unwanted sexual attention, or sexual coercion (Q30), *and* they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Q31). In 2010, 21% of women and 3% of men indicated experiencing sexual harassment. The percentage of women who indicated experiencing sexual harassment was lower in 2010 than in 2006, 2002, and 1995 (21% vs. 33%, 24%, and 46%, respectively). The percentage of men who indicated experiencing sexual harassment was lower in 2010 than in 2006 and 1995 (3% vs. 6% and 8%, respectively).

Components of Sexual Harassment. Sexual harassment is comprised of three component measures. To be included in a rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the four behaviorally stated items defining that component measure. Respondent’s perspective on whether his/her experience constituted sexual harassment (Q31) is not included in calculating the rates of the three components.

Crude/offensive behavior is defined as verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing. In 2010, 40% of women and 20% of men indicated experiencing crude/offensive behavior. The percentage of women who indicated experiencing crude/offensive behavior in 2010 was lower than in 2006, 2002, and 1995 (40% vs. 52%, 45%, and 63%, respectively). The percentage of men who indicated experiencing crude/offensive behavior in 2010 was lower than in 2006, 2002, and 1995 (20% vs. 29%, 23%, and 31%, respectively).

Unwanted sexual attention is defined as repeated unwanted attempts to establish a sexual relationship. In 2010, 22% of women and 5% of men indicated experiencing unwanted sexual attention. The percentage of women who indicated experiencing unwanted sexual attention in 2010 was lower than in 2006, 2002, and 1995 (22% vs. 31%, 27%, and 42%, respectively). The

² Due to small cell sizes, warrant officers are not included in the paygrade analyses but are included in gender and Service analyses.

percentage of men who indicated experiencing unwanted sexual attention in 2010 was lower than in 2006 and 1995 (5% vs. 7% and 8%, respectively).

Sexual coercion is defined as classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation. In 2010, 8% of women and 2% of men indicated experiencing sexual coercion. The percentage of women who indicated experiencing sexual coercion in 2010 was lower than in 1995 (8% vs. 13%).

Sexist Behavior. Sexist behavior is defined as unwanted actions that refer to an individual's gender. Experiences of sexist behavior include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent. To be included in the calculation of the sexist behavior rate, members must have experienced at least one of the four behaviorally stated items defining sexist behavior. In 2010, 43% of women and 14% of men indicated experiencing sexist behavior. The percentage of women who indicated experiencing sexist behavior was lower in 2010 than in 2006, 2002, and 1995 (43% vs. 54%, 50%, and 63%, respectively).

Unwanted Gender-Related Experiences One Situation

Service members who indicated experiencing unwanted gender-related behavior in the 12 months preceding the survey were asked to describe the one situation involving these behaviors that had the greatest effect on them. Members then indicated the circumstances surrounding that "one situation." In 2010, 50% of women and 23% of men experienced at least one unwanted gender-related behavior from military personnel or DoD civilians/contractors.

Circumstances of the One Situation. Among the 50% of women and 23% of men who experienced unwanted gender-related behavior, the circumstances of their experience were as follows:

- 73% of women and 53% of men indicated the behaviors occurred at a military installation
- 71% of women and 53% of men indicated the behaviors occurred at work
- 24% of women and 22% of men indicated the behaviors occurred while they were on TDY/TAD, at sea, or during field exercises
- 39% of women and 11% of men indicated the behaviors occurred while they were in a work environment where members of their gender were uncommon
- 23% of women and 18% of men indicated the behaviors occurred in the local community around their installation
- 24% of women and 22% of men indicated the behaviors occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay

Characteristics of the Offenders. The 50% of women and 23% of men who experienced unwanted gender-related behavior were asked to describe the offender in their situation. The majority of women (82%) and men (52%) indicated the offender was male and 61% of women and 66% of men indicated that multiple offenders were involved.

When the 50% of women and 23% of men who experienced unwanted gender-related behavior from someone within the DoD community were asked to describe their organizational relationship to the offenders, most indicated the offenders were someone in the military (e.g., a military coworker, a military person of higher rank/grade [not in their chain of command], someone in their chain of command, a military subordinate, or another military person).

Reporting the Incident. The 50% of women and 23% of men who indicated they experienced unwanted gender-related behavior were asked if they reported the situation to a DoD authority. Twenty percent of women and 10% of men reported their experience to a DoD authority.

Among those 20% of women and 10% of men who reported the situation to a DoD authority, the actions taken as a result of their coming forward varied, as described below:

- 35% of women and 28% of men indicated their complaint was investigated, and 61% of women and 53% of men indicated the situation was resolved informally
- 52% of women and 47% of men indicated the person who bothered them was talked to about the behavior, and 26% of women and 25% of men indicated some action was taken against the person who bothered them
- 46% of women and 53% of men indicated the rules on harassment were explained to everyone in the place where the problem occurred
- 55% of women and 48% of men indicated the situation was corrected
- 24% of women and 31% of men indicated they were encouraged to drop the complaint, and 35% of women and 42% of men indicated their complaint was discounted or not taken seriously
- 15% of women and 28% of men indicated that action was taken against them as a result of their making the report

Among the 20% of women and 10% of men who reported the situation to a DoD authority, 15% of women and 24% of men indicated they experienced both professional and social retaliation, 17% of women and 11% of men experienced social retaliation alone, and 4% of women and 9% of men experienced professional retaliation alone.

Reasons for Not Reporting. Of the 50% of women and 23% of men who indicated they experienced unwanted gender-related behavior, the majority (80% of women and 90% of men) chose not to report it to a DoD authority. The most frequently cited reasons women and men gave for not reporting the incident were:

- Was not important enough to report (61% women, 55% men)
- Took care of the problem themselves (62% women, 47% men)
- Afraid of negative professional outcomes (35% women, 23% men)
- Felt uncomfortable making a report (33% women, 22% men)
- Did not think anything would be done (33% women, 27% men)
- Thought they would be labeled a troublemaker (33% women, 22% men)

Military Personnel Policies, Practices, and Training Related to Sexual Harassment

Service members were asked their perceptions of sexual harassment policies and practices; the availability of sexual harassment support and resources; the quantity and effectiveness of sexual harassment training; and military leaders' attempts to stop sexual harassment.

Sexual Harassment Complaint Climate. Service members were asked to assess the sexual harassment complaint climate in their work group and at their installation/ship. Overall, 91% of women and 89% of men indicated complaints about sexual harassment would be taken seriously to some extent in their work group no matter who files them. Eighty-eight percent of women and 87% of men indicated members of their work group would feel free to report sexual harassment to some extent without fear of reprisal.

Sexual Harassment Support Resources. Service members were asked if there were support resources at their installation/ship. Overall, 74% of women and 77% of men indicated there was a specific office with the authority to investigate sexual harassment on their installation/ship.

Accountability. Service members were asked their perspectives on the extent people would "get away with" sexual harassment if it was reported in their work group. Overall, 48% of women and 62% of men indicated people would *not* get away with sexual harassment if it was reported.

Training. Service members were asked to report whether they received training in the past 12 months. Overall, 94% of women and 95% of men indicated they received sexual harassment training in the 12 months preceding the survey.

Aspects of Sexual Harassment Prevention and Response Training. The 94% of women and 95% of men who received sexual harassment training were asked to assess whether their training included key elements/concepts. Their responses indicate at least 82% of women and men agreed their Service's sexual harassment training effectively conveyed the following:

- A good understanding of what words and actions are considered sexual harassment
- Sexual harassment reduces cohesion and effectiveness of their Service as a whole
- Behaviors that are offensive to others and should not be tolerated
- Useful tools for dealing with sexual harassment
- The process for reporting sexual harassment
- It is safe to complain about unwanted, sex-related attention
- Information about policies, procedures, and consequences of sexual harassment

Perceived Effectiveness of Sexual Harassment Prevention and Response Training. The 94% of women and 95% of men who indicated they received sexual harassment training were asked to assess the effectiveness of their training. Seventy-nine percent of women and 85% of men indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment.

Leadership. Service members were asked whether their leaders “make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.” In 2010, at least 67% of women and 77% of men indicated that leaders at three levels (immediate military supervisor, senior leadership of the installation/ship, and senior leadership of their Service) were making honest and reasonable efforts. Women and men were more positive about their Service leaders’ efforts, their installation/ship leaders’ efforts, and their immediate supervisor’s efforts in 2010 than in 2006 and 1995.

Assessment of Progress

Active duty members were asked their perceptions of the prevalence of sexual harassment in the military and the nation today compared to four years ago. Overall, Service members had a more positive view of progress in the military than in the nation. Of those who had been in the military for at least four years, 29% of women and 40% of men thought sexual harassment in the military was less of a problem today than it was four years ago compared to 17% of women and 28% of men who thought sexual harassment in the nation was less of a problem today than it was four years ago.

Table of Contents

	<u>Page</u>
List of Figures	xii
Chapter 1: Introduction	1
Unwanted Gender-Related Experiences	1
Analytical Procedures	6
Organization of the Report.....	7
Chapter 2: Unwanted Gender-Related Behaviors.....	9
Sexual Harassment.....	9
Components of Sexual Harassment	12
Sexist Behavior	15
Characteristics of the One Situation	18
Location of the One Situation	18
Characteristics of the Offenders in the One Situation	22
Negative Reactions as a Result of the Situation	29
Reporting an Incident.....	32
Outcomes of Reporting an Incident of Unwanted Gender-Related Experiences	34
Professional and Social Retaliation	44
Satisfaction With Aspects of the Reporting Process.....	47
Reasons for Not Reporting.....	51
Chapter 3: Personnel Policies, Practices, and Training Related to Sexual Harassment	55
Policies and Practices.....	55
Sexual Harassment Complaint Climate	55
Sexual Harassment Support Resources.....	59
Accountability.....	61
Training.....	64
Aspects of Sexual Harassment Training	66
Proactive Leadership.....	79

Table of Contents (Continued)

	<u>Page</u>
Chapter 4: Assessment of Progress.....	85
Perceptions of Sexual Harassment as a Problem in the Military	85
Perceptions of Sexual Harassment as a Problem in the Nation	88
References.....	91

Appendixes

Appendix: 2010 Workplace and Gender Relations Survey of Active Duty Members	93
---	----

List of Tables

1. Questions Regarding Unwanted Gender-Related Behaviors, by Category	2
2. WGRA 2010 Respondents and Weighted Response Rates, by Gender by Service and Paygrade	4
3. Rates for Components of Sexual Harassment, by Gender and Service	15
4. Rates for Components of Sexual Harassment, by Gender and Paygrade	15
5. Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Service	21
6. Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Paygrade	22
7. Gender and Number of Offenders in the One Situation, by Gender and Service	24
8. Gender and Number of Offenders in the One Situation, by Gender and Paygrade	25
9. Affiliation of the Offender in the One Situation, by Gender and Service	28
10. Affiliation of the Offender in the One Situation, by Gender and Paygrade	29
11. Negative Actions as a Result of the Situation, by Gender and Service	31
12. Negative Actions as a Result of the Situation, by Gender and Paygrade	32
13. Reporting the One Situation to a DoD Authority, by Gender and Service	33
14. Reporting the One Situation to a DoD Authority, by Gender and Paygrade	34
15. Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender and Service	37
16. Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender and Paygrade	38
17. Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender by Service.....	41
18. Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender by Paygrade.....	41

Table of Contents (Continued)

		<u>Page</u>
19.	Investigations and Actions Taken, by Gender and Service	43
20.	Investigations and Actions Taken, by Gender and Paygrade	44
21.	Experiences of Professional and/or Social Retaliation, by Gender and Service.....	46
22.	Experiences of Professional and/or Social Retaliation, by Gender and Paygrade.....	47
23.	Level of Satisfaction With Aspects of the Reporting Process, by Gender and Service.....	50
24.	Level of Satisfaction With Aspects of the Reporting Process, by Gender and Paygrade.....	51
25.	Reasons for Not Reporting, by Gender and Year	53
26.	Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, by Gender and Service	58
27.	Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, by Gender and Paygrade.....	59
28.	Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Service	61
29.	Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Paygrade	61
30.	Extent People Would Not Get Away With Sexual Harassment in Their Work Group if Reported, by Gender and Service.....	63
31.	Extent People Would Not Get Away With Sexual Harassment in Their Work Group if Reported, by Gender and Paygrade.....	64
32.	Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Service.....	65
33.	Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Paygrade	66
34.	Training Identified Offensive Words and Behaviors, by Gender and Service	68
35.	Training Identified Offensive Words and Behaviors, by Gender and Paygrade	69
36.	Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Service	70
37.	Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Paygrade	71
38.	Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Service	74
39.	Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Paygrade	75
40.	Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Service	77
41.	Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Paygrade	77
42.	Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Service	79

Table of Contents (Continued)

		<u>Page</u>
43.	Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Paygrade	79
44.	Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Service	82
45.	Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Paygrade	83
46.	Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Service.....	87
47.	Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Paygrade.....	87
48.	Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Service.....	89
49.	Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Paygrade.....	90

List of Figures

1.	Explanation of Margins of Error in Figures.....	7
2.	Sexual Harassment Rates, by Gender and Year.....	10
3.	Sexual Harassment Rates, by Gender and Service	11
4.	Sexual Harassment Rates, by Gender and Paygrade	12
5.	Rates for Components of Sexual Harassment, for Women by Year.....	13
6.	Rates for Components of Sexual Harassment, for Men by Year.....	14
7.	Sexist Behavior Rates, by Gender and Year	16
8.	Sexist Behavior Rates, by Gender and Service.....	17
9.	Sexist Behavior Rates, by Gender and Paygrade.....	18
10.	Characteristics of the Military Setting in Which the One Situation Occurred, for Women by Year	19
11.	Characteristics of Military Setting in Which the One Situation Occurred, for Men by Year.....	20
12.	Gender and Number of Offenders in the One Situation, by Gender and Year	23
13.	Affiliation of the Offender in the One Situation, for Women by Year.....	26
14.	Affiliation of the Offender in the One Situation, for Men by Year	27
15.	Negative Actions as a Result of the Situation, by Gender	30
16.	Reporting the One Situation to a DoD Authority, by Gender and Year	33
17.	Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year	35
18.	Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year.....	36
19.	Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year	39

Table of Contents (Continued)

	<u>Page</u>
20. Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year.....	40
21. Investigations and Actions Taken, for Women by Year.....	42
22. Investigations and Actions Taken, for Men by Year.....	43
23. Experiences of Professional and/or Social Retaliation, by Gender and Year.....	45
24. Level of Satisfaction With Aspects of the Reporting Process, for Women by Year.....	48
25. Level of Satisfaction With Aspects of the Reporting Process, for Men by Year.....	49
26. Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, for Women by Year.....	56
27. Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, for Men by Year.....	57
28. Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Year.....	60
29. Extent People Would be Able to Get Away With Sexual Harassment Behaviors in Their Military Work Group if Reported, by Gender and Year.....	62
30. Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Year.....	65
31. Training Identified Offensive Words and Sexually Harassing Behaviors, by Gender and Year.....	67
32. Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Year.....	70
33. Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Women by Year.....	72
34. Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Men by Year.....	73
35. Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Year.....	76
36. Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Year.....	78
37. Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, for Women by Year.....	80
38. Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, for Men by Year.....	81
39. Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Year.....	86
40. Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Year.....	88

2010 WORKPLACE AND GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS: OVERVIEW REPORT ON SEXUAL HARASSMENT

CHAPTER 1: INTRODUCTION

The Department of Defense (DoD) has developed and implemented policies and programs to eliminate unlawful, unwanted gender-related behaviors in the military. Such behaviors diminish respect for individuals, impair readiness and performance, and adversely affect recruitment and retention. The *2010 Workplace and Gender Relations Survey of Active Duty Members (WGRA 2010)* is a primary source of information for evaluating these programs and assessing the overall environment in the active duty military.

DoD conducted active duty surveys in 1988, 1995, 2002, and 2006 that were designed to estimate the level of sexual harassment in the Services and to provide information about the climate and training related to the prevention of sexual harassment. The current survey is part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. *WGRA 2010* was modeled on the most recent of these predecessor surveys of gender issues. The consistency of measures used in the *WGRA 2010* and its predecessors allow comparability across survey years in evaluating prevalence of sexual harassment behaviors. Collecting DoD-wide data on sexual harassment ensures results across Services are comparable because the measures and methods are identical. This approach provides the DoD a single set of trendable estimates that accurately reflect the Total Force and each of the Services.

The remainder of this introduction provides an overview of the measurement of unwanted gender-related behaviors; a description of the survey methodology and analytical procedures; and an overview of the contents of the remaining chapters. Results of the entire survey are tabulated in the *2010 Workplace and Gender Relations Survey of Active Duty Members: Tabulations of Responses* (DMDC, 2011a).

Unwanted Gender-Related Experiences

The ability to calculate annual incident rates is a distinguishing feature of this survey.³ Unwanted gender-related experiences include two types of behaviors: sexist behavior and sexual harassment. Sexist behavior includes verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member. Sexual harassment is comprised of three component measures: crude/offensive behavior, unwanted sexual attention, and sexual coercion. Crude/offensive behavior includes verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing to the member. Unwanted sexual attention includes unwanted attempts to establish a sexual relationship. Sexual coercion includes classic *quid pro quo*, instances of specific treatment or favoritism conditioned on sexual cooperation.

The measurement of these behaviors is derived from a leading civilian measure of sexual harassment known as the Sexual Experiences Questionnaire (SEQ) (Fitzgerald et al., 1988;

³ See Appendix for a copy of the paper survey.

Fitzgerald, Gelfand, & Drasgow, 1995). By collaborating with the original civilian researchers, DoD adapted the SEQ for a military population (referred to as the DoD-SEQ). The DoD-SEQ consists of 12 behaviorally-stated items measuring sexual harassment and four behaviorally stated items measuring sexist behavior (Table 1). Using classical test theory, item response theory, and factor analysis, the DoD-SEQ has been found to provide reliable measurement of gender-related experiences (Fitzgerald, Magley, Drasgow, & Waldo, 1999; Stark, Chernyshenko, Lancaster, Drasgow, & Fitzgerald, 2002).

Table 1.
Questions Regarding Unwanted Gender-Related Behaviors, by Category

Type of Behavior	How often during the past 12 months have you been in situations involving military personnel (active duty or Reserve) and/or DoD/Service civilian employees and/or contractors where one or more of these individuals (of either gender)...^a
Sexist Behavior	Referred to people of your gender in insulting or offensive terms
	Treated you “differently” because of your gender (e.g., mistreated, slighted, or ignored you)
	Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)
	Put you down or was condescending to you because of your gender
Crude/ Offensive Behavior	Repeatedly told sexual stories or jokes that were offensive to you
	Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)
	Made offensive remarks about your appearance, body, or sexual activities
	Made gestures or used body language of a sexual nature that embarrassed or offended you
Unwanted Sexual Attention	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it
	Continued to ask you for dates, drinks, dinner, etc., even though you said “No”
	Touched you in a way that made you feel uncomfortable
	Intentionally cornered you or leaned over you in a sexual way ^b
Sexual Coercion	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior
	Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review or evaluation)
	Treated you badly for refusing to have sex
	Implied better assignments or better treatment if you were sexually cooperative

^a For each item, members replied on a five-point scale ranging from Never to Very Often.

^b To distinguish between sexual harassment and sexual assault, the original DoD-SEQ subitem “Stroked, fondled, or kissed you” was replaced with “Intentionally cornered you or leaned over you in a sexual way” in the 2006 survey.

The incident rates for sexist behavior, crude/offensive behavior, unwanted sexual attention, and sexual coercion reflect that the active duty member experienced at least one of the four items that compose the respective rate.⁴ A counting algorithm was used to determine the 12-month incident rate of sexual harassment behaviors. To be included in the calculation of the sexual harassment rate, members must have experienced at least one behavior defined as sexual harassment and indicated they considered some or all of the behaviors to be sexual harassment.

The *WGRA 2010* was designed to be representative of each of the Services by gender and paygrade, so that weighted estimates would accurately reflect these populations. The sample consisted of 90,391 active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard⁵ excluding National Guard and Reserve Component members, who (1) had at least six months of service at the time the questionnaire was first fielded and (2) were below flag rank. Single-stage, nonproportional, stratified random sampling⁶ procedures were used to develop the most efficient sample possible. To reduce the burden on the men and women serving in the military, the sample was designed to be as small as possible while still providing valid and reliable estimates for each of the Services (Table 2).⁷

⁴ A Service member is included in an incident rate if he or she indicated in one survey item, more than one survey item, or all survey items included in that type of behavior. That is, a member is counted in a rate only once regardless of the number of items he or she endorsed.

⁵ Though Coast Guard members were included in the survey, results for the USCG are not included in this report.

⁶ 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, all female Navy 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 them to analyze. Weights are used so that groups are correctly represented in the analyses.

⁷ Although it is important to collect data on sexual harassment in the military, it is also our duty to Service members to minimize the frequency of survey data collection. The collection of DoD-wide data through a single study enables the Department to leverage its resources and develop the most efficient sample design to maximize data reliability while keeping cost to a minimum. An efficient sample design is not only fiscally sensible; it is also consistent with human subjects protections that require that the minimum number of Service members be asked to participate in research.

Table 2.
WGRA 2010 Respondents and Weighted Response Rates, by Gender by Service and Paygrade⁸

Response Group	Number of Respondents	Weighted Response Rate (%)
Total	24,029	31%
Women	10,029	37%
Army	2,838	32%
Navy	2,068	34%
Marine Corps	1,623	32%
Air Force	3,500	46%
E1-E4	4,162	26%
E5-E9	3,221	43%
O1-O3	1,577	49%
O4-O6	932	61%
Men	14,000	30%
Army	3,865	25%
Navy	3,262	32%
Marine Corps	3,410	21%
Air Force	3,463	43%
E1-E4	3,544	15%
E5-E9	5,022	39%
O1-O3	1,885	43%
O4-O6	2,044	59%

The survey administration process began on February 19, 2010, with the mail out of notification letters to sample members. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via both Web and paper surveys between March 5 and June 3, 2010, with paper surveys mailed on April 2, 2010 to those who did not respond via the Web.

Completed surveys (defined as answering Q30 and at least 50% of the questions asked of all participants) were received from 24,029 eligible DoD respondents. The overall weighted response rate for DoD eligibles, corrected for nonproportional sampling, was 31%. Data were weighted using the industry standard three-stage process to reflect the populations of interest. 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

⁸ Due to small cell sizes, warrant officers are not included in the paygrade analyses in the report, but are included in gender and Service analyses.

survey data, in contrast, are likely to produce biased estimates of population statistics. The three-stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of the sample members (i.e., 500 out of 1,000) completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason, a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women, but the nonresponse-adjusted weighted estimate from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women so that the final weights for men and women would be 24.3 and 10 which would give unbiased estimates of the total and of women and men in the subgroup.

Further details on the statistical methods applied to sampling and weighting are reported by DMDC (2011b).

Because of the weighting on the *WGRA 2010*, conventional formulas for calculating the margin of error will overstate the reliability of the estimate.⁹ For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT (Research Triangle Institute, Inc., 2004).

Analytical Procedures

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means are reported with margins of error based on 95% confidence intervals.

Estimates may be unstable (and thus not reportable) because they are based on a small number of observations or a relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated. “NR” indicates the estimate is Not Reportable and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size¹⁰ (less than 15), or relative standard error (greater than 0.3). In this report, results are presented by gender for each Service, paygrade, and survey year. Definitions for reporting categories follow:

- Gender—The reporting category is self-explanatory.
- Service—The categories include Army, Navy, Marine Corps (USMC), and Air Force (USAF).
- Paygrade—The reporting category includes junior enlisted paygrades (E1-E4), senior enlisted paygrades (E5-E9), junior officer paygrades (O1-O3), and senior officer paygrades (O4-O6).¹¹
- Survey year—Where applicable, 2006, 2002, and 1995 survey results are presented.

Only statistically significant differences are discussed in this report.¹² Comparisons are generally made along a single dimension (e.g., Service) at a time. In this type of comparison, the responses of one group are compared to the weighted average of the responses of all other groups in that dimension.¹³ For example, responses of women in the Army are compared to the weighted average of the responses from women in Navy, USMC, and USAF. Where the questions were similar to those asked in the 2006, 2002, or 1995, trends are discussed. Analyses by year are made for men and women by comparing results overall for women and men in 2010 against women and men in 2006, 2002, and 1995.

⁹ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN[®], correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

¹⁰ Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification.

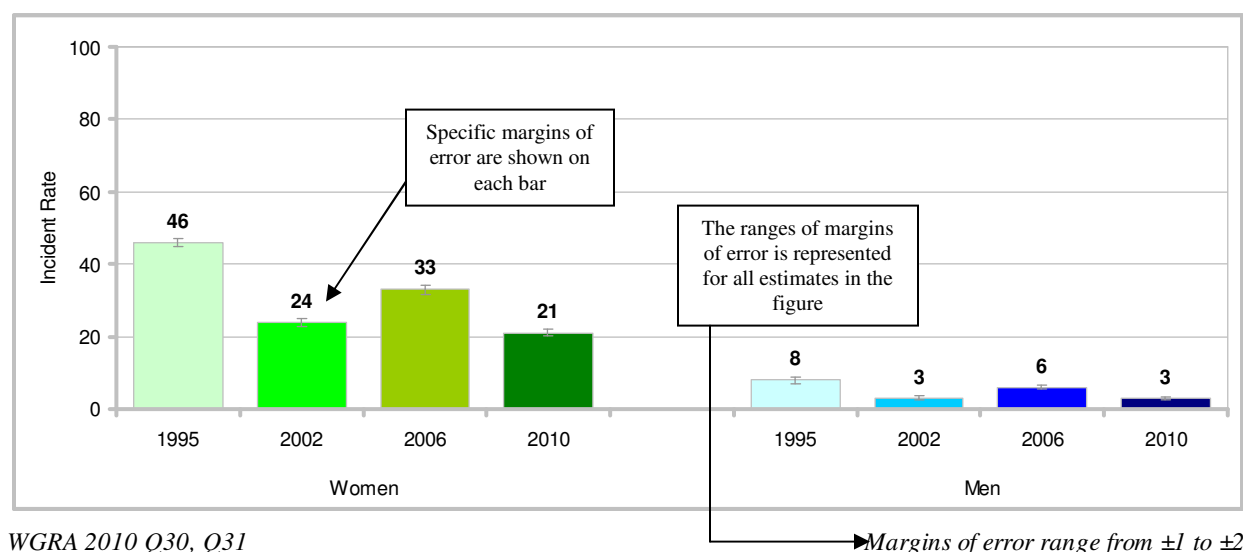
¹¹ Due to small cell sizes, warrant officers are not included in the paygrade analyses but are included in gender and Service analyses.

¹² In all cases, the use of the word “significantly” is not used, because it is redundant. In some cases, differences might appear to be significantly different, but are not noted in the text (e.g., a value of 16% for Army is identified as significantly high, but an equal value for USMC is not identified). In these cases, the margins of error are higher, rendering differences not statistically significant.

¹³ When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

The tables and figures in the report are numbered sequentially. The titles describe the survey item presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the end of the table. Ranges of margins of error in tables are presented when more than one estimate is displayed in a column. As shown in Figure 1, margins of error in figures are presented both for each estimate and as a range for all estimates. Further information about the survey measures, results, and percent responding are presented in DMDC (2011a).

Figure 1.
Explanation of Margins of Error in Figures



Organization of the Report

Topics covered in the report are organized into four chapters. Further information about survey items covered in this report are presented in DMDC (2011a).

In Chapter 2, Service members' experiences of unwanted gender-related experiences are summarized. This chapter includes the 12-month incident rates of sexual harassment and sexist behavior. It also includes separate rates for the three components of sexual harassment: crude/offensive behavior, unwanted sexual attention, and sexual coercion. The chapter also covers details of the one situation that active duty members who experienced unwanted gender-related behaviors found most bothersome (i.e., that had the greatest effect on them), including location of the incident, characteristics of the offender, the reporting experience, and, if the incident was not reported, reasons for not reporting.

In Chapter 3, survey results on Service members' perceptions of sexual harassment policies and procedures and their effectiveness, the availability of sexual harassment support and

resources for those who experience it, and the quantity and effectiveness of sexual harassment training are presented.

In Chapter 4, results on Service members' perceptions of whether sexual harassment is more or less of a problem in the military and the nation today compared to four years ago are reported.

CHAPTER 2: UNWANTED GENDER-RELATED BEHAVIORS

This chapter includes findings on Service members' experiences of unwanted gender-related behaviors (e.g., sexual harassment and sexist behavior). In this chapter, the incident rates of sexual harassment and sexist behavior are presented, including details of the experience that had the greatest effect on the Service member.

Sexual Harassment

This section includes survey findings regarding sexual harassment experiences among Service members. DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment (Department of Defense, 1995).”¹⁴

Incident rates of sexual harassment were derived from a list of 12 behavioral items (Q30). As measured in this survey, sexual harassment is comprised of specific types of unwanted gender-related behaviors, defined by both the U.S. legal system and DoD as behaviors that might lead to a hostile work environment, or represent *quid pro quo* harassment. Three component measures of sexual harassment are derived from Q30: crude/offensive behavior (Q30a, c, e, f), unwanted sexual attention (Q30h, j, m, n), and sexual coercion (Q30k, l, o, p).¹⁵

Items are derived from the Sexual Experiences Questionnaire (SEQ), a leading civilian measure of sexual harassment (Arvey & Cavanaugh, 1995; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). Items were modified for use by DoD (referred to as the DoD-SEQ) by the original researchers at the University of Illinois and DMDC (Ormerod et al., 2003). Incident rates indicate whether the individual reported experiencing at least one of the behaviors in a category (e.g., sexual coercion) from military personnel or DoD civilians/contractors in the 12 months preceding the survey.

Incident rates of sexual harassment were derived in a two-step process. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced one of the following types of unwanted gender-related behaviors: crude/offensive behavior, unwanted sexual attention, or sexual coercion in the 12 months preceding the survey

¹⁴ Sexual harassment is based on subitems Q30a, c, e, f, h, j, k, l, m, n, o, p. To review exact survey item wording, the questionnaire is provided in the appendix.

¹⁵ See Chapter 1 for additional discussion of the measurement approach such as definitions of the reporting categories and analytical procedures.

(Q30), *and* they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Q31). In the first step of the calculation, Service members were asked to indicate how often they had been in situations involving these behaviors, ranging from never to very often. In the second step, Service members were asked how many (some, none, all) of the behaviors they marked in Q30 were sexual harassment.

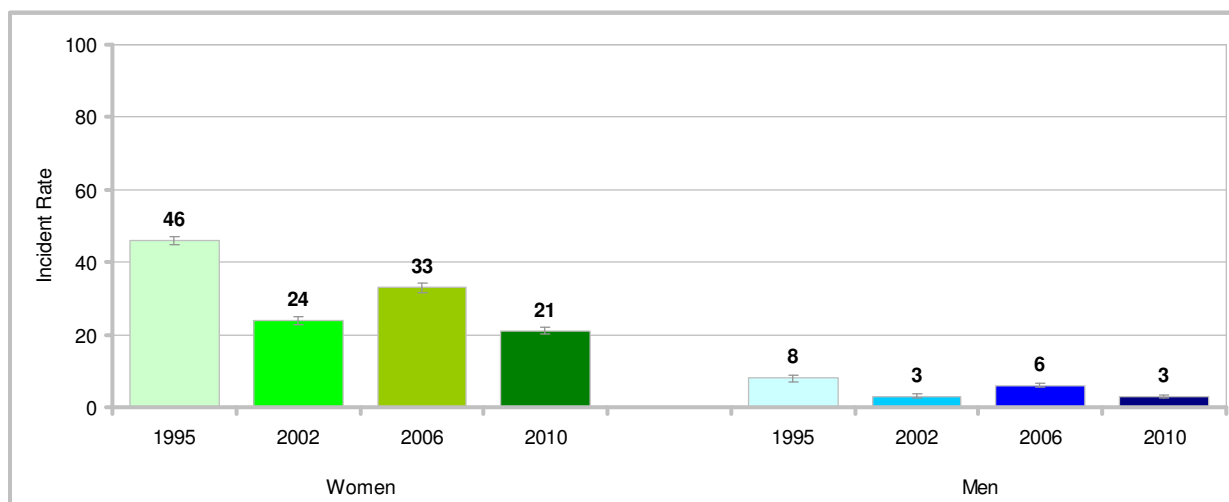
In this section, results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

In 2010, 21% of women and 3% of men indicated experiencing sexual harassment (Figure 2). The percentage of women who indicated experiencing sexual harassment was lower in 2010 than in 2006, 2002, and 1995 (21% vs. 33%, 24%, and 46%, respectively). The percentage of men who indicated experiencing sexual harassment was lower in 2010 than in 2006 and 1995 (3% vs. 6% and 8%, respectively).

Figure 2.

Sexual Harassment Rates, by Gender and Year



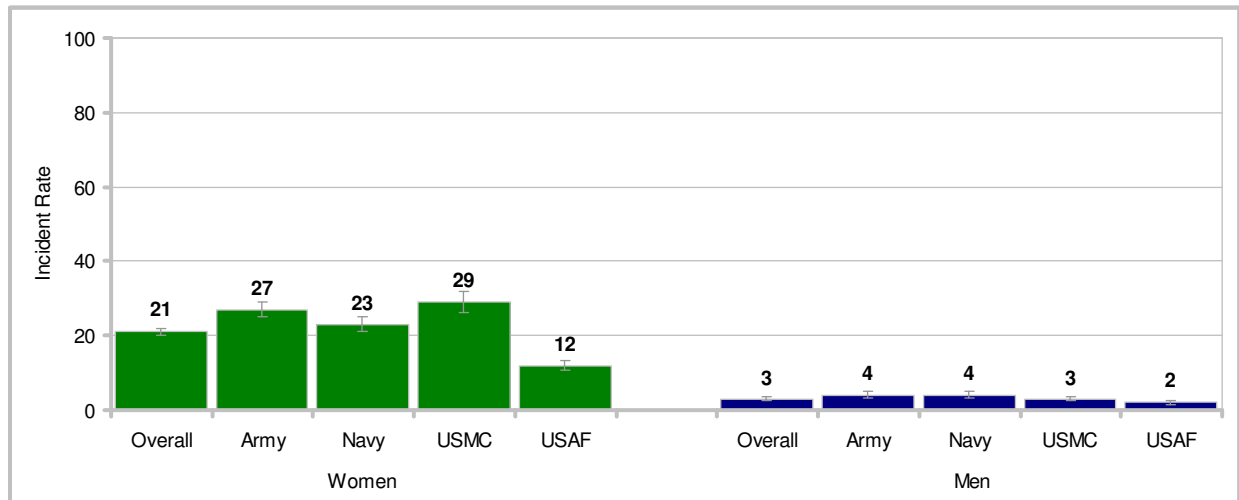
WGRA 2010 Q30, Q31

Margins of error range from ± 1 to ± 2

By Service

Women in the USAF (12%) were less likely than women in the other Services to indicate experiencing sexual harassment, whereas women in the Army (27%) and USMC (29%) were more likely (Figure 3). Men in the USAF (2%) were less likely than men in the other Services to indicate experiencing sexual harassment.

Figure 3.
Sexual Harassment Rates, by Gender and Service



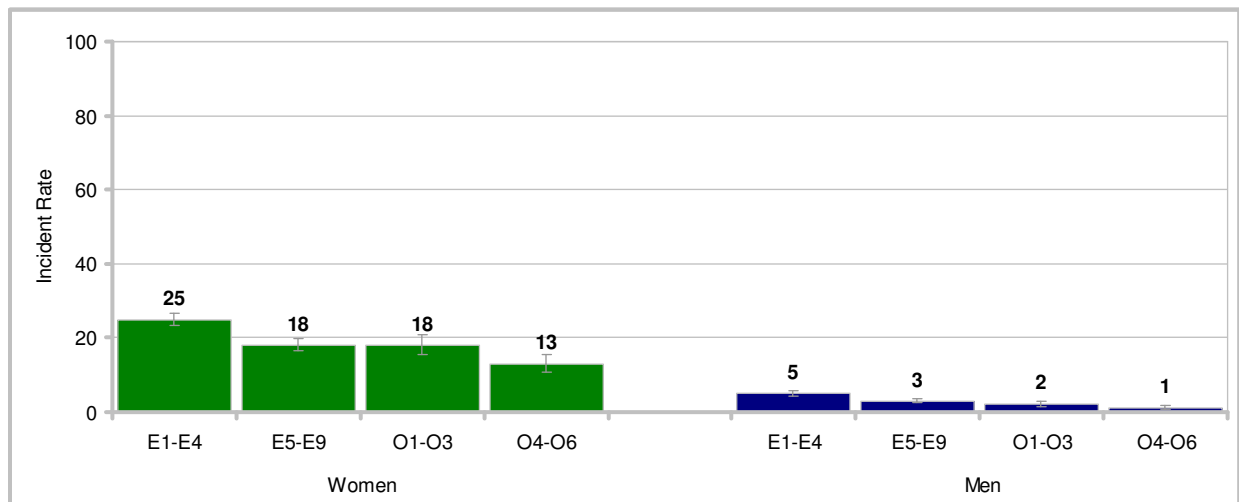
WGRA 2010 Q30, Q31

Margins of error range from ± 1 to ± 3

By Paygrade

Among women, senior officers (13%) and senior enlisted members (18%) were less likely than women in the other paygrades to indicate experiencing sexual harassment, whereas junior enlisted members (25%) were more likely (Figure 4). Among men, senior enlisted members (3%), junior officers (2%), and senior officers (1%) were less likely than men in the other paygrades to indicate experiencing sexual harassment, whereas junior enlisted members (5%) were more likely.

Figure 4.
Sexual Harassment Rates, by Gender and Paygrade



WGRA 2010 Q30, Q31

Margins of error range from ± 1 to ± 3

Components of Sexual Harassment

This section examines Service members' responses to questions on experiences of unwanted gender-related behaviors that are the components of sexual harassment. The components are:

- Crude/offensive behavior—verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing;
- Unwanted sexual attention—attempts to establish a sexual relationship;
- Sexual coercion—classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation.

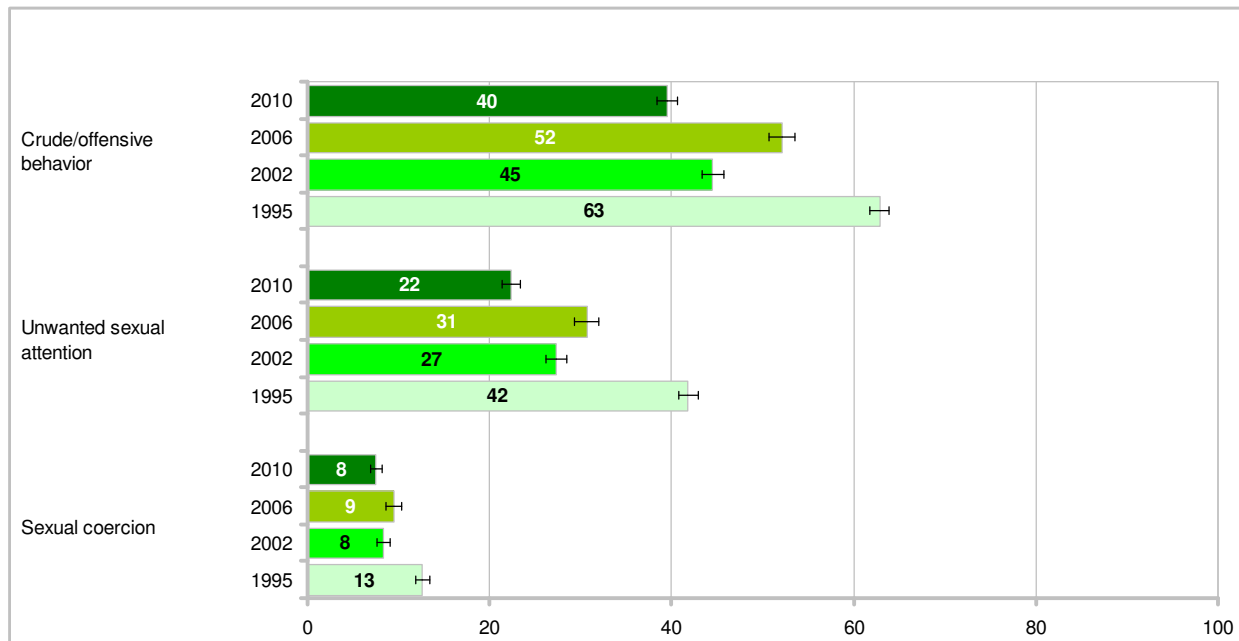
For each type of behavior, Service members were asked to indicate whether they experienced the behavior by military personnel or DoD civilians/contractors in the 12 months preceding the survey. Response options ranged from never to very often. Unlike the sexual harassment rate, calculating the rates for crude/offensive behavior, unwanted sexual attention, and sexual coercion is a single-step process (i.e., Service members who responded once or twice, sometimes, often, or very often are counted). The labeling item (Q31) is not included in calculating the rates of the three components.¹⁶ This section includes results for Service members who indicated experiencing any of the behaviors in each component measure. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

¹⁶ The labeling item asked respondents if none, some, or all of the behaviors were sexual harassment. The SEQ survey measure is not designed to label the component behaviors as sexual harassment.

By Year

In 2010, 40% of women and 20% of men indicated experiencing crude/offensive behavior (Figure 5 and Figure 6, respectively). Twenty-two percent of women and 5% of men indicated experiencing unwanted sexual attention, and 8% of women and 2% of men indicated experiencing sexual coercion. The percentage of women who indicated experiencing crude/offensive behavior and unwanted sexual attention in 2010 was lower than in 2006, 2002, and 1995. The percentage of women who indicated experiencing sexual coercion in 2010 was lower than in 1995 (8% vs. 13%). The percentage of men who indicated experiencing crude/offensive behavior in 2010 was lower than in 2006, 2002, and 1995 (20% vs. 29%, 23%, and 31%, respectively). The percentage of men who indicated experiencing unwanted sexual attention in 2010 was lower than in 2006 and 1995 (5% vs. 7% and 8%, respectively).

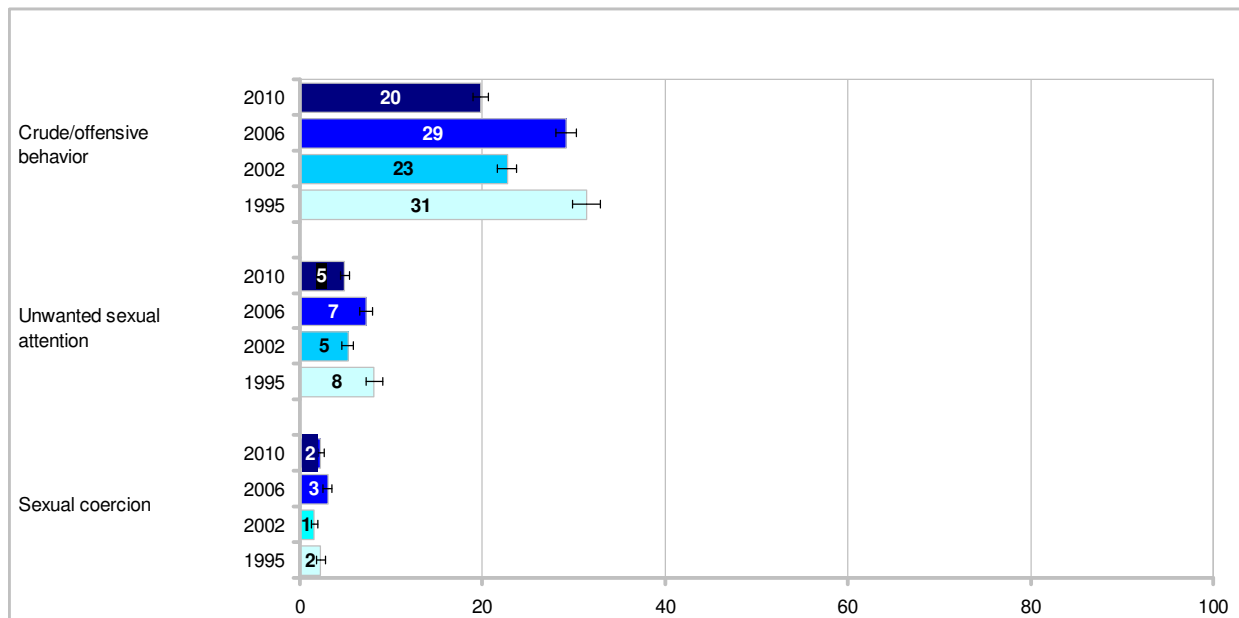
Figure 5.
Rates for Components of Sexual Harassment, for Women by Year



WGRA 2010 Q30

Margins of error range from ± 1 to ± 2

Figure 6.
Rates for Components of Sexual Harassment, for Men by Year



WGRA 2010 Q30

Margins of error do not exceed ± 1

By Service

Women in the Army (45%), Navy (43%), and USMC (52%) were more likely than women in the other Services to indicate they experienced crude/offensive behavior, whereas women in the USAF (28%) were less likely (Table 3). Men in the Army and Navy (both 22%) were more likely than men in the other Services to indicate they experienced crude/offensive behavior, whereas men in the USAF (14%) were less likely.

Women in the Army (27%), Navy (25%), and USMC (32%) were more likely than women in the other Services to indicate they experienced unwanted sexual attention, whereas women in the USAF (13%) were less likely. Men in the USAF (2%) were less likely than men in the other Services to indicate they experienced unwanted sexual attention.

Women in the Army and USMC (both 12%) were more likely than women in the other Services to indicate they experienced sexual coercion, whereas women in the USAF (2%) were less likely. Men in the USAF (1%) were less likely than men in the other Services to indicate they experienced sexual coercion.

Table 3.
Rates for Components of Sexual Harassment, by Gender and Service

Incident Rate	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Crude/Offensive Behavior	40	20	45	22	43	22	52	20	28	14
Unwanted Sexual Attention	22	5	27	6	25	6	32	5	13	2
Sexual Coercion	8	2	12	3	7	3	12	3	2	1
<i>Margins of Error</i>	$\pm 1-2$	± 1	$\pm 2-3$	$\pm 1-2$	$\pm 2-3$	$\pm 1-2$	$\pm 3-4$	$\pm 1-2$	$\pm 1-2$	$\pm 1-2$

Note. WGRA 2010 Question 30.

By Paygrade

Among women and men, junior enlisted members were more likely than women and men in the other paygrades to indicate they experienced crude/offensive behavior (Table 4), whereas senior enlisted members and senior officers were less likely. Among women and men, junior enlisted members were more likely to indicate they experienced unwanted sexual attention and sexual coercion, whereas senior enlisted members, junior officers, and senior officers were less likely.

Table 4.
Rates for Components of Sexual Harassment, by Gender and Paygrade

Incident Rate	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Crude/Offensive Behavior	44	22	36	18	40	19	28	17
Unwanted Sexual Attention	29	7	18	4	17	3	10	2
Sexual Coercion	11	3	5	2	3	1	2*	<1
<i>Margins of Error</i>	± 2	$\pm 1-2$	$\pm 2-3$	$\pm 1-2$	$\pm 2-4$	$\pm 1-2$	$\pm 2-4$	$\pm 1-2$

Note. WGRA 2010 Question 30.

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

Sexist Behavior

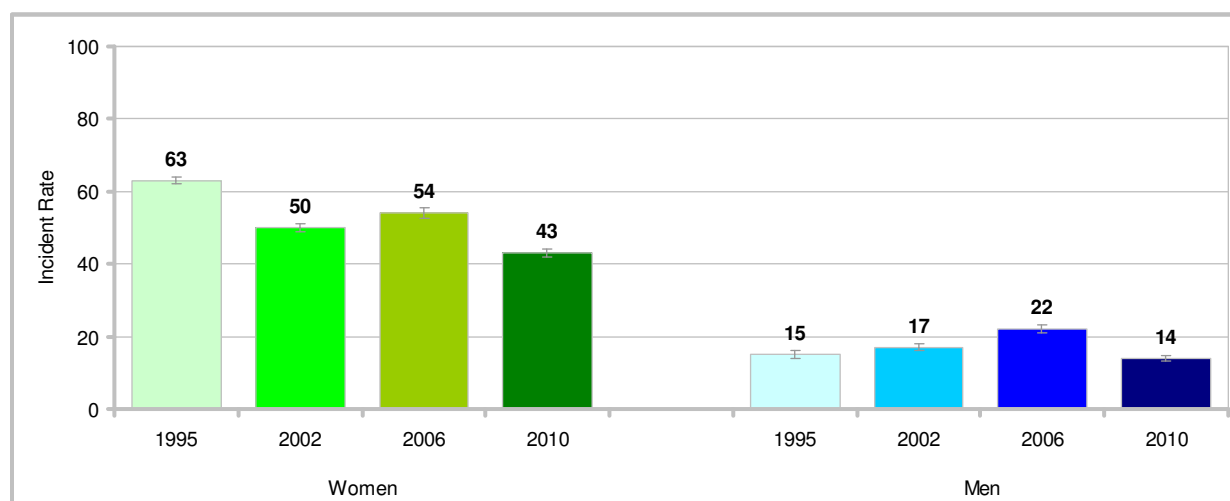
Unlike behaviors associated with sexual harassment, sexist behavior involves unwanted actions that refer to an individual's gender. Sexist behavior is defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent (Fitzgerald et al., 1988). These behaviors can contribute to a negative environment.

Members were asked whether, in the 12 months preceding the survey, they had experienced insulting, offensive, or condescending attitudes due to their gender by military personnel or DoD civilians/contractors (Q30b, d, g, i). Calculating the rate for sexist behavior is a single-step process (i.e., Service members who responded once or twice, sometimes, often, or very often are counted). Service members were not asked to indicate if they considered any of the behaviors to be sexist. This section includes results for members who indicated any experience of these behaviors. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

In 2010, 43% of women and 14% of men indicated experiencing sexist behavior (Figure 7). The percentage of women who indicated experiencing sexist behavior was lower in 2010 than in 2006, 2002, and 1995 (43% vs. 54%, 50%, and 63%, respectively). The percentage of men who indicated experiencing sexist behavior was lower in 2010 than in 2006 and 2002 (14% vs. 22% and 17%, respectively).

Figure 7.
Sexist Behavior Rates, by Gender and Year



WGRA 2010 Q30

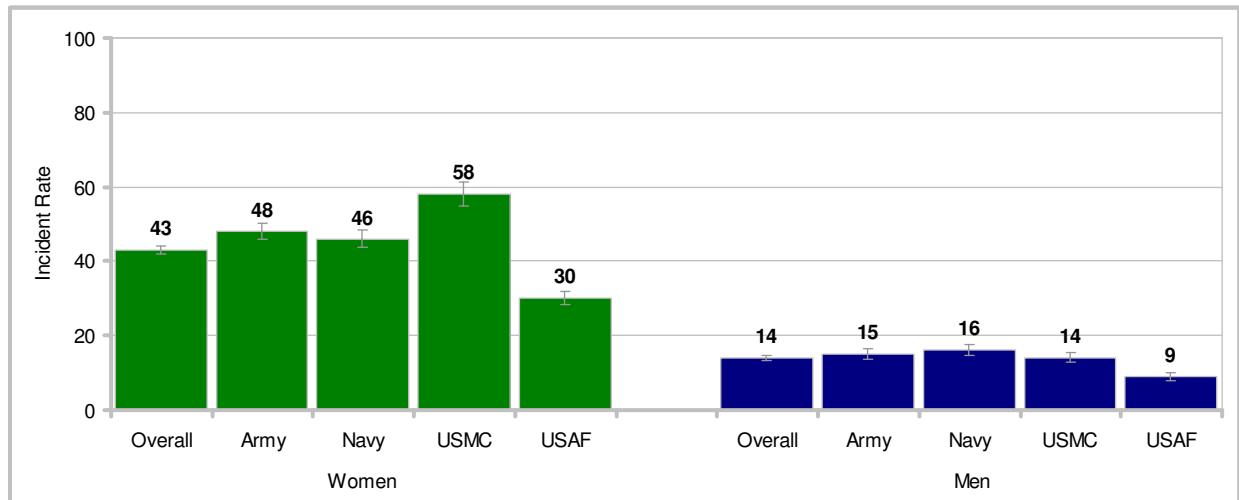
Margins of error range from ± 1 to ± 2

By Service

Women in the Army (48%), Navy (46%), and USMC (58%) were more likely than women in the other Services to indicate they experienced sexist behavior, whereas women in the USAF (30%) were less likely (Figure 8).

Men in the Navy (16%) were more likely than men in the other Services to indicate they experienced sexist behavior, whereas men in the USAF (9%) were less likely.

Figure 8.
Sexist Behavior Rates, by Gender and Service



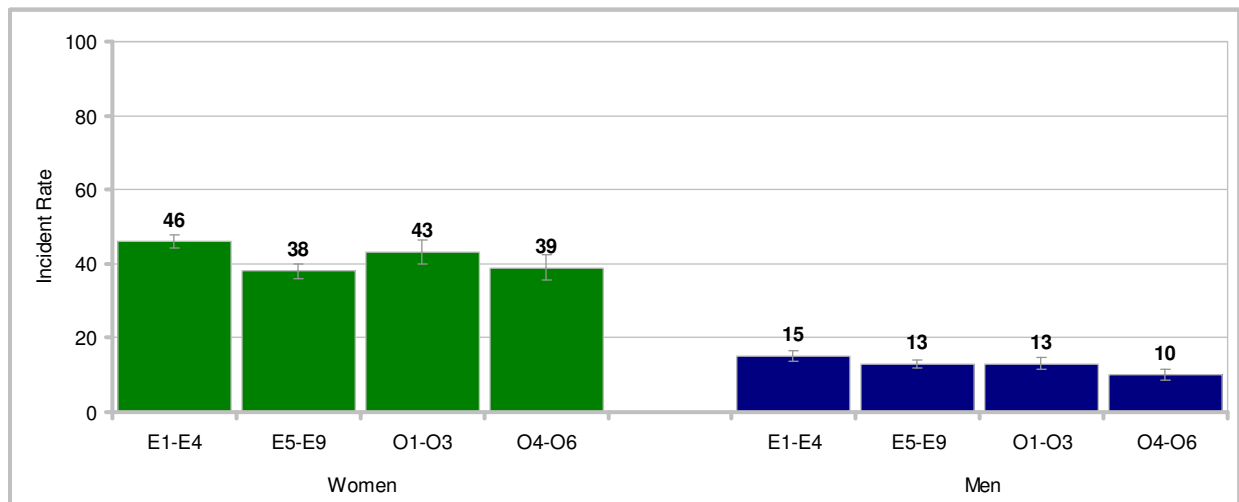
WGRA 2010 Q30

Margins of error range from ± 1 to ± 4

By Paygrade

Among women, junior enlisted members (46%) were more likely than women in the other paygrades to indicate they experienced sexist behavior, whereas senior enlisted members (38%) were less likely (Figure 9). Among men, junior enlisted members (15%) were more likely than men in the other paygrades to indicate they experienced sexist behavior, whereas senior officers (10%) were less likely.

Figure 9.
Sexist Behavior Rates, by Gender and Paygrade



WGRA 2010 Q30

Margins of error range from ± 2 to ± 4

Characteristics of the One Situation

Service members who indicated experiencing unwanted gender-related behaviors (either crude/offensive, unwanted sexual attention, sexual coercion, or sexist behavior) in the 12 months preceding the survey were asked to describe the one situation involving these behaviors that had the greatest effect on them. Members then indicated the circumstances surrounding that “one situation.” Information from this section of the survey helps to answer questions, such as:

- Who were the offenders?
- Where did the behaviors occur?
- Was the situation reported and, if so, to whom?
- Were members satisfied with the reporting process and outcomes?
- Why did some members choose not to report the situation?

In this section, results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

Location of the One Situation

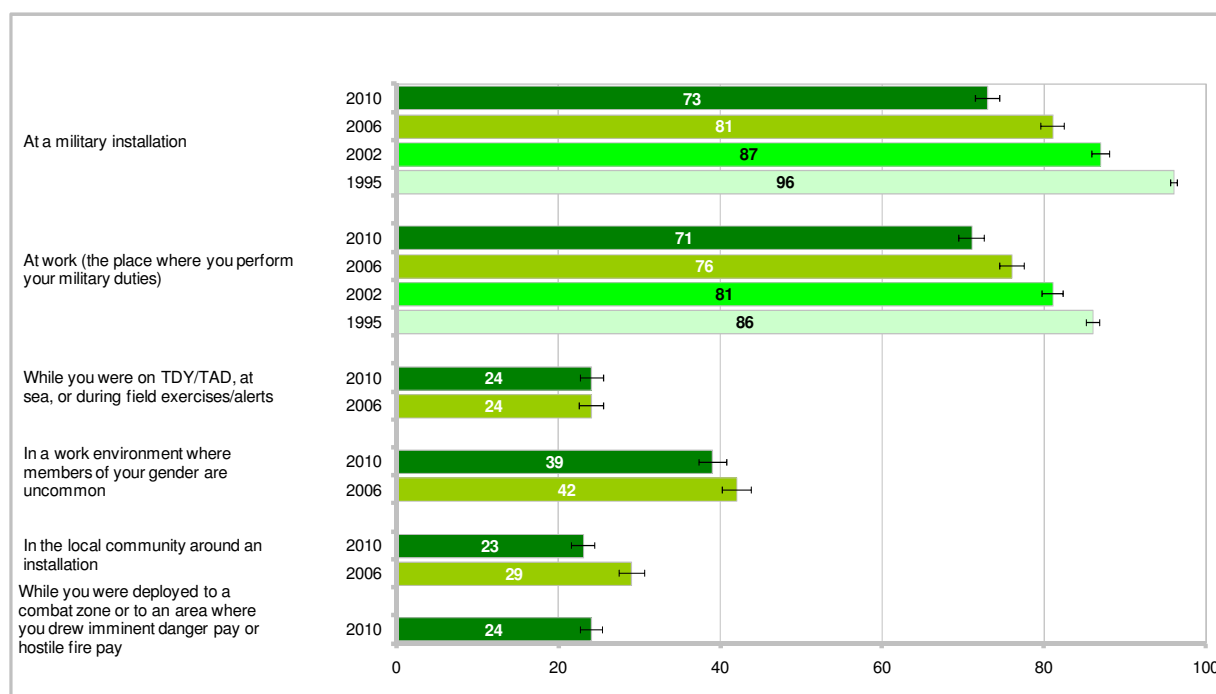
In this section, findings are presented on the characteristics of the work setting in which the situation occurred. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

Of the 50% of women and 23% of men who experienced unwanted gender-related behaviors (either crude/offensive, unwanted sexual attention, sexual coercion, or sexist behavior) in 2010, 73% of women and 53% of men indicated experiencing the situation at a military installation (Figure 10 and Figure 11). Seventy-one percent of women and 53% of men indicated it occurred at work; 24% of women and 22% of men indicated it occurred while they were on TDY/TAD, at sea, or during field exercises/alerts; 39% of women and 11% of men indicated it occurred in a work environment where members of their gender are uncommon; 23% of women and 18% of men indicated it occurred in the local community around an installation; and 24% of women and 22% of men indicated it occurred while they were deployed to a combat zone or an area where they drew imminent danger pay or hostile fire pay.

The percentages of women and men who indicated the situation occurred at a military installation or at their work were lower in 2010 than in 2006, 2002, and 1995 (Figure 10 and Figure 11). The percentages of women and men who indicated the situation occurred in a work environment where members of their gender are uncommon or in the local community around an installation were lower in 2010 than in 2006. The percentage of men who indicated the situation occurred while they were on TDY/TAD, at sea, or during field exercises/alerts was lower in 2010 than in 2006 (22% vs. 25%, respectively).

Figure 10.
Characteristics of the Military Setting in Which the One Situation Occurred, for Women by Year

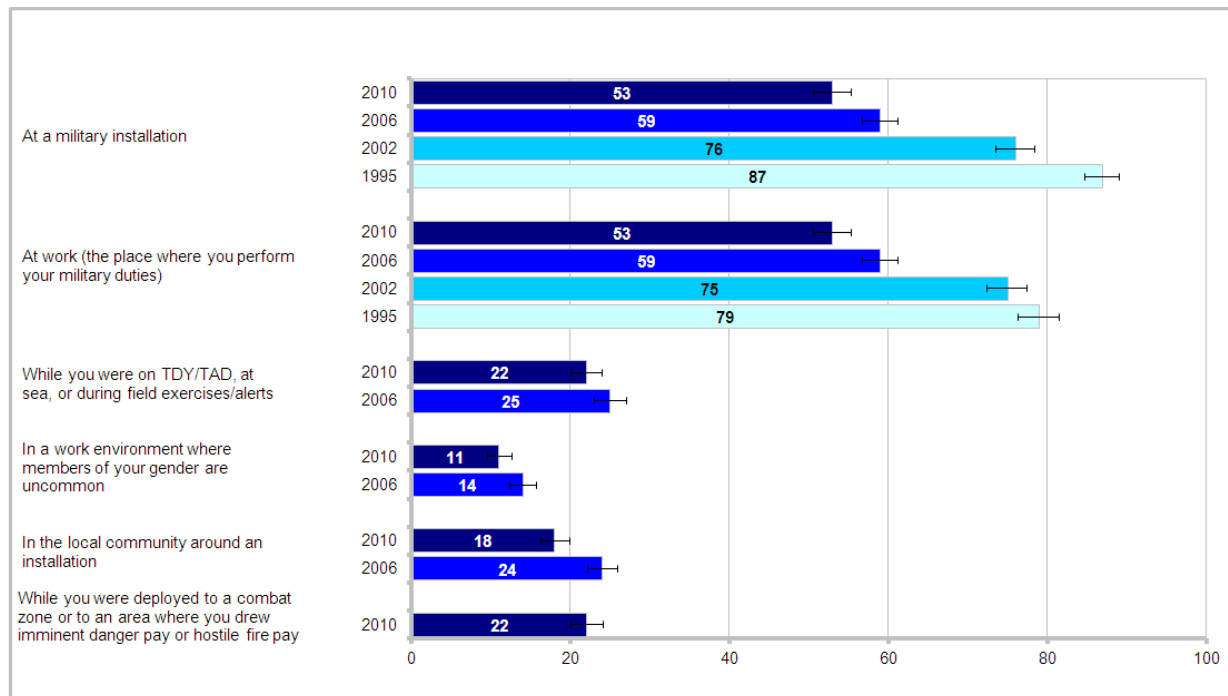


WGRA 2010 Q33

Margins of error do not exceed ± 2

Figure 11.

Characteristics of Military Setting in Which the One Situation Occurred, for Men by Year



WGRA 2010 Q36

Margins of error range from ±2 to ±3

By Service

Women in the Army (76%) were more likely than women in the other Services to indicate the situation occurred at a military installation, whereas women in the Navy (69%) were less likely (Table 5). Women in the USMC were more likely to indicate the situation occurred while they were on TDY/TAD, at sea, or during field exercises/alerts (29%); in a work environment where members of their gender were uncommon (51%); and in the local community around an installation (29%). Women in the Army (34%) were more likely to indicate the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay, whereas women in the Navy (18%), USMC (18%), and USAF (15%) were less likely.

Men in the USAF were more likely than men in the other Services to indicate the situation occurred at a military installation (61%) or at work (60%). Men in the Army (31%) were more likely to indicate the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay, whereas men in the Navy (15%), USMC (17%), and USAF (17%) were less likely.

Table 5.

Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Service

Where and when did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
At a military installation	73	53	76	53	69	49	75	49	72	61
At work (the place where you perform your military duties)	71	53	70	51	72	52	70	49	70	60
While you were on TDY/TAD, at sea, or during field exercises/alerts	24	22	22	23	27	18	29	21	22	24
In a work environment where members of your gender are uncommon	39	11	37	13	40	10	51	13	40	10
In the local community around an installation	23	18	25	18	21	16	29	21	22	20
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	24	22	34	31	18	15	18	17	15	17
<i>Margins of Error</i>	± 2	$\pm 2-3$	± 3	$\pm 4-5$	$\pm 3-4$	$\pm 3-4$	$\pm 4-5$	$\pm 4-5$	$\pm 3-4$	$\pm 4-5$

Note. WGRA 2010 Question 33.

By Paygrade

Among women, junior officers (30%) were more likely than women in the other paygrades to indicate the behaviors occurred while they were on TDY/TAD, at sea, or during field exercises/alerts, whereas junior enlisted members (21%) were less likely (Table 6). Among women, junior enlisted members (26%) were more likely to indicate the situation occurred in the local community around an installation, whereas senior officers (14%) were less likely.

Among men, junior and senior officers were more likely than men in the other paygrades to indicate the situation occurred at a military installation or at work. Among men, senior officers (7%) were less likely to indicate the situation occurred in a work environment where members of their gender are uncommon.

Table 6.

Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Paygrade

Where and when did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
At a military installation	72	52	73	50	77	60	74	61
At work (the place where you perform your military duties)	70	51	70	51	72	60	73	63
While you were on TDY/TAD, at sea, or during field exercises/alerts	21	21	25	22	30	26	22	19
In a work environment where members of your gender are uncommon	42	12	36	12	41	9	34	7
In the local community around an installation	26	18	21	18	21	18	14	17
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	22	21	26	23	25	25	25	18
Margins of Error	±2-3	±3-4	±3-4	±4-5	±4-5	±4-6	±4-6	±4-5

Note. WGRA 2010 Question 33.

Characteristics of the Offenders in the One Situation

Understanding the characteristics of the offenders and their relationships to the targets of their behaviors might inform the content of DoD programs to reduce unwanted gender-related behaviors. To obtain general information on the offenders in these situations, Service members who indicated experiencing unwanted gender-related behaviors in the 12 months preceding the survey were asked to describe the offender in the one situation that had the greatest effect on them. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

Gender and Number of Offenders in the One Situation

Service members who indicated experiencing unwanted gender-related behaviors were asked to indicate the gender of the offender and whether multiple offenders were involved. They could respond that the offenders were male, female, or both male and female. They could also indicate that multiple offenders were involved.

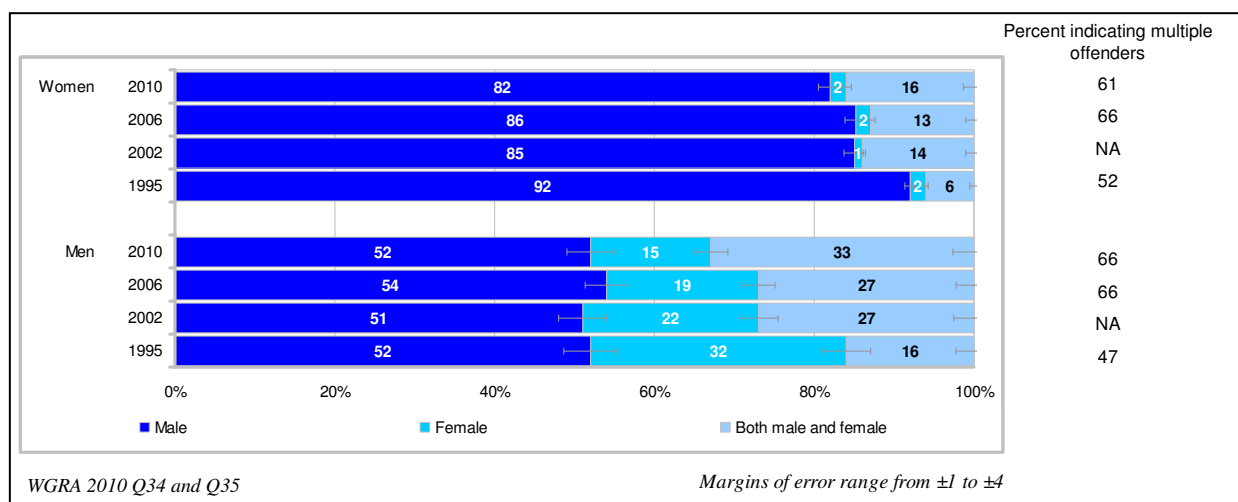
By Year. Of members the 50% of women and 23% of men who indicated experiencing unwanted gender-related behaviors in 2010, the majority of women (82%) and men (52%) indicated the offender was male (Figure 12). Fewer women indicated the offender was female (2%) or included both males and females (16%); whereas for men, 15% indicated the offender was female and 33% indicated the offenders included both males and females.

The percentage of women who indicated the offender was male was lower in 2010 than in 2006, 2002, and 1995 (82% vs. 86%, 85%, and 92%, respectively). The percentage of women who indicated males and females were involved was higher in 2010 than in 2006, 2002, and 1995 (16% vs. 13%, 14%, and 6%, respectively). The percentage of men who indicated the offender was female was lower in 2010 than in 2006, 2002, and 1995 (15% vs. 19%, 22%, and 32%, respectively). The percentage of men who indicated males and females were involved was higher in 2010 than in 2006, 2002, and 1995 (33% vs. 27%, 27%, and 16%, respectively).

Sixty-one percent of women and 66% of men who experienced unwanted gender-related behaviors in 2010 indicated multiple offenders were involved (Figure 12). The percentage of women who indicated multiple offenders were involved was lower in 2010 than in 2006 (61% vs. 66%), but higher than in 1995 (61% vs. 52%). The percentage of men who indicated multiple offenders were involved was higher in 2010 than in 1995 (66% vs. 47%).

Figure 12.

Gender and Number of Offenders in the One Situation, by Gender and Year



By Service. Women in the Navy (1%) were less likely than women in the other Services to indicate the offender was female, whereas women in the USAF (4%) were more likely (Table 7). Men in the USMC (9%) were less likely than men in the other Services to indicate the offender was female.

Table 7.
Gender and Number of Offenders in the One Situation, by Gender and Service

Characteristics of Offender	Percent of Members Who Experienced Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Gender of Offender										
Male	82	52	81	52	83	50	84	58	81	51
Female	2	15	2*	17	1	16	1	9	4	14
Both male and female	16	33	17	31	16	34	15	33	16	36
<i>Margins of Error</i>	$\pm 1-2$	± 3	$\pm 2-3$	$\pm 5-6$	$\pm 1-3$	± 5	$\pm 2-4$	$\pm 4-6$	$\pm 2-3$	$\pm 4-6$
Multiple Offenders										
Yes	61	66	62	68	62	63	66	64	57	66
<i>Margins of Error</i>	± 2	± 4	± 4	± 6	± 4	± 6	± 5	± 7	± 4	± 6

Note. WGRA 2010 Questions 34 and 35.

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

By Paygrade. There were no differences found by paygrade among women or men in identifying the gender and number of offenders (Table 8).

Table 8.***Gender and Number of Offenders in the One Situation, by Gender and Paygrade***

Characteristics of Offender	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Gender of Offender								
Male	80	53	81	48	86	60	86	53
Female	2	16	2*	15	1	13	2*	17
Both Male and Female	18	31	17	37	13	27	12	29
<i>Margins of Error</i>	$\pm 1-3$	$\pm 5-6$	$\pm 2-3$	$\pm 4-5$	$\pm 2-4$	$\pm 5-6$	$\pm 3-5$	$\pm 5-6$
Multiple Offenders								
Yes	61	66	61	69	62	63	62	55
<i>Margins of Error</i>	± 3	± 6	± 4	± 5	± 6	± 7	± 6	± 6

Note. *WGRA 2010 Questions 34 and 35.*

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

The Offenders in the One Situation

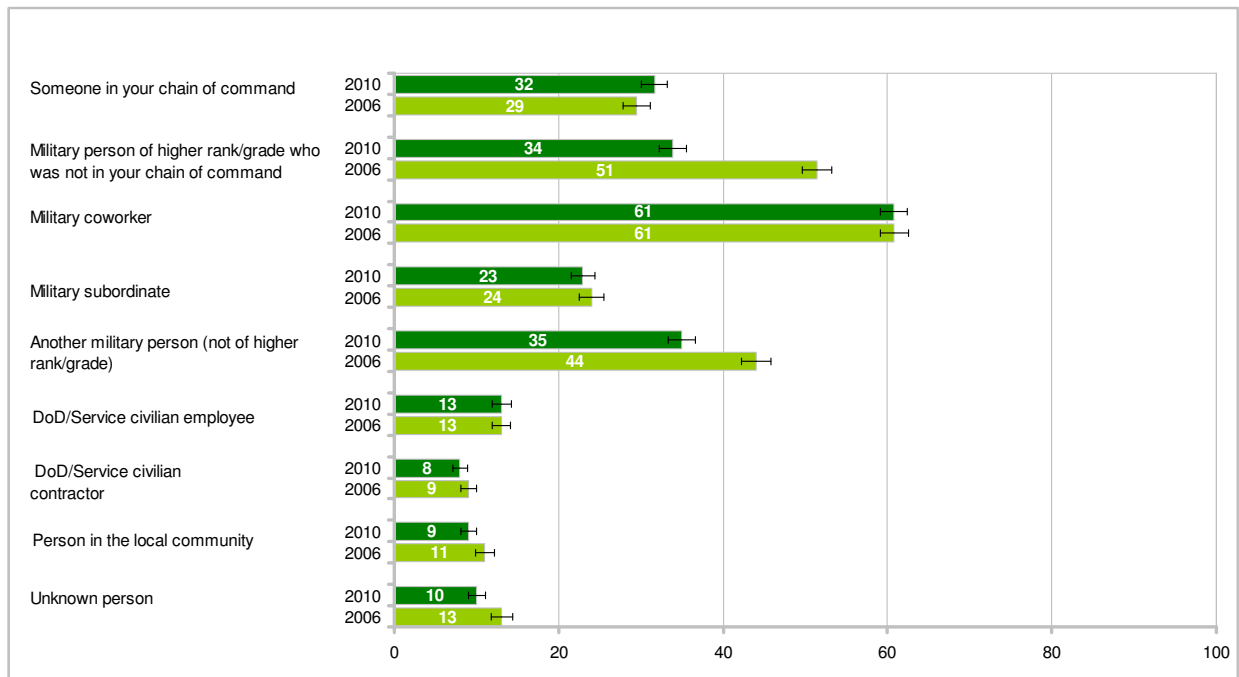
Service members who experienced unwanted gender-related behaviors were asked to identify the organizational level of the offender within the military or whether the offender was a DoD/Service civilian employee, DoD/Service civilian contractor, someone from the local community, or an unknown person. As over 60% of these situation involve multiple offenders, respondents could indicate offenders included people of varying levels (e.g., coworker, and local civilian) or one type of person if all offenders were the same type (e.g., all coworkers).

By Year. Of the 50% of women who experienced unwanted gender-related behaviors in 2010, 61% indicated the offender was a military coworker (Figure 13). About one-third indicated the offender was someone in their chain of command (32%) or the offender was a military person of higher rank/grade who was not in their chain of command (34%). Twenty-three percent of women indicated the offender was a military subordinate. Thirty-five percent of women indicated the offender was another military person (not of higher rank/grade). Thirteen percent of women indicated the offender was a DoD/Service civilian employee and 8% indicated the offender was a DoD/Service civilian contractor. Nine percent of women indicated the offender was someone in the local community and 10% indicated the offender was someone unknown.

The percentage of women who indicated the offender was someone in their chain of command was higher in 2010 than in 2006 (32% vs. 29%). The percentage of women who indicated the offender was a military person of higher rank/grade who was not in their chain of command, was another military person (not of higher rank/grade), someone in the local community, or someone unknown was lower in 2010 than in 2006.

Figure 13.

Affiliation of the Offender in the One Situation, for Women by Year



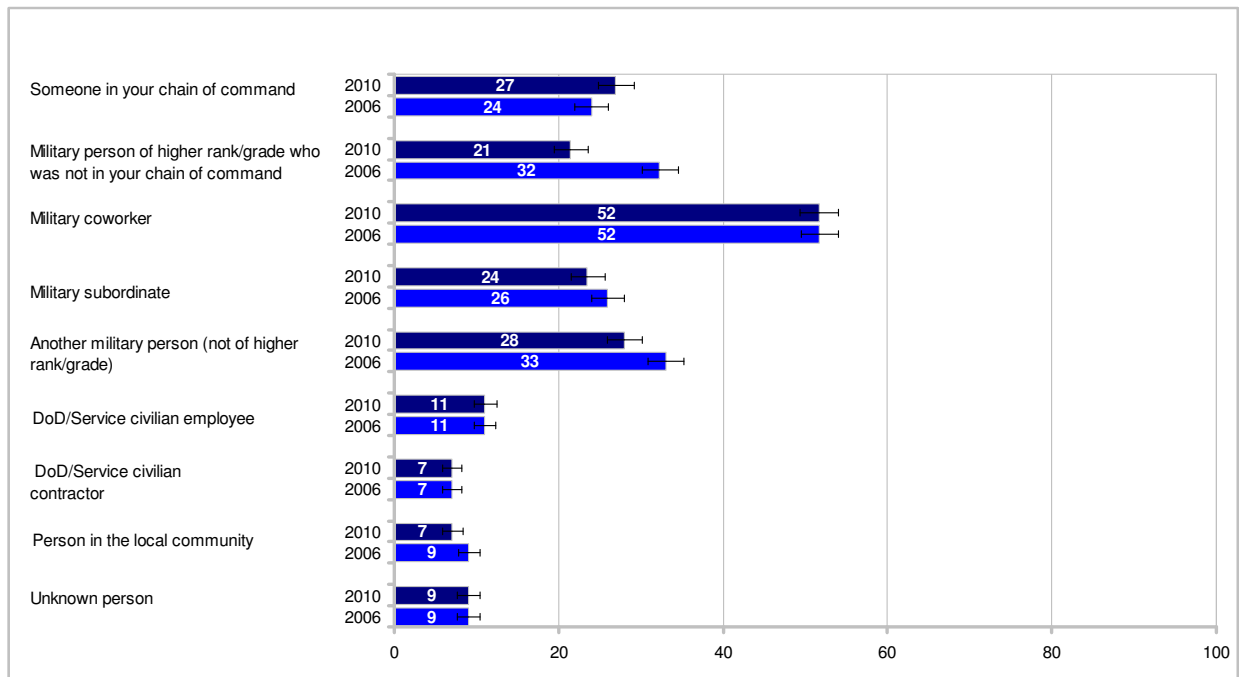
WGRA 2010 Q36

Margins of error range from ± 1 to ± 2

Of the 23% of men who experienced unwanted gender-related behaviors in 2010, 52% indicated the offender was a military coworker (Figure 14). Twenty-seven percent indicated the offender was someone in their chain of command and 21% indicated the offender was a military person of higher rank/grade who was not in their chain of command. Twenty-four percent indicated the offender was a military subordinate. Twenty-eight percent of men indicated the offender was another military person (not of higher rank/grade). Eleven percent of men indicated the offender was a DoD/Service civilian employee and 7% indicated the offender was a DoD/Service civilian contractor. Seven percent of men indicated the offender was someone in the local community and 9% indicated the offender was someone unknown.

The percentage of men who indicated the offender was someone in their chain of command was higher in 2010 than in 2006 (27% vs. 24%). The percentage of men who indicated the offender was a military person of higher rank/grade who was not in their chain of command, another military person (not of higher rank/grade), or someone in the local community was lower in 2010 than in 2006.

Figure 14.
Affiliation of the Offender in the One Situation, for Men by Year



WGRA 2010 Q36

Margins of error range from ± 2 to ± 3

By Service. Women in the USMC (41%) were more likely than women in the other Services to indicate the offender was someone in their military chain of command, whereas women in the USAF (26%) were less likely (Table 9). Women in the Army (39%) were more likely to indicate the offender was a military person of higher rank/grade who was not in their chain of command, whereas women in the Navy and USAF (both 29%) were less likely. Women in the USMC (29%) were more likely to indicate the offender was a military subordinate, whereas women in the USAF (18%) were less likely. Women in the USMC were less likely to indicate the offender was a DoD/Service civilian employee (8%) or DoD/Service contractor (4%).

Men in the USAF (57%) were more likely than men in the other Services to indicate the offender was a military coworker, whereas men in the USMC (43%) were less likely. Men in the USAF (16%) were more likely to indicate the offender was a DoD/Service civilian employee.

Table 9.

Affiliation of the Offender in the One Situation, by Gender and Service

What was the offender?	Percent of Members Who Experienced Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone in your military chain of command	32	27	33	28	32	28	41	26	26	24
Military person of higher rank/grade who is not in your chain of command	34	21	39	25	29	20	37	19	29	19
Military coworker	61	52	59	55	63	48	62	43	61	57
Military subordinate	23	24	25	26	23	24	29	20	18	20
Another military person (not of higher rank/grade)	35	28	35	31	33	26	39	24	35	29
DoD/Service civilian employee	13	11	13	10	12	10	8	10	15	16
DoD/Service civilian contractor	8	7	9	8	8	6	4	6	7	8
Person in the local community	9	7	9	8	8	6	7	8	9	9
Unknown	10	9	11	10	8	7	12	10	9	9
Margins of Error	±1-2	±2-3	±2-3	±3-5	±2-4	±2-4	±3-5	±3-5	±2-4	±3-5

Note. WGRA 2010 Question 36.

By Paygrade. Among women, junior officers (24%) were less likely than women in the other paygrades to indicate the offender was someone in their chain of command (Table 10). Among women, junior enlisted members (38%) were more likely to indicate the offender was another military person of higher rank/grade who was not in their chain of command, whereas junior officers (26%) and senior officers (25%) were less likely. Among women, junior enlisted members (65%) were more likely to indicate the offender was a military coworker, whereas senior enlisted members (57%) were less likely. Among women, junior officers (28%) were more likely to indicate the offender was a military subordinate. Among women, junior enlisted members were less likely to indicate the offender was a DoD/Service civilian employee or DoD/Service civilian contractor, whereas senior officers were more likely. Among women, junior enlisted members (11%) were more likely to indicate the offender was unknown, whereas junior officers (6%) were less likely.

Among men, junior enlisted members (31%) were more likely than men in the other paygrades to indicate the offender was someone in their chain of command, whereas junior officers (15%) and senior officers (18%) were less likely. Among men, junior enlisted members (26%) were more likely to indicate the offender was another military person of higher rank/grade who was not in their chain of command, whereas senior enlisted members (18%) and senior officers (11%) were less likely. Among men, junior enlisted members (20%) were less likely to indicate the offender was a military subordinate. Among men, junior enlisted members were less likely to indicate the offender was a DoD/Service civilian employee or DoD/Service civilian contractor, whereas senior officers were more likely.

Table 10.
Affiliation of the Offender in the One Situation, by Gender and Paygrade

What was the offender?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Someone in your military chain of command	33	31	32	26	24	15	33	18
Military person of higher rank/grade who is not in your chain of command	38	26	33	18	26	19	25	11
Military coworker	65	54	57	49	58	52	54	50
Military subordinate	22	20	23	26	28	26	22	25
Another military person (not of higher rank/grade)	37	27	34	30	30	26	31	28
DoD/Service civilian employee	10	8	14	12	16	14	26	27
DoD/Service civilian contractor	6	4	8	8	10	10	15	13
Person in the local community	10	6	8	9	7	6	8	9
Unknown	11	9	9	10	6	9	7	7
Margins of Error	±2-3	±3-5	±2-4	±3-4	±3-5	±3-6	±4-6	±4-5

Note. WGRA 2010 Question 36.

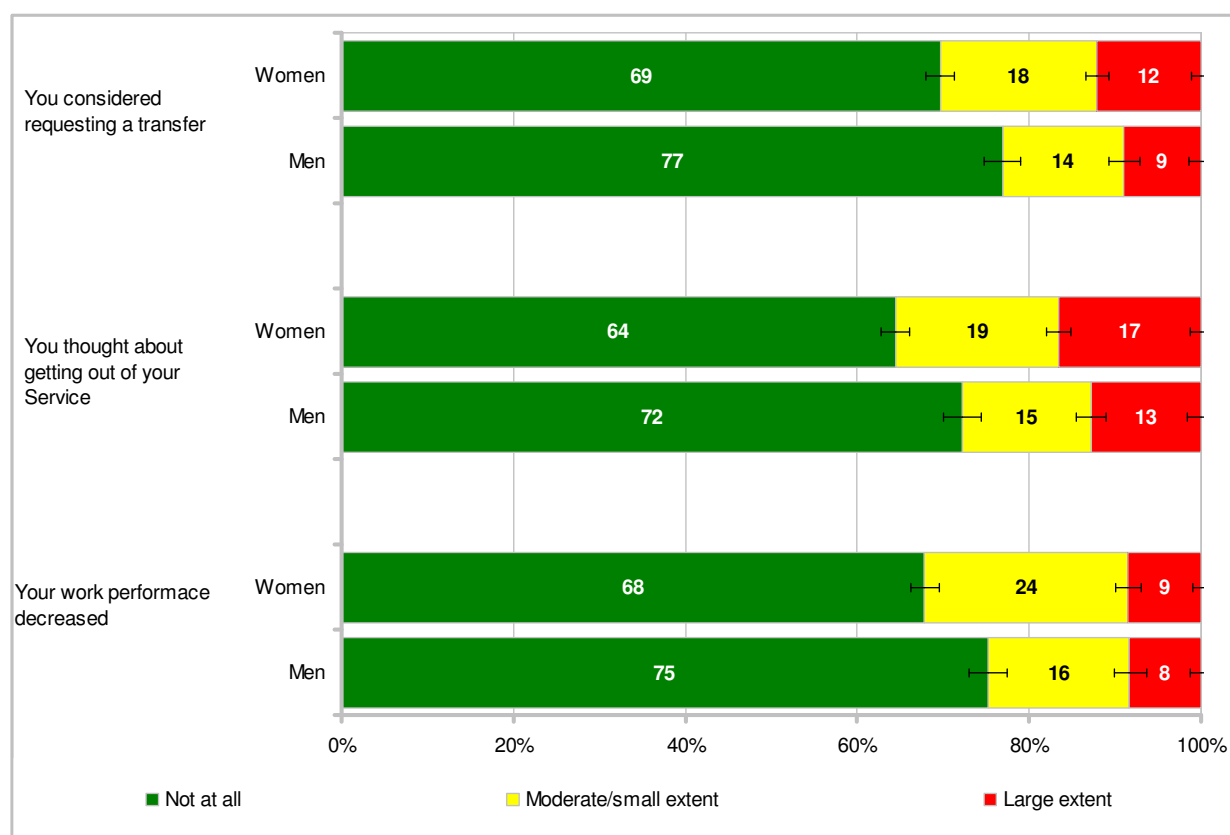
Negative Reactions as a Result of the Situation

Service members who had experienced unwanted gender-related behaviors were asked if they considered requesting a transfer, thought about getting out of their Service, or if their work performance decreased as a result of the situation. In this section, “large extent” includes the response categories of very large extent and large extent. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Gender

Of the 50% of women and 23% of men who experienced unwanted gender-related behavior, the majority did not indicate this experience impacted their performance or career plans; however, some women (17%) and men (13%) indicated, to a large extent, they thought about getting out of their Service. Fewer indicated they considered requesting a transfer (12% for women and 9% for men), and 9% of women and 8% of men felt their work performance decreased (Figure 15).

Figure 15.
Negative Actions as a Result of the Situation, by Gender



WGRA 2010 Q37

Margins of error range from ± 1 to ± 2

Note. "Large extent" includes the response categories large extent and very large extent.

By Service

Women in the Army (16%) were more likely than women in the other Services to indicate, to a large extent, they considered requesting a transfer, whereas women in the Navy and USAF (both 10%) were less likely (Table 11). Women in the Army (20%) and the USMC (24%) were more likely to indicate, to a large extent, they thought about getting out of their Service,

whereas women in the Navy and USAF (both 13%) were less likely. Women in the Army (10%) were more likely to indicate, to a large extent, they felt their work performance decreased, whereas women in the USAF (7%) were less likely.

Men in the USAF (8%) were less likely than men in the other Services to indicate, to a large extent, they thought about getting out of their Service.

Table 11.
Negative Actions as a Result of the Situation, by Gender and Service

Result of situation	Percent of Members Who Experienced Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You considered requesting a transfer^a	12	9	16	12	10	8	12	8	10	7
You thought about getting out of your Service	17	13	20	14	13	13	24	15	13	8
Your work performance decreased	9	8	10	10	7	7	9	8	7	6
<i>Margins of Error</i>	±2	±2	±3	±4	±2-3	±3-4	±3-4	±3-4	±2-3	±3-4

Note. WGRA 2010 Question 37.

^aPercentages are shown for Service members who responded large extent and very large extent.

By Paygrade

Among women, junior enlisted members (21%) were more likely than women in the other paygrades to indicate, to a large extent, they thought about getting out of their Service, whereas senior enlisted members (13%), junior officers (13%), and senior officers (9%) were less likely (Table 12). Among women, junior enlisted members (11%) were more likely to indicate, to a large extent, their work performance decreased, whereas senior enlisted members (7%) and senior officers (5%) were less likely.

Among men, junior enlisted members were more likely than men in the other paygrades to indicate, to a large extent, they considered requesting a transfer or that their work performance decreased, whereas junior and senior officers were less likely. Among men, junior enlisted members (18%) were more likely to indicate, to a large extent, they thought about getting out of their Service, whereas senior enlisted members (10%), junior officers (5%), and senior officers (5%) were less likely.

Table 12.
Negative Actions as a Result of the Situation, by Gender and Paygrade

Result of situation	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
You considered requesting a transfer^a	14	12	12	9	11	3	10	2*
You thought about getting out of your Service	21	18	13	10	13	5	9	5
Your work performance decreased	11	11	7	7	7	4	5	3*
<i>Margins of Error</i>	$\pm 2-3$	$\pm 3-4$	$\pm 2-3$	± 3	$\pm 3-4$	± 3	$\pm 4-5$	± 3

Note. WGRA 2010 Question 37.

^aPercentages are shown for Service members who responded large extent and very large extent.

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

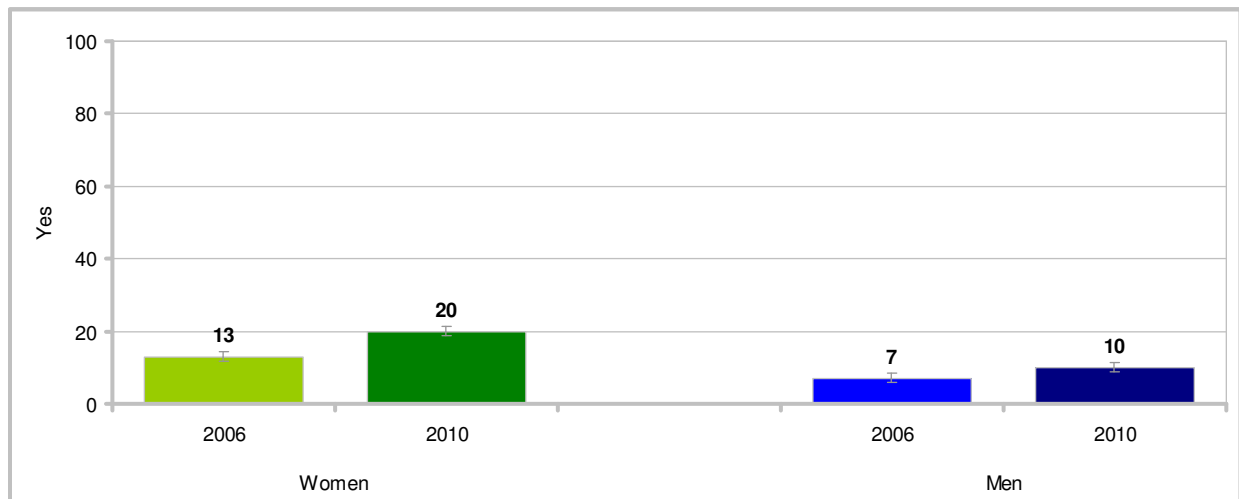
Reporting an Incident

Service members who indicated they had experienced one or more types of unwanted gender-related behaviors in the 12 months preceding the survey were asked if they reported the situation to a DoD authority. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

Of the 50% of women and the 23% of men who experienced unwanted gender-related behaviors, 20% of women and 10% of men indicated they reported the situation to a DoD authority (Figure 16). The percentage of women and men who indicated they reported to a DoD authority was higher in 2010 than in 2006.

Figure 16.
Reporting the One Situation to a DoD Authority, by Gender and Year



WGRA 2010 Q38

Margins of error do not exceed ± 2

By Service

Women in the USMC (25%) were more likely than women in the other Services to indicate they reported the situation to a DoD authority (Table 13). There were no differences found among men by Service in whether they reported the situation to a DoD authority.

Table 13.
Reporting the One Situation to a DoD Authority, by Gender and Service

Did you report the situation to...	Percent of Members Who Experienced Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
To a DoD authority	20	10	20	10	20	9	25	10	18	10
Margins of Error	± 2	± 2	± 3	± 4	± 3	± 3	± 4	± 3	± 3	± 4

Note. WGRA 2010 Question 38.

By Paygrade

Among women, junior enlisted members (23%) were more likely to indicate they reported the situation to a DoD authority, whereas junior officers (15%) were less likely (Table 14). Among men, junior officers (6%) were less likely to indicate they reported the situation to a DoD authority.

Table 14.***Reporting the One Situation to a DoD Authority, by Gender and Paygrade***

Did you report the situation to...	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
To a DoD authority	23	11	19	10	15	6	17	8
<i>Margins of Error</i>	± 3	± 3	± 3	± 3	± 4	± 4	± 5	± 4

Note. WGRA 2010 Question 38.***Outcomes of Reporting an Incident of Unwanted Gender-Related Experiences***

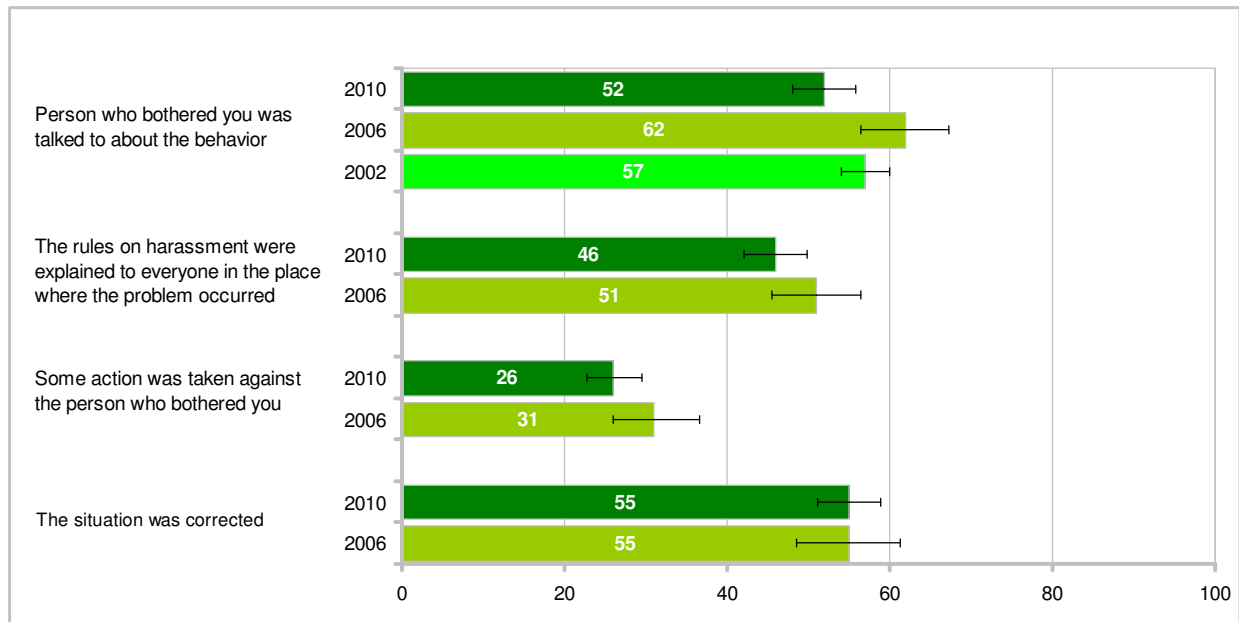
A Service member's decision regarding whether to report their experience may factor in their expected outcomes (such as whether the behavior ends or recurs). Service members who indicated they had experienced one or more types of unwanted gender-related behaviors and who reported their experience to a military authority were asked about the outcomes of the reporting process. Outcomes for reporting may be positive (e.g., the situation was corrected), but they may also be negative (e.g., complaint not taken seriously). Both positive and negative outcomes are analyzed in this section. Also included in this section are results for whether the situation was resolved informally or whether the complaint was investigated. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

Positive Responses to Reporting Unwanted Gender-Related Behaviors

By Year. Of the 20% of women who reported their experience to a DoD authority in 2010, 55% of women indicated the situation was corrected and 52% indicated the person who bothered them was talked to about the behavior (Figure 17). Forty-six percent indicated the rules on harassment were explained to everyone in the place where the problem occurred and 26% indicated action was taken against the person who bothered them. The percentage of women who indicated the person who bothered them was talked to about the behavior was lower in 2010 than in 2006 and 2002 (52% vs. 62% and 57%).

Figure 17.

Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year



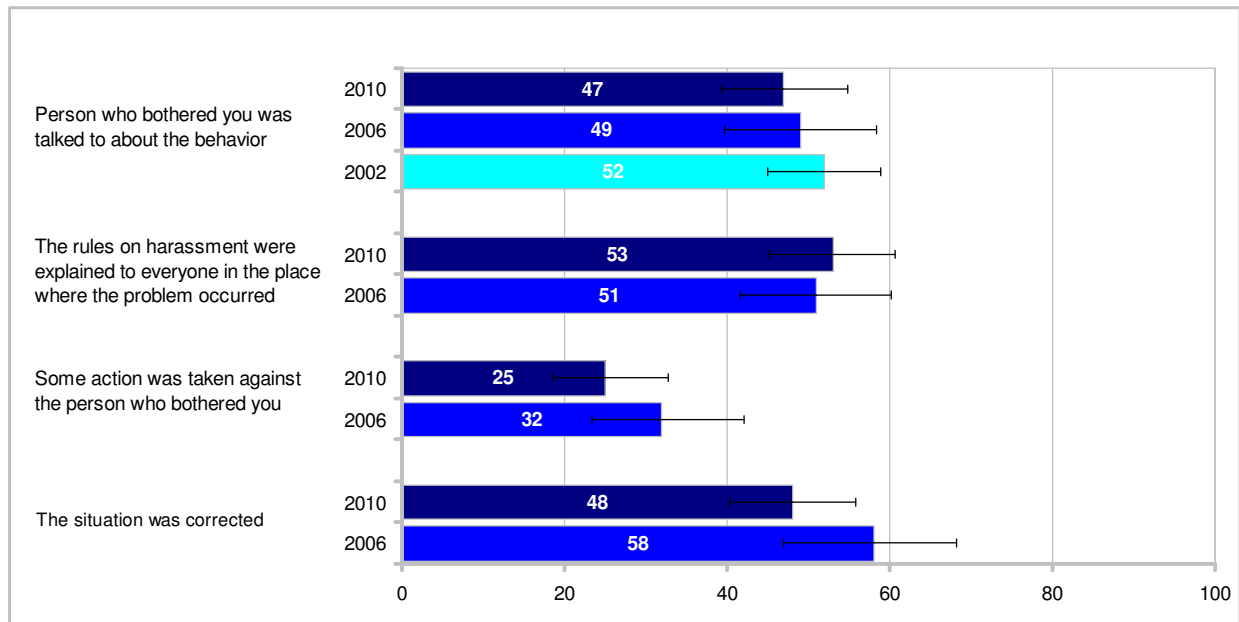
WGRA 2010 Q39, Q40

Margins of error range from ± 4 to ± 7

Of the 10% of men who reported their experience to a DoD authority in 2010, 53% indicated the rules on harassment were explained to everyone in the unit/office/place where the problem occurred (Figure 18). Forty-eight percent indicated the situation was corrected and 47% of men indicated the person who bothered them was talked to about the behavior. Twenty-five percent indicated action was taken against the person who bothered them. There were no differences found among men by survey year in whether there was a positive response to reporting unwanted gender-related behaviors.

Figure 18.

Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year



WGRA 2010 Q39, Q40

Margins of error range from ± 8 to ± 12

By Service. There were no differences found among women or men by Service in indicating positive responses to reporting the unwanted gender related behaviors (Table 15).

Table 15.

Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender and Service

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Person who bothered you was talked to about the behavior	52	47	49	47*	55	47	57	47	50	47*
The rules on harassment were explained to everyone in the place where the problem occurred	46	53	52	63*	44	47	44	54	38	36*
Some action was being taken against the person who bothered you	26	25	25	27*	26	21	32	31*	26	21
The situation was corrected	55	48	51	45*	57	46	56	56	58	48
<i>Margins of Error</i>	$\pm 1-2$	± 1	± 7	$\pm 15-16$	± 8	± 14	± 9	$\pm 14-15$	$\pm 7-8$	$\pm 14-15$

Note. WGRA 2010 Questions 39 and 40.

*Caution should be taken in interpretation of this number because of a large margin of error.

By Paygrade. Among women, senior officers (20%) were less likely than women in the other paygrades to indicate the rules on harassment were explained to everyone in the place where the problem occurred (Table 16). Among women, junior enlisted members (33%) were more likely to indicate some action was being taken against the person who bothered them, whereas senior enlisted members (20%) and senior officers (12%) were less likely. There were no differences found among men by paygrade in indicating positive responses to reporting the unwanted gender related behaviors.

Table 16.

Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender and Paygrade

What actions were taken in response to your discussing/ reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/ Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Person who bothered you was talked to about the behavior	53	45	53	52	42	31*	46	46*
The rules on harassment were explained to everyone in the place where the problem occurred	49	57	49	54	33	33*	20	36*
Some action was being taken against the person who bothered you	33	27	20	23	18	NR	12*	14*
The situation was corrected	56	48	56	47	47	NR	47	53*
Margins of Error	±6	±13	±7-8	±11-12	±12-13	±23	±12-14	±16-18

Note. WGRA 2010 Questions 39 and 40.

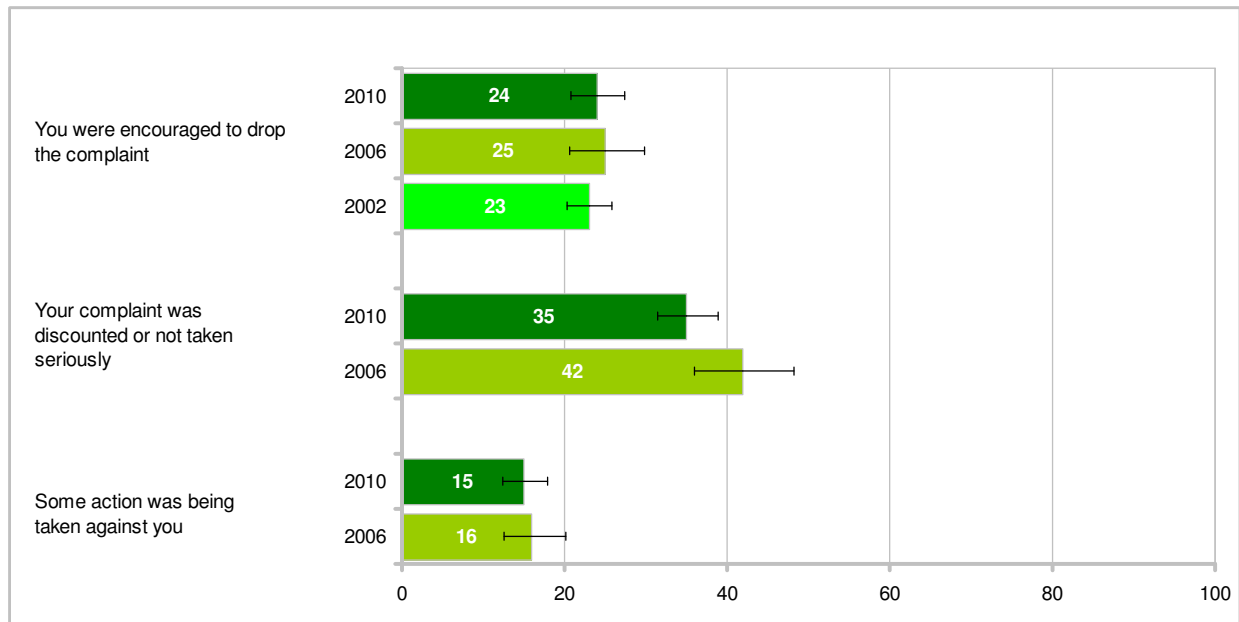
*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

Negative Responses to Reporting Unwanted Gender-Related Behaviors

By Year. Of the 20% of women who reported their experience to a DoD authority in 2010, 35% indicated their complaint was discounted or not taken seriously and 24% indicated they were encouraged to drop the complaint (Figure 19). Fifteen percent indicated action was taken against them as a result of making the report. There were no differences found among women by survey year in whether there were negative actions in response to reporting unwanted gender-related behaviors.

Figure 19.

Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year



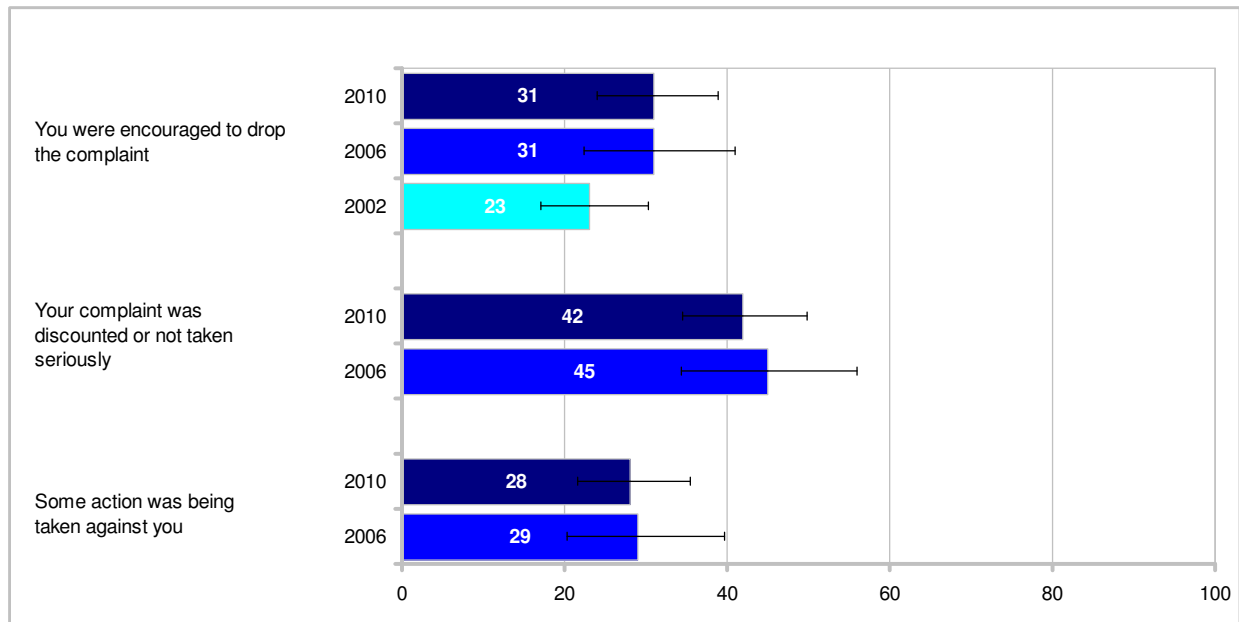
WGRA 2010 Q39

Margins of error range from ± 1 to ± 7

Of the 10% of men who reported their experience to a DoD authority in 2010, 42% indicated their complaint was discounted or not taken seriously and 31% indicated they were encouraged to drop the complaint (Figure 20). Twenty-eight percent indicated action was taken against them as a result of their making the report. There were no differences found among men by survey year in whether there were negative actions in response to reporting unwanted gender-related behaviors.

Figure 20.

Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year



WGRA 2010 Q39

Margins of error range from ± 1 to ± 12

By Service. Women (17%) and men (14%) in the USAF were less likely than women and men in the other Services to indicate they were encouraged to drop their complaint (Table 17). Women in the Army (43%) were more likely to indicate their complaint was not taken seriously.

Table 17.

Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender by Service

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You were encouraged to drop the complaint	24	31	24	37*	30	33	27	32	17	14*
Your complaint was discounted or not taken seriously	35	42	43	47	31	47	32	35	28	28*
Some action was being taken against you	15	28	20	29*	13	28	16	34	10	19*
<i>Margins of Error</i>	±3-4	±8	±6-7	±14-15	±6-8	±14	±6-9	±14	±6-7	±15

Note. WGRA 2010 Question 39.

*Caution should be taken in interpretation of this number because of a large margin of error.

By Paygrade. There were no differences found among women or men by paygrade in whether they experienced negative actions in response to reporting unwanted gender-related behaviors (Table 18).

Table 18.

Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, by Gender by Paygrade

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
You were encouraged to drop the complaint	25	37	23	26	30	19*	19	25*
Your complaint was discounted or not taken seriously	35	42	35	45	34	NR	40*	28*
Some action was being taken against you	16	26	11	31	24	25*	19*	19*
<i>Margins of Error</i>	±5-6	±13	±6-8	±12	±12-13	±24	±13-15	±18

Note. WGRA 2010 Question 39.

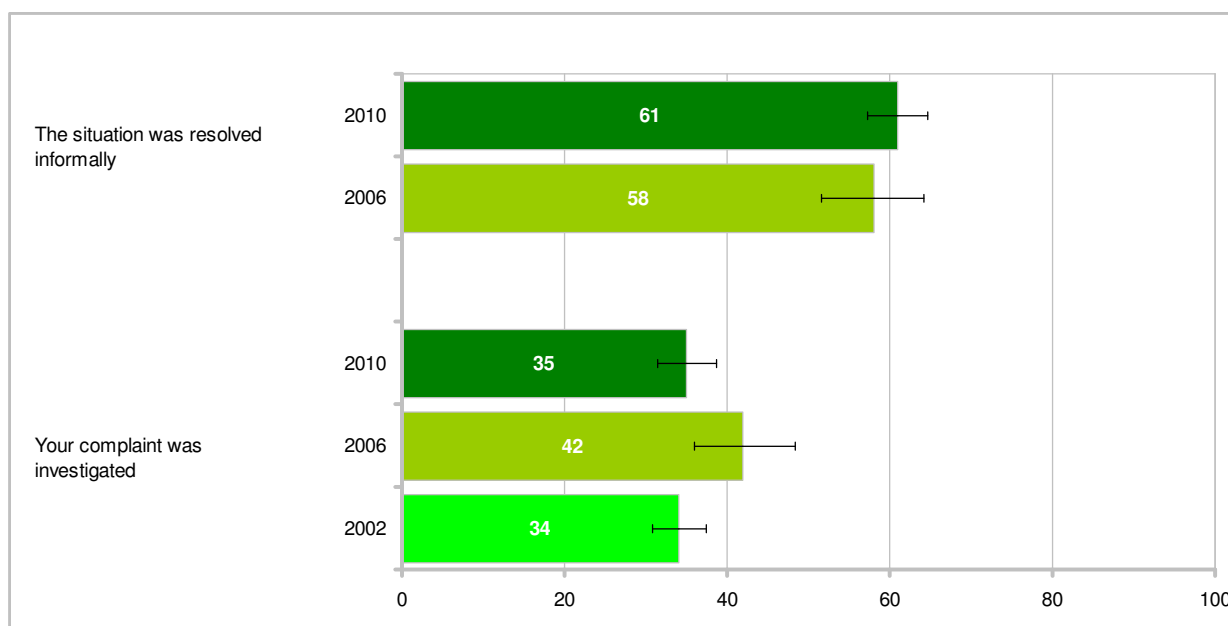
*Caution should be taken in interpretation of this number because of a large margin of error.

Investigations and Actions Taken

Service members who experienced unwanted gender-related behaviors and who reported it to a DoD authority were asked whether their complaint was investigated and whether the situation was resolved informally.

By Year. Of the 20% of women who reported their experience to a DoD authority, 61% indicated the situation was resolved informally and 35% indicated the complaint was investigated (Figure 21). There were no differences found among women by survey year in whether their complaint was investigated or if the situation was resolved informally.

Figure 21.
Investigations and Actions Taken, for Women by Year

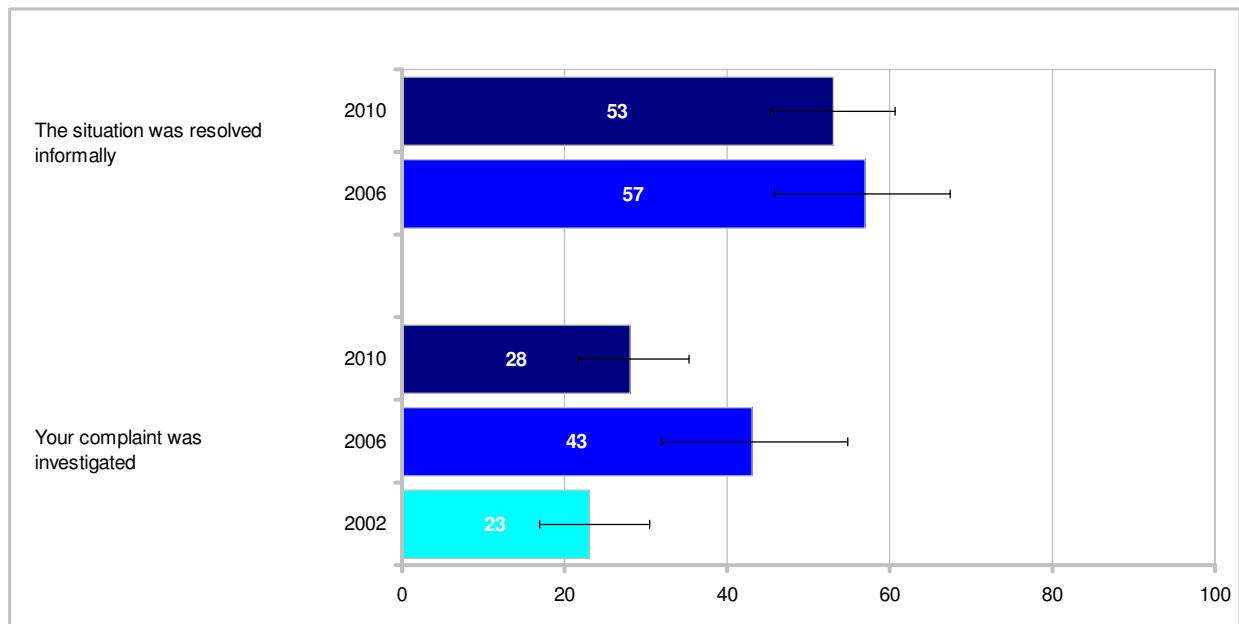


WGRA 2010 Q39

Margins of error range from ± 1 to ± 7

Of the 10% of men who reported their experience to a military authority in 2010, 53% indicated the situation was resolved informally and 28% indicated the complaint was investigated (Figure 22). The percentage of men who indicated their complaint was investigated was higher in 2010 than in 2006 (28% vs. 23%).

Figure 22.
Investigations and Actions Taken, for Men by Year



WGRA 2010 Q39

Margins of error range from ± 1 to ± 12

By Service. There were no differences found among women or men by Service in whether investigations or actions were taken in response to their report (Table 19).

Table 19.
Investigations and Actions Taken, by Gender and Service

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Your complaint was investigated	35	28	35	29	34	25	37	30	34	31*
The situation was resolved informally	61	53	62	54*	62	50	61	51	55	54*
Margins of Error	±4	±8	±7	±14-15	±8	±13-14	±8-9	±14	±8	±15

Note. WGRA 2010 Question 39.

*Caution should be taken in interpretation of this number because of a large margin of error.

By Paygrade. Among women, junior enlisted members (40%) were more likely than women in the other paygrades to indicate their complaint was investigated (Table 20). There were no differences found among men by paygrade in whether investigations or actions were taken in response to their report.

Table 20.

Investigations and Actions Taken, by Gender and Paygrade

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Your complaint was investigated	40	27	30	30	28	NR	28	23*
The situation was resolved informally	59	48	66	59	51	NR	54	53*
<i>Margins of Error</i>	± 6	$\pm 12-13$	± 8	± 12	± 12	-	± 14	$\pm 17-18$

Note. WGRA 2010 Question 39.

*Caution should be taken in interpretation of this number because of a large margin of error.

Professional and Social Retaliation

Professional and social retaliation for reporting unwanted gender-related behavior can negatively affect one's career and morale. Consequences might include professional retaliation (e.g., denial of promotion, job assignments that are not career enhancing, denial of requests for training) and social retaliation (e.g., gossip, ostracism, damage to one's professional and personal reputation). Professional and social retaliation might also occur in combination. The 20% of women and 10% of men who reported their experience to a DoD authority were asked whether they had experienced any negative career or social repercussions as a result of how they handled the situation. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

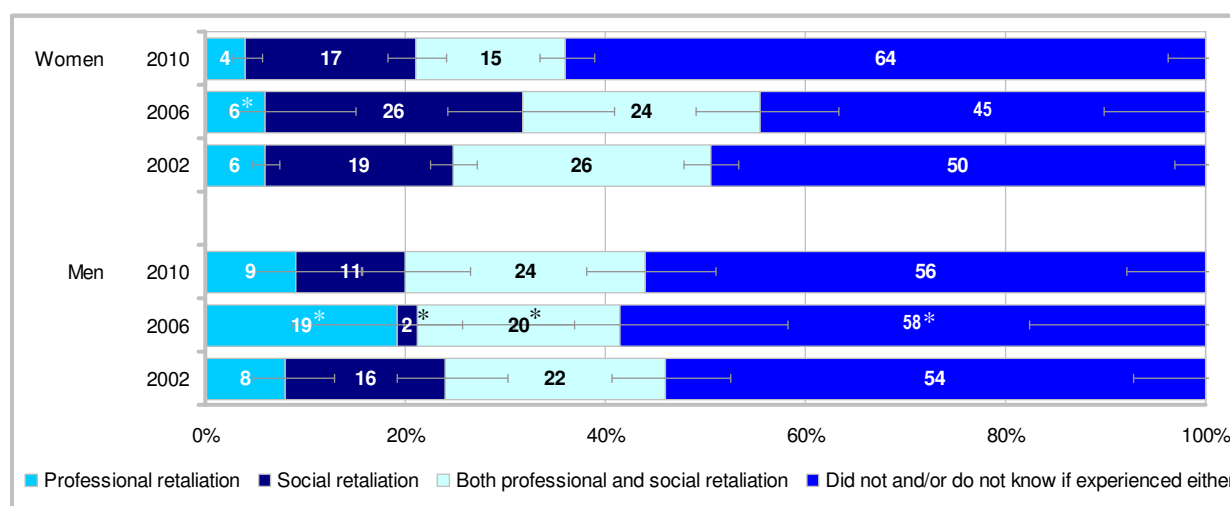
Of the 20% of women who reported their experience to a DoD authority in 2010, 64% indicated they experienced neither professional nor social retaliation (Figure 23). Fifteen percent of women indicated they experienced both professional and social retaliation, 17% experienced social retaliation alone, and 4% experienced professional retaliation alone. There were no differences found among women by survey year in whether they experienced professional or social retaliation.

Of the 10% of men who reported their experience to a DoD authority, 56% indicated they experienced neither professional nor social retaliation. Twenty-four percent of men indicated

they experienced both professional and social retaliation, 11% experienced social retaliation alone, and 9% experienced professional retaliation alone. There were no differences found among men by survey year in whether they experienced professional or social retaliation.

Figure 23.

Experiences of Professional and/or Social Retaliation, by Gender and Year



WGRA 2010 Q42

Margins of error range from ± 2 to ± 18

* Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

By Service

Women in the USAF (6%) were less likely than women in the other Services to indicate they experienced both professional and social retaliation (Table 21). There were no differences found among men by Service in whether they experienced professional or social retaliation.

Table 21.

Experiences of Professional and/or Social Retaliation, by Gender and Service

As a result of reporting the situation, did you experience...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Professional retaliation	4	9	4*	11*	3*	8*	6*	9*	6	5*
Social retaliation	17	11	18	13*	13	13*	17	9*	19	7*
Both professional and social retaliation	15	24	19	23	15	29	16	27	6	17
Did not and/or do not know if experienced either	64	56	59	53*	70	50	62	54*	69	71*
<i>Margins of Error</i>	±2-4	±7-8	±4-7	±14-15	±4-8	±13-14	±7-9	±13-15	±5-8	±10-15

Note. WGRA 2010 Question 42.

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

By Paygrade

There were no differences found among women or men by paygrade in whether they experienced professional or social retaliation (Table 22).

Table 22.***Experiences of Professional and/or Social Retaliation, by Gender and Paygrade***

As a result of reporting the situation, did you experience...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Professional retaliation	5	15	3*	4*	2*	NR	9*	3*
Social retaliation	18	12*	15	12	18	NR	11*	6*
Both professional and social retaliation	13	21	15	28	19	NR	24	17*
Did not and/or do not know if experienced either	64	52	67	57	61	NR	55	74*
<i>Margins of Error</i>	$\pm 3-6$	$\pm 12-13$	$\pm 4-8$	$\pm 10-12$	$\pm 7-13$	-	$\pm 13-14$	$\pm 15-18$

Note. WGRA 2010 Question 42.

*Caution should be taken in interpretation of this number because of a large margin of error relative to the size of the estimate.

Satisfaction With Aspects of the Reporting Process

One indicator of the effectiveness of the military's unwanted gender-related behavior reporting process is Service member satisfaction with that process. Satisfaction with aspects of the reporting process is distinct from satisfaction with the outcome of the report. Women and men who reported their experience of to a DoD authority were asked whether they were satisfied with the availability of information about how to file a complaint, treatment by personnel handling the complaint, and the amount of time it took to resolve the complaint. In this section, "satisfied" includes the response categories very satisfied and satisfied, and "dissatisfied" includes the response categories of very dissatisfied and dissatisfied. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

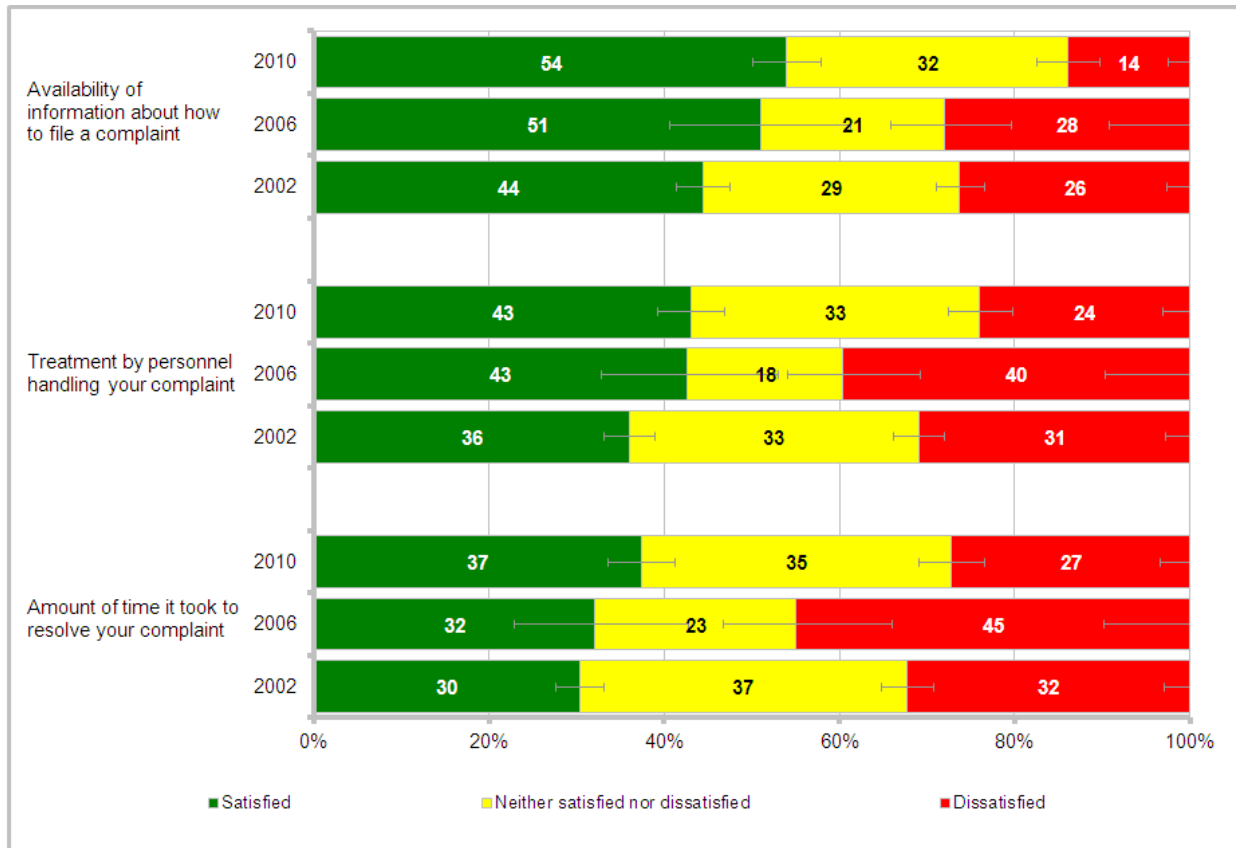
By Year

Of the 20% women who reported their experience to a DoD authority in 2010, 54% indicated they were satisfied with the availability of information about how to file a complaint (Figure 24). Forty-three percent of women indicated they were satisfied with their treatment by personnel handling their complaint and 37% were satisfied with amount of time it took to resolve their complaint.

The percentages of women who were satisfied with the availability of information about how to file a complaint, with their treatment by personnel handling the complaint, and with the amount of time it took to resolve the complaint were higher in 2010 than in 2002. The percentages of women who were dissatisfied with the availability of information about how to file a complaint, with their treatment by personnel handling the complaint, and with the amount of time it took to resolve the complaint were lower in 2010 than in 2006 and 2002.

Figure 24.

Level of Satisfaction With Aspects of the Reporting Process, for Women by Year



WGRA 2010 Question 41

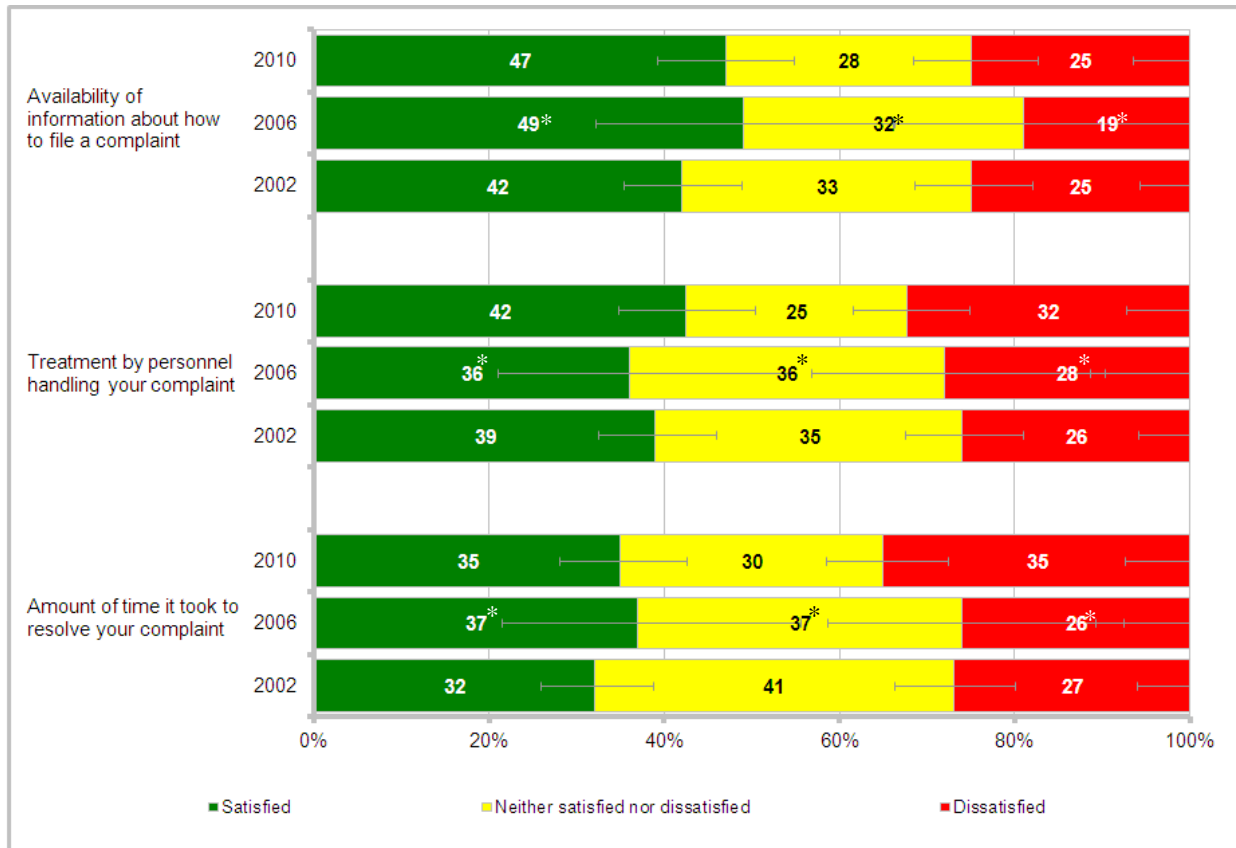
Margins of error range from ± 3 to ± 12

Note. "Satisfied" includes the response categories satisfied and very satisfied, and "dissatisfied" includes the response categories dissatisfied and very dissatisfied.

Of the 10% of men who reported their experience to a DoD authority in 2010, 47% indicated they were satisfied with the availability of information about how to file a complaint (Figure 25). Forty-two percent of men indicated they were satisfied with their treatment by personnel handling their complaint and 35% were satisfied with amount of time it took to resolve their complaint. There were no differences found among men by survey year in the satisfaction with aspects of the reporting process.

Figure 25.

Level of Satisfaction With Aspects of the Reporting Process, for Men by Year



WGRA 2010 Question 41

Margins of error range from ± 7 to ± 20

Note. "Satisfied" includes the response categories satisfied and very satisfied, and "dissatisfied" includes the response categories dissatisfied and very dissatisfied.

*Caution should be taken in interpretation of this number because of a large margin of error.

By Service

There were no differences found among women and men by Service in the satisfaction with aspects of the reporting process (Table 23).

Table 23.

Level of Satisfaction With Aspects of the Reporting Process, by Gender and Service

How satisfied were you with...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Availability of information about how to file a complaint ^a	54	47	55	47*	55	44	54	47	50	52*
Treatment by personnel handling your complaint	43	42	38	40*	45	43	46	43	48	48*
Amount of time it took/is taking to resolve your complaint	37	35	32	31*	39	33*	37	39	44	44*
Margins of Error	±4	±8	±7	±15	±8	±14-15	±9	±14	±8	±15

Note. WGRA 2010 Question 41.

^aPercentages are shown for Service members who responded satisfied or very satisfied.

*Caution should be taken in interpretation of this number because of a large margin of error.

By Paygrade

There were no differences found among women by paygrade in the satisfaction with aspects of the reporting process (Table 24). Among men, senior officers (69%) were more likely than men in the other paygrades to indicate they were satisfied with the availability of information about how to file a complaint.

Table 24.
Level of Satisfaction With Aspects of the Reporting Process, by Gender and Paygrade

How satisfied were you with...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Availability of information about how to file a complaint ^a	52	38	56	55	54	NR	55	69*
Treatment by personnel handling your complaint	43	41	43	44	42	32*	34	59*
Amount of time it took/is taking to resolve your complaint	37	30	40	40	30	27*	39	49*
Margins of Error	±6	±13	±8	±12	±12-13	±24	±13-14	±17-18

Note. WGRA 2010 Question 41.

^aPercentages are shown for Service members who responded satisfied or very satisfied.

*Caution should be taken in interpretation of this number because of a large margin of error.

Reasons for Not Reporting

The majority of active duty members who experienced unwanted gender-related behaviors (50% of women and 23% of men) chose not to report their experience to a DoD authority (80% of women and 90% of men). In this section, findings are presented on reasons why a member might not report the situation. Service members who chose not to report their experience were presented a list of 11 common reasons for choosing not to report to military authorities and were asked to indicate all of the reasons that applied to their situation. Results are reported separately for each gender by survey year.

By Year

Of women who did not report their experience of unwanted gender-related behaviors, more than half indicated they did not think it was important enough to report (61%) or they took care of the problem themselves (62%) (Table 25). Roughly one-third of women indicated they did not report because they were afraid of negative professional outcomes (35%), felt uncomfortable making a report (33%), did not think anything would be done (33%), thought they would be labeled a troublemaker (33%), or were afraid of retaliation/reprisals from the person(s) who did it or from their friends (29%). Other women indicated they did not report because it would take too much time and effort (26%), they thought that they would not be believed (17%), or they did not know how to report (10%).

The percentages of women who indicated they felt uncomfortable making a report or that they were afraid of retaliation/reprisals from the person(s) who it or their friends were higher in

2010 than in 2006, whereas the percentages of women who indicated it was not important enough to report or they took care of the problem themselves were lower in 2010 than in 2006.

Of men who did not report their experience of unwanted gender-related behaviors, roughly one-half indicated they thought it was not important enough to report (55%) or they took care of the problem themselves (47%). About one-quarter of men indicated they did not report because they did not think anything would be done (27%), were afraid of negative professional outcomes (23%), thought they would be labeled a troublemaker (22%), felt uncomfortable making a report (22%), or thought reporting would take too much time and effort (22%). Fewer men indicated they did not report because they thought they would not be believed (14%) or they did not know how to make a report (11%).

The percentage of men who indicated they took care of the problem themselves was lower in 2010 than in 2006 (47% vs. 55%). The percentages of men who indicated they felt uncomfortable making a report, thought they would be labeled a troublemaker, or were afraid of retaliation/reprisals from the person(s) who did it or from their friends were higher in 2010 than in 2006.

Table 25.
Reasons for Not Reporting, by Gender and Year

Reasons for not reporting the situation	Percent of Service Members Who Experienced Unwanted Sexual Contact		
	Year	Women	Men
Thought it was not important enough to report	2010	61	55
	2006	65	64
Did not know how to report	2010	10	11
	2006	11	11
Felt uncomfortable making a report	2010	33	22
	2006	30	18
Took care of the problem yourself	2010	62	47
	2006	67	55
Did not think anything would be done	2010	33	27
	2006	31	24
Thought you would not be believed	2010	17	14
	2006	16	12
Thought reporting would take too much time and effort	2010	26	22
	2006	26	22
Were afraid of retaliation/reprisals from the person(s) who did it or from their friends	2010	29	21
	2006	26	16
Were afraid of negative professional outcomes	2010	35	23
	2006	33	20
Thought you would be labeled a troublemaker	2010	33	22
	2006	32	19
Other	2010	10	7
	2006	8	6
Margins of Error		±2	±2-3

Note. WGRA 2010 Question 43.

CHAPTER 3: PERSONNEL POLICIES, PRACTICES, AND TRAINING RELATED TO SEXUAL HARASSMENT

Programs targeting sexual harassment prevention and response are more effective if information on sexual harassment policies is made widely available, programs and practices are in place and executed, and sexual harassment complaints are handled appropriately (Frierson, 1989). This chapter includes survey results on Service members' perceptions of sexual harassment policies and practices and their effectiveness, and the support and resources available for those who experience these behaviors. Also included in this chapter are Service members' perceptions of the aspects of sexual harassment training and military leaders' attempts to stop sexual harassment.

Policies and Practices

It is important for organizations to publicize policies and procedures regarding sexual harassment and to effectively enforce these policies and procedures in an unbiased manner (Frierson, 1989). In this section, Service members' perspectives on both publication and enforcement of sexual harassment policies and practices are examined. Service members' views on these factors provide measures of effectiveness of DoD/Service sexual harassment programs.

Sexual Harassment Complaint Climate

Service members were asked to assess the extent to which complaints and reports of sexual harassment would be taken seriously in their military work group and at their installation/ship. Additionally, Service members were asked to assess the extent to which members of their work group would feel free to report sexual harassment without reprisal. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

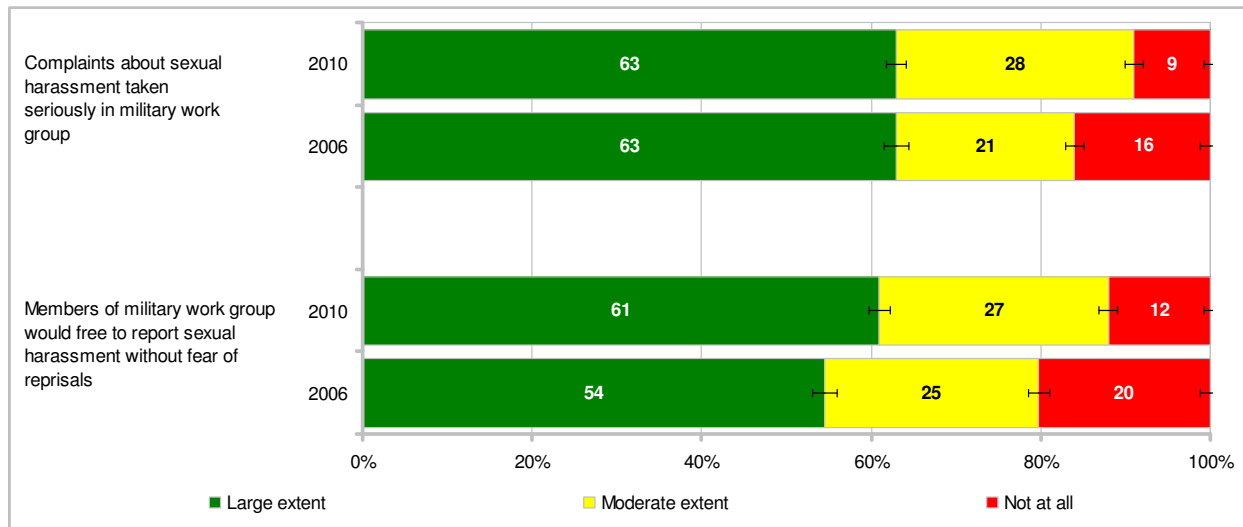
By Year

In 2010, the majority of women indicated, to some extent, complaints about sexual harassment would be taken seriously in their work group, no matter who files them (91%), and members of their military work group would feel free to report sexual harassment without fear of reprisals (88%) (Figure 26).

The percentages of women who indicated, to a large extent or to a moderate extent, members of their military work group would feel free to report sexual harassment without fear of reprisal were higher in 2010 than in 2006. The percentage of women who indicated, to a moderate extent, complaints about sexual harassment would be taken seriously no matter who files them was higher in 2010 than in 2006 (28% vs. 21%). The percentages of women who indicated members of their military work group would *not* feel free to report sexual harassment without fear of reprisal and complaints about sexual harassment would *not* be taken seriously were lower in 2010 than in 2006.

Figure 26.

Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, for Women by Year



WGRA 2010 Q67

Margins of error range from ± 1 to ± 2

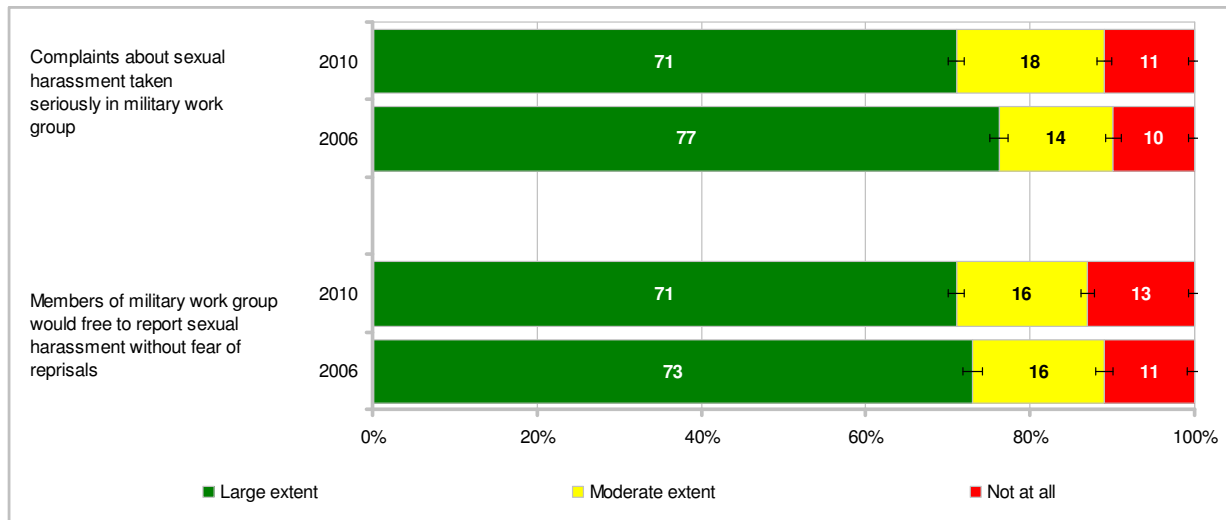
Note. "Large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories moderate extent and small extent.

In 2010, the majority of men indicated, to some extent, complaints about sexual harassment would be taken seriously in their work group, no matter who files them (89%), and members of their military work group would feel free to report sexual harassment without fear of reprisals (87%) (Figure 27).

The percentages of men who indicated, to a large extent, reports of sexual harassment would be taken seriously and members of their military work group would feel free to report sexual harassment without fear of reprisals were lower in 2010 than in 2006. The percentage of men who indicated, to a moderate extent, reports of sexual harassment would be taken seriously no matter who files them was higher in 2010 than in 2006 (18% vs. 14%). The percentage of men who indicated members of their work group would *not* feel free to report sexual harassment without fear of reprisal was slightly higher in 2010 than in 2006 (13% vs. 11%).

Figure 27.

Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, for Men by Year



WGRA 2010 Q67

Margins of error range from ± 1 to ± 2

Note. "Large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories moderate extent and small extent.

By Service

Women and men in the USAF were more likely than women and men in the other Services to indicate, to a large extent, sexual harassment complaints would be taken seriously and members would feel free to report sexual harassment without fear of reprisals, whereas women and men in the Army and USMC were less likely (Table 26).

Table 26.
Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, by Gender and Service

Complaints/reports taken seriously	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Complaints about sexual harassment taken seriously in military work group ^a	63	71	58	68	63	70	51	68	71	79
Members of military work group would feel free to report sexual harassment without fear of reprisals	61	71	57	69	59	69	48	67	69	79
Margins of Error	±2	±2	±3	±3	±3	±2	±4	±2	±2	±2

Note. WGRA 2010 Question 67.

^aPercentages are shown for Service members who responded large extent or very large extent.

By Paygrade

Among women and men, senior enlisted members, junior officers, and senior officers were more likely than women and men in the other paygrades to indicate, to a large extent, sexual harassment complaints would be taken seriously in their work group, no matter who files them, and members of their work group would feel free to report sexual harassment without fear of reprisals, whereas junior enlisted members were less likely (Table 27).

Table 27.

Degree Sexual Harassment Complaints and Reports Would Be Taken Seriously and are Freely Reported, by Gender and Paygrade

Complaints/reports taken seriously	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Complaints about sexual harassment taken seriously in military work group^a	57	62	66	74	70	82	76	89
Members of military work group would feel free to report sexual harassment without fear of reprisals	54	61	66	75	65	83	75	89
<i>Margins of Error</i>	±2	±2	±3	±2	±4	±2	±4	±2

Note WGRA 2010 Question 67.

^aPercentages are shown for Service members who responded large extent or very large extent.

Sexual Harassment Support Resources

To enhance the accessibility of services, DoD provides sexual harassment programs at the local level. In this section, Service members report if there are sexual harassment investigators at their installation/ship. Results are reported separately for each gender and, within gender, by Service, and by paygrade.

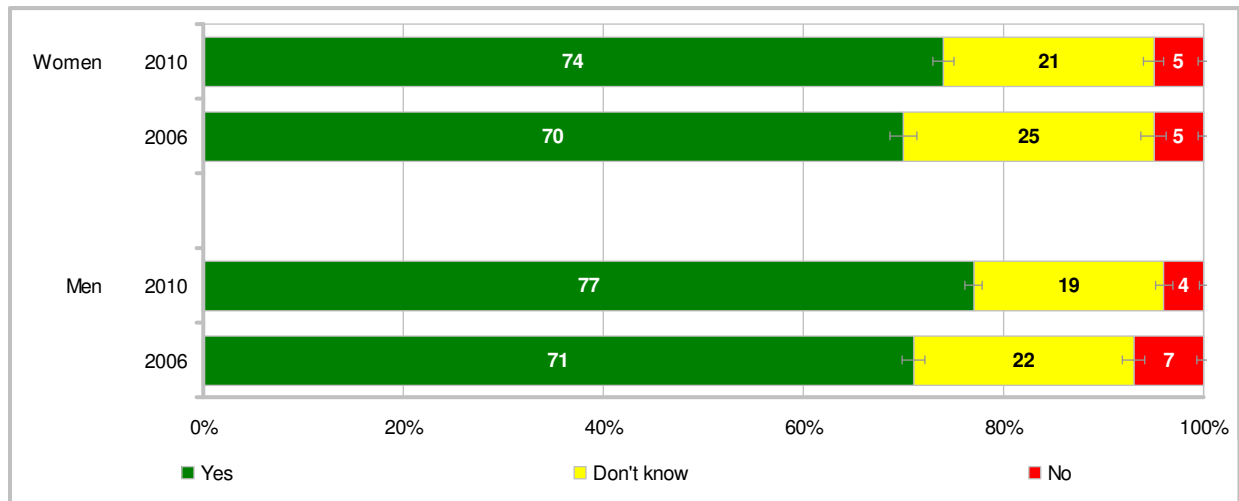
By Year

In 2010, 74% of women indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship (Figure 28). Five percent of women indicated there was *not* a specific office to investigate sexual harassment and 21% did not know if there was a specific office to investigate sexual harassment. The percentage of women who indicated there was a specific office with the authority to investigate sexual harassment on their installation/ship was higher in 2010 than in 2006 (74% vs. 70%). The percentage of women who indicated they did not know if there was a specific office with the authority to investigate sexual harassment on their installation/ship was lower in 2010 than in 2006 (21% vs. 25%).

Over three-quarters (77%) of men indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship. Four percent of men indicated there was *not* a specific office to investigate sexual harassment and 19% did not know if there was a specific office to investigate sexual harassment. The percentage of men who indicated there was a specific office with the authority to investigate sexual harassment on their installation/ship was higher in 2010 than in 2006 (77% vs. 71%). The percentages of men who indicated they either did not know if there was a specific office or there was not a specific office with the authority to investigate sexual harassment on their installation/ship were lower in 2010 than in 2006.

Figure 28.

Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Year



WGRA 2010 Q68a

Margins of error range from ± 1 to ± 2

By Service

Women in the USAF (85%) were more likely than women in the other Services to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas women in the Navy (65%) and USMC (61%) were less likely (Table 28).

Men in the USAF (87%) were more likely than men in the other Services to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas men in the Navy (68%) and USMC (73%) were less likely.

Table 28.

Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Service

At your installation/ship...	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Specific office with authority to investigate sexual harassment	74	77	74	77	65	68	61	73	85	87
<i>Margins of Error</i>	±2	±1	±3	±2	±3	±2	±4	±2	±2	±2

Note. WGRA 2010 Question 68a.

By Paygrade

Among women, senior enlisted members (78%) and senior officers (84%) were more likely than women in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas junior enlisted members (69%) were less likely (Table 29).

Among men, senior enlisted members (80%) and senior officers (84%) were more likely than men in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas junior enlisted members (72%) were less likely.

Table 29.

Existence of Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Paygrade

At your installation/ship...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Specific office with authority to investigate sexual harassment	69	72	78	80	77	77	84	84
<i>Margins of Error</i>	±2	±2	±2	±2	±3	±3	±3	±2

Note. WGRA 2010 Question 68a.

Accountability

This section provides information on Service members' perspectives on the extent to which people would be able to "get away with" sexual harassment if it was reported in their work group. In this section, "large extent" includes the response categories very large extent and

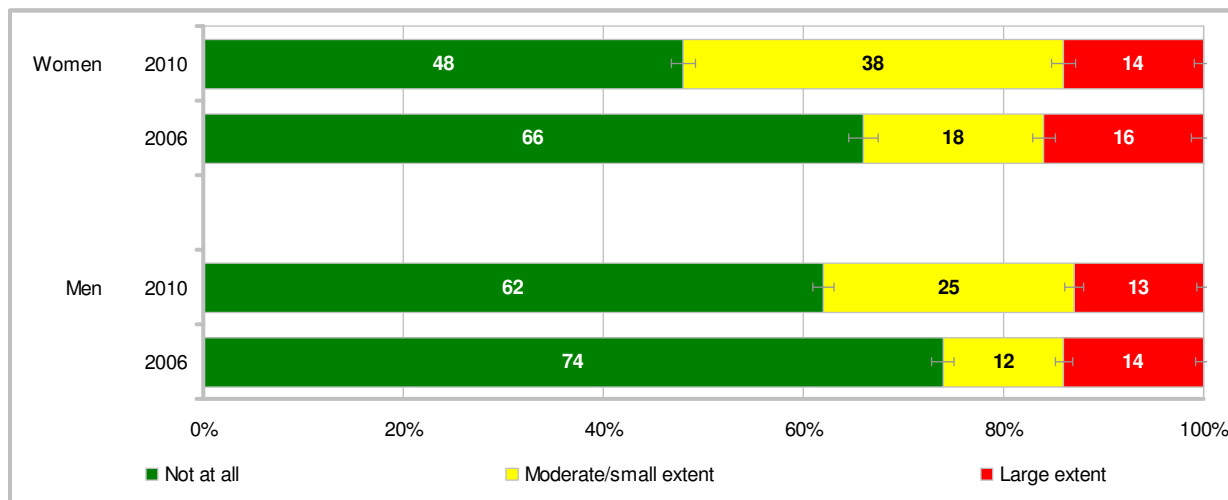
large extent. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year

Forty-eight percent of women indicated people would *not* be able to get away with sexual harassment at all in their work group if it was reported; however, 14% indicated, to a large extent, people would be able to get away with it (Figure 29). The percentage of women who indicated people would *not* be able to get away with sexual harassment at all in their work group if it was reported was lower in 2010 than in 2006 (48% vs. 66%). The percentage of women who indicated, to a large extent, people would be able to get away with sexual harassment if it was reported was lower in 2010 than in 2006 (14% vs. 16%).

Sixty-two percent of men indicated people would *not* be able to get away with sexual harassment at all in their work group if it was reported; however, 13% indicated, to a large extent, people would be able to get away with it. The percentage of men who indicated people would *not* be able to get away with sexual harassment at all in their work group if it was reported was lower in 2010 than in 2006 (62% vs. 74%).

Figure 29.
Extent People Would be Able to Get Away With Sexual Harassment Behaviors in Their Military Work Group if Reported, by Gender and Year



WGRA 2010 Q67d

Margins of error range from ± 1 to ± 2

Note. "Large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories moderate extent and small extent.

By Service

Women in the USAF (55%) were more likely than women in the other Services to indicate people would *not* be able to get away with sexual harassment if it was reported, whereas women in the Army (42%) and USMC (38%) were less likely (Table 30).

Men in the USAF (66%) were more likely than men in the other Services to indicate people would *not* be able to get away with sexual harassment if it was reported, whereas men in the Army (58%) were less likely.

Table 30.
Extent People Would Not Get Away With Sexual Harassment in Their Work Group if Reported, by Gender and Service

Complaints/reports taken seriously	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
In military work group, people would be able to get away with sexual harassment if it were reported ^a	48	62	42	58	50	63	38	63	55	66
Margins of Error	±2	±2	±3	±3	±3	±2	±4	±2	±2	±2

Note. WGRA 2010 Question 67d.

^aPercentages are shown for Service members who responded not at all.

By Paygrade

Among women, senior enlisted members (52%) were more likely than women in the other paygrades to indicate people would *not* be able to get away with sexual harassment if it was reported, whereas junior enlisted members (45%) and junior officers (43%) were less likely (Table 31).

Among men, senior enlisted members and senior officers (both 65%) were more likely than men in the other paygrades to indicate people would *not* be able to get away with sexual harassment if it was reported, whereas junior enlisted members (59%) were less likely.

Table 31.

Extent People Would Not Get Away With Sexual Harassment in Their Work Group if Reported, by Gender and Paygrade

Complaints/reports taken seriously	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
In military work group, people would be able to get away with sexual harassment if it were reported^a	45	59	52	65	43	61	49	65
<i>Margins of Error</i>	±2	±2	±3	±2	±4	±3	±4	±3

Note. WGRA 2010 Question 67d.

^aPercentages are shown for Service members who responded not at all.

Training

This section provides information on sexual harassment prevention and response training in the past 12 months. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

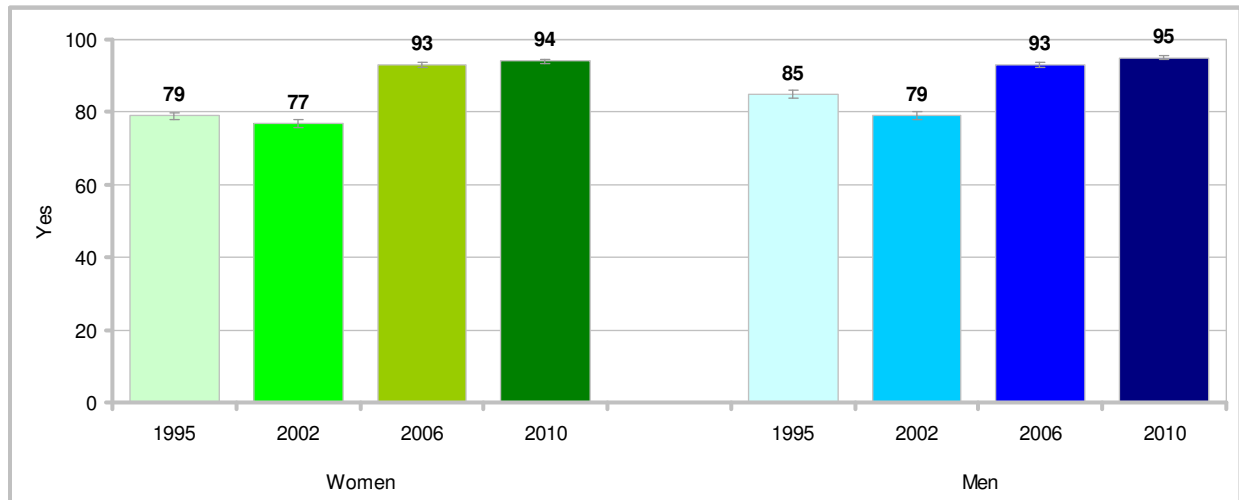
By Year

As shown in Figure 30, the majority of women (94%) indicated they received training during the 12 months preceding the survey on topics related to sexual harassment. The percentage of women who indicated they received sexual harassment training was higher in 2010 than in 2002 and 1995 (94% vs. 77% and 79%, respectively).

The majority of men (95%) indicated they received training during the 12 months preceding the survey on topics related to sexual harassment. The percentage of men who indicated they received sexual harassment training was higher in 2010 than in 2006, 2002, and 1995 (95% vs. 93%, 79%, and 85%, respectively).

Figure 30.

Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Year



WGRA 2010 Q70

Margins of error range from ± 1 to ± 2

By Service

Women in the USAF (95%) were more likely than women in the other Services to indicate they received sexual harassment training in the 12 months preceding the survey, whereas women in the Navy (92%) were less likely (Table 32). There were no differences among men by Service in whether they received sexual harassment training in the 12 month preceding the survey.

Table 32.

Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Service

Sexual harassment training	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Percent trained	94	95	94	95	92	94	92	94	95	95
Margins of Error	± 1	± 1	± 2	± 2	± 2	± 1	± 3	± 1	± 1	± 1

Note. WGRA 2010 Question 70.

By Paygrade

Among women, senior officers (91%) were less likely than women in the other paygrades to indicate they received sexual harassment training in the 12 months preceding the survey (Table 33). Among men, senior enlisted members (96%) were more likely than men in the other

paygrades to indicate they received sexual harassment training, whereas senior officers (92%) were less likely.

Table 33.
Sexual Harassment Training in the 12 Months Preceding the Survey, by Gender and Paygrade

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Percent trained	94	94	95	96	92	94	91	92
<i>Margins of Error</i>	± 1	± 1	± 2	± 1	± 2	± 2	± 3	± 2

Note. WGRA 2010 Question 70.

Aspects of Sexual Harassment Training

Service members who indicated they received sexual harassment training in the 12 months preceding the survey were asked to rate their training in five broad areas: intent of training, effects of sexual harassment on military effectiveness, policies and tools for managing sexual harassment, complaint climate, and effectiveness of the members' training in actually reducing/preventing behaviors that might be seen as sexual harassment.

Intent of Training

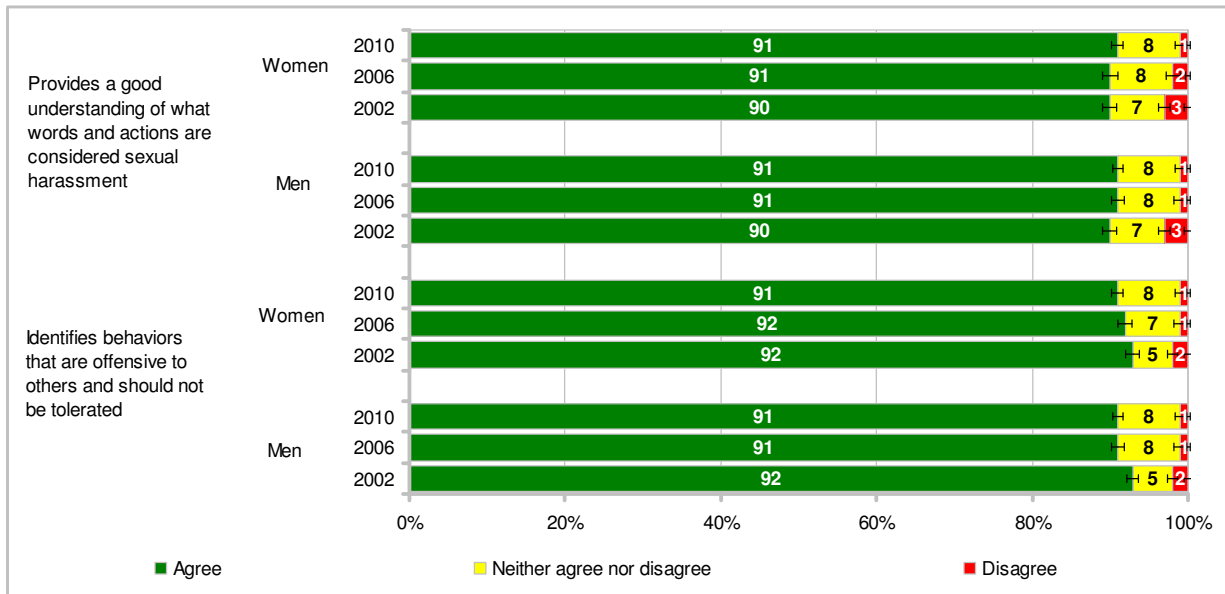
Service members were asked to assess whether their training identified what offensive words and disrespectful behaviors are considered sexual harassment. In this section, "agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year. Of members who received sexual harassment training in the 12 months preceding the survey, over 90% of women and men indicated it provided a good understanding of what words and actions were considered sexual harassment and identified behaviors that are offensive to others and should not be tolerated (Figure 31). Few women and men indicated their sexual harassment training did *not* provide a good understanding of what words and actions were considered sexual harassment (both 1%) and did *not* identify behaviors that are offensive to others and should not be tolerated (both 1%).

The percentages of women and men who indicated they thought their training did *not* provide a good understanding of what words and actions were considered sexual harassment were lower in 2010 than in 2002 (both 1% vs. 3%).

Figure 31.

Training Identified Offensive Words and Sexually Harassing Behaviors, by Gender and Year



WGRA 2010 Q71

Margins of error do not exceed ± 1

Note. "Agree" includes the response categories agree and strongly agree, and "disagree" includes the response categories disagree and strongly disagree.

By Service. Women in the USAF were more likely than women in the other Services to indicate their training provided a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive to others and should not be tolerated, whereas women in the Navy and USMC were less likely (Table 34).

Men in the USAF were more likely than men in the other Services to indicate their training provided a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive to others and should not be tolerated, whereas men in the USMC were less likely.

Table 34.

Training Identified Offensive Words and Behaviors, by Gender and Service

Sexual harassment training	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Provides a good understanding of what words and actions are considered sexual harassment^a	91	91	92	91	88	90	85	89	93	93
Identifies behaviors that are offensive to others and should not be tolerated	91	91	92	91	88	90	85	89	94	93
<i>Margins of Error</i>	± 1	± 1	± 2	± 2	± 2	± 2	± 4	± 2	± 2	$\pm 1-2$

Note. WGRA 2010 Question 71.

^aPercentages are shown for Service members who responded strongly agree and agree.

By Paygrade. Among women, senior enlisted members (94%), junior officers (93%), and senior officers (95%) were more likely than women in the other paygrades to indicate their training provided a good understanding of what words and actions are considered sexual harassment, whereas junior enlisted members (88%) were less likely (Table 35). Among women, senior enlisted members (94%) and senior officers (96%) were more likely to indicate their training identified behaviors that are offensive to others and should not be tolerated, whereas junior enlisted members (88%) were less likely.

Among men, senior enlisted members, junior officers, and senior officers were more likely than men in the other paygrades to indicate their training provided a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive to others and should not be tolerated, whereas junior enlisted members were less likely.

Table 35.***Training Identified Offensive Words and Behaviors, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Provides a good understanding of what words and actions are considered sexual harassment^a	88	88	94	93	93	93	95	94
Identifies behaviors that are offensive to others and should not be tolerated	88	88	94	93	93	94	96	95
<i>Margins of Error</i>	±2	±2	±2	±1	±2	±2	±2	±2

Note. WGRA 2010 Question 71.

^aPercentages are shown for Service who responded strongly agree and agree.

Effects of Sexual Harassment Training on Military Effectiveness

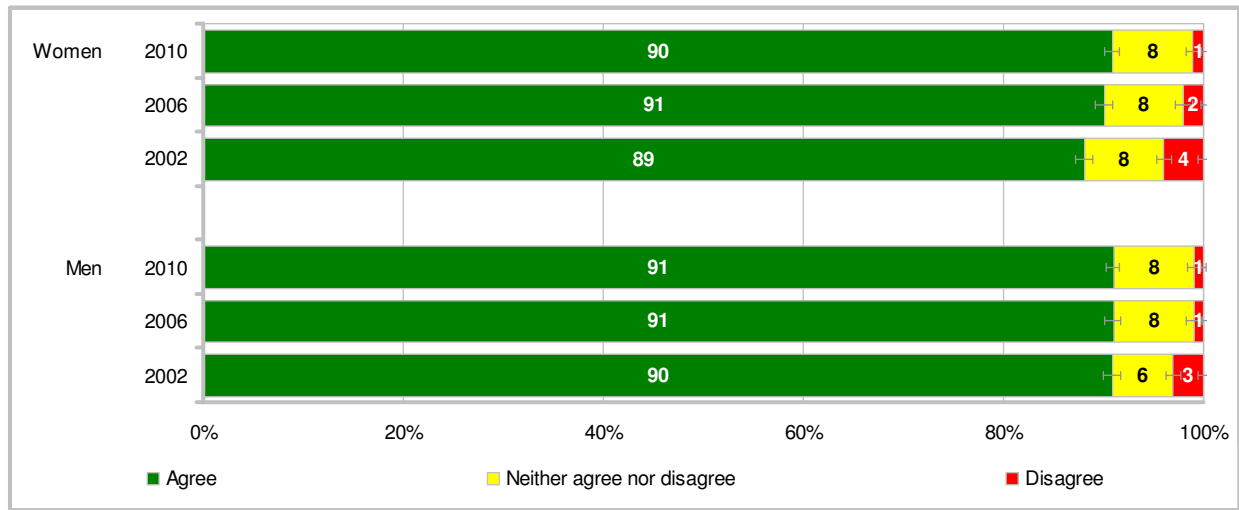
This section examines whether members agreed their training taught them about the consequences of sexual harassment on working conditions. In this section, “agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year. Of women who received sexual harassment training, 90% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Figure 32). The percentage of women who indicated their training did *not* teach that sexual harassment reduces Service cohesion and effectiveness was lower in 2010 than in 2002 (1% vs. 4%).

Of men who received sexual harassment training, 91% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole. The percentage of men who indicated their training did *not* teach that sexual harassment reduces Service cohesion and effectiveness was lower in 2010 than in 2002 (1% vs. 3%).

Figure 32.

Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Year



WGRA 2010 Q71b

Margins of error do not exceed ± 1

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

By Service. Women and men in the USAF were more likely than women and men in the other Services to indicate their training taught that sexual harassment reduces Service cohesion and effectiveness, whereas women and men in the Navy and the USMC were less likely (Table 36).

Table 36.

Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Service

Sexual harassment training	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole ^a	90	91	91	91	87	89	83	89	93	94
Margins of Error	± 1	± 1	± 2	± 2	± 2	± 2	± 4	± 2	± 2	± 1

Note. WGRA 2010 Question 71b.

^aPercentages are shown for Service members who responded strongly agree and agree.

training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole, whereas junior enlisted members were less likely (Table 37).

Table 37.
Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Paygrade

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole^a	87	88	93	93	93	94	95	95
<i>Margins of Error</i>	± 2	± 2	± 2	± 1	± 3	± 2	± 2	± 2

Note. WGRA 2010 Question 71b.

^aPercentages are shown for Service members who responded strongly agree and agree.

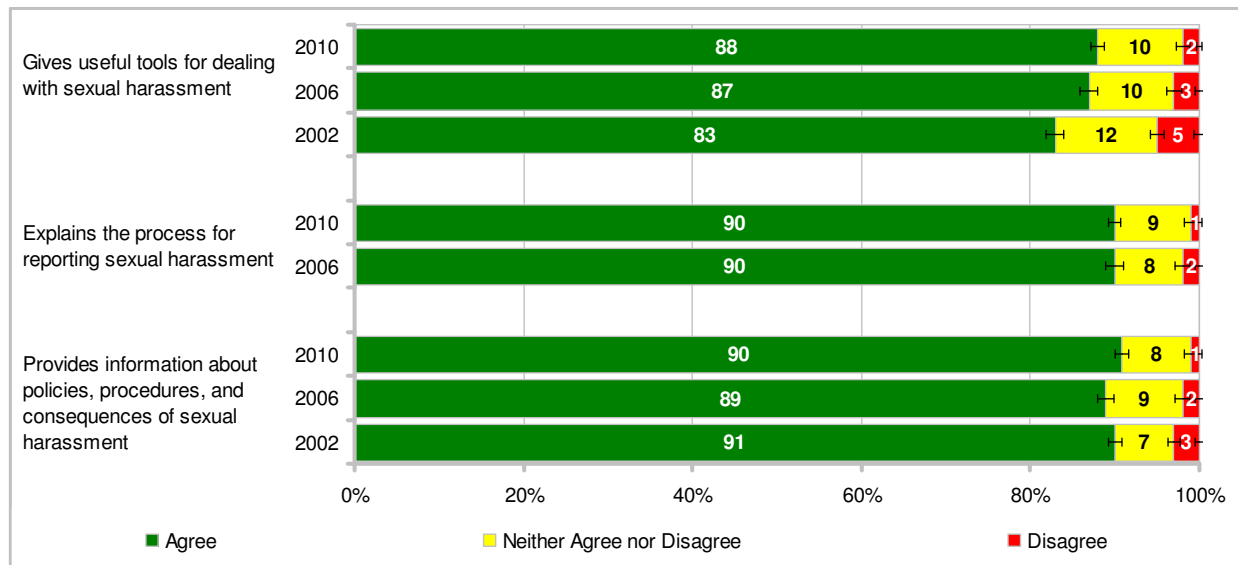
Policies and Tools for Managing Sexual Harassment

Service members were asked to assess whether their training identified useful tools for dealing with sexual harassment, explained the sexual harassment reporting process, and provided information on the policies, procedures, and consequences of sexual harassment. In this section, “agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year. Of women who had sexual harassment training, 88% percent indicated their training provided useful tools for dealing with sexual harassment (Figure 33). Ninety percent of women indicated their training explained the process for reporting sexual harassment and their training provided information about policies, procedures, and consequences of sexual harassment. The percentage of women who indicated their training provided useful tools for dealing with sexual harassment was higher in 2010 than in 2002 (88% vs. 83%). The percentages of women who indicated their training did *not* provide information about policies, procedures, and consequences of sexual harassment and did not give useful tools for dealing with sexual harassment were lower in 2010 than in 2002.

Figure 33.

Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Women by Year



WGRA 2010 Q71

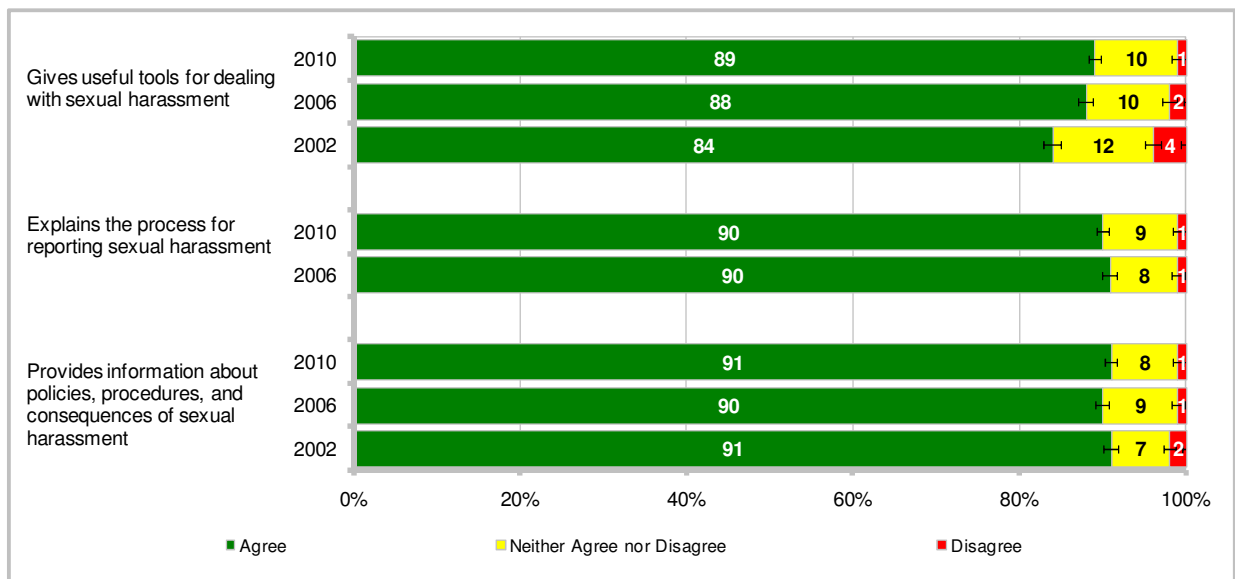
Margins of error range from ± 1 to ± 2

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

Of men who had sexual harassment training, 89% percent indicated their training provided useful tools for dealing with sexual harassment (Figure 34). Ninety percent of men indicated their training explained the process for reporting sexual harassment and 91% indicated their training provided information about policies, procedures, and consequences of sexual harassment. The percentage of men who indicated their training provided useful tools for dealing with sexual harassment was higher in 2010 than in 2002 (89% vs. 84%). The percentage of men who indicated their training did *not* provide useful tools for dealing with sexual harassment was lower in 2010 than in 2002 (1% vs. 4%).

Figure 34.

Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Men by Year



WGRA 2010 Q71

Margins of error range from ± 1 to ± 2

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

By Service. Women and men in the USAF were more likely than women and men in the other Services to indicate their training gave useful tools for dealing with sexual harassment; explained the process for reporting sexual harassment; and provided information about policies, procedures, and consequences of sexual harassment, whereas women and men in the Navy and USMC were less likely (Table 38).

Table 38.

Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Service

Sexual harassment training	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Gives useful tools for dealing with sexual harassment^a	88	89	89	89	85	87	79	87	91	92
Explains the process for reporting sexual harassment	90	90	91	90	87	88	82	87	93	93
Provides information about policies, procedures, and consequences of sexual harassment	90	91	91	91	88	89	83	89	93	94
<i>Margins of Error</i>	± 1	± 1	± 2	± 2	± 2	± 2	± 4	± 2	± 2	$\pm 1-2$

Note. WGRA 2010 Question 71.

^aPercentages are shown for Service members who responded strongly agree and agree.

By Paygrade. Among women, senior enlisted members (91%) were more likely than women in the other paygrades to indicate their training gave useful tools for dealing with sexual harassment, whereas junior enlisted members (84%) were less likely (Table 39). Among women, senior enlisted members and senior officers were more likely to indicate their training explained the process for reporting sexual harassment and provided useful information about policies, procedures, and consequences of sexual harassment, whereas junior enlisted members were less.

Among men, senior enlisted members (91%) and senior officers (92%) were more likely than men in the other paygrades to indicate their training gave useful tools for dealing with sexual harassment, whereas junior enlisted members (86%) were less likely. Among men, senior enlisted members, junior officers, and senior officers were more likely to indicate their training explained the process for reporting sexual harassment and provided useful information about policies, procedures, and consequences of sexual harassment, whereas junior enlisted members were less likely.

Table 39.

Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Paygrade

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Gives useful tools for dealing with sexual harassment^a	84	86	91	91	87	90	90	92
Explains the process for reporting sexual harassment	86	86	93	92	91	92	93	94
Provides information about policies, procedures, and consequences of sexual harassment	86	88	94	93	92	94	94	96
<i>Margins of Error</i>	±2	±2	±2	±1	±3	±2	±3	±2

Note. WGRA 2010 Question 71.

^aPercentages are shown for Service members who responded strongly agree and agree.

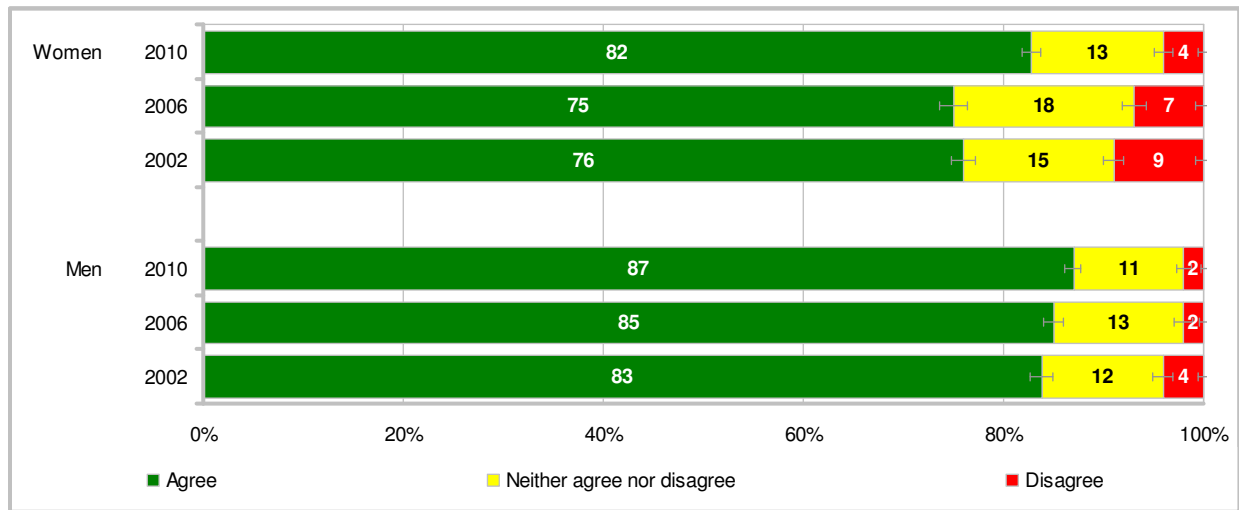
Safe Climate for Complaints

Service members were asked to assess whether their training made Service members feel it is safe to complain about unwanted sex-related attention. In this section, “agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree. Results are reported separately for each gender and, within gender, by survey year, by Service, and by paygrade.

By Year. Among women who had sexual harassment training, 82% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 35). The percentage of women who indicated their training made them feel it is safe to complain about unwanted sex-related attention was higher in 2010 than in 2006 and 2002 (82% vs. 75% and 76%, respectively). The percentage who indicated their training did *not* make them feel it is safe to complain about unwanted sex-related attention was lower in 2010 than in 2006 and 2002 (4% vs. 7% and 9%, respectively).

Among men who had sexual harassment training, 87% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 35). The percentage of men who indicated their training made them feel it is safe to complain about unwanted sex-related attention was higher in 2010 than in 2006 and 2002 (87% vs. 85% and 83%, respectively). The percentage of men who 2010 indicated their training did *not* make them feel it is safe to complain about unwanted sex-related attention was lower in 2010 than in 2002 (2% vs. 4%).

Figure 35.
Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Year



WGRA 2010 Q71f

Margins of error range from ± 1 to ± 2

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

By Service. Women in the USAF (89%) were more likely than women in the other Services to indicate their training made them feel it is safe to complain about unwanted sexual-related attention, whereas women in the Army (80%), Navy (79%), and USMC (72%) were less likely (Table 40).

Men in the USAF (92%) were more likely than men in the other Services to indicate their training made them feel it is safe to complain about unwanted sex-related attention, whereas men in the Navy (85%) were less likely.

Table 40.

Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Service

Sexual harassment training	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Makes me feel it is safe to complain about unwanted sex-related attention^a	82	87	80	86	79	85	72	85	89	92
<i>Margins of Error</i>	± 1	± 1	± 2	± 2	± 3	± 2	± 4	± 2	± 2	± 2

Note. WGRA 2010 Question 71f.

^aPercentages are shown for Service members who responded strongly agree and agree.

By Paygrade. Among women, senior enlisted members (85%) were more likely than women in the other paygrades to indicate their training made them feel it is safe to complain about unwanted sex-related attention, whereas junior enlisted members (79%) were less likely (Table 41).

Among men, senior enlisted members (90%), junior officers (91%), and senior officers (92%) were more likely than men in the other paygrades to indicate their training made them feel it is safe to complain about unwanted sex-related attention, whereas junior enlisted members (83%) were less likely.

Table 41.

Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Paygrade

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Makes me feel it is safe to complain about unwanted sex-related attention^a	79	83	85	90	83	91	86	92
<i>Margins of Error</i>	± 2	± 2	± 2	± 2	± 3	± 2	± 3	± 2

Note. WGRA 2010 Question 71f.

^aPercentages are shown for Service members who responded strongly agree and agree.

Perceived Effectiveness of Sexual Harassment Training

This section includes information on perceptions of the effectiveness of the military's training for reducing sexual harassment. Members were asked about the overall effectiveness of the training in actually reducing/preventing behaviors that might be seen as sexual harassment.

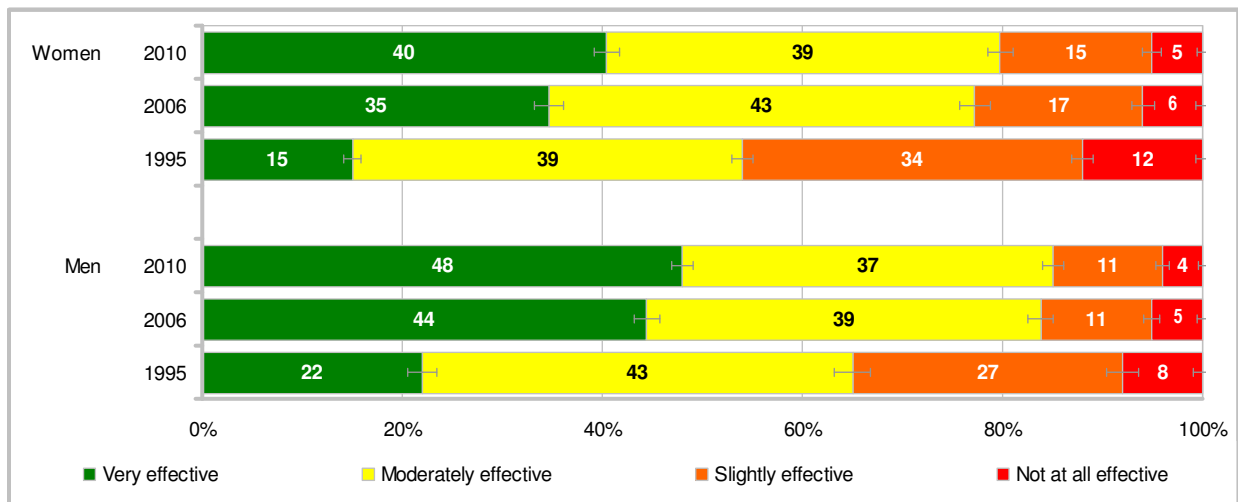
Results are reported separately for each gender and, within gender, by survey year and by paygrade.

By Year. The majority of Service members who had sexual harassment training, indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (79% for women and 85% for men) (Figure 36). However, 5% of women and 4% of men indicated the training was not at all effective in actually reducing/preventing behaviors that might be seen as sexual harassment.

The percentage of women and men who indicated their training was very effective in actually reducing/preventing sexual harassment behaviors was higher in 2010 than in 2006 and 1995. The percentage of women and men who indicated their training was not at all effective in actually reducing/preventing behaviors that might be seen as sexual harassment was lower in 2010 than in 1995.

Figure 36.

Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Year



WGRA 2010 Q72

Margins of error range from ± 1 to ± 2

By Service. Women in the USAF (47%) were more likely than women in the other Services to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment, whereas women in the Navy (37%) and USMC (31%) were less likely (Table 42). Men in the USAF (52%) were more likely than men in the other Services to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment.

Table 42.

Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Service

Effectiveness of sexual harassment training in...	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing behaviors that might be seen as sexual harassment ^a	40	48	38	46	37	47	31	45	47	52
Margins of Error	±2	±2	±3	±3	±3	±2	±4	±2	±2	±2

Note. WGRA 2010 Question 72.

^aPercentages are shown for Service members who responded very effective.

By Paygrade. Among women and men, senior enlisted members were more likely than women and men in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment, whereas junior officers and senior officers were less likely (Table 43).

Table 43.

Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Paygrade

Effectiveness of sexual harassment training in...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing behaviors that might be seen as sexual harassment ^a	41	48	44	51	29	37	34	36
Margins of Error	±2	±3	±3	±2	±4	±3	±4	±3

Note. WGRA 2010 Question 72.

^aPercentages are shown for Service members who responded very effective.

Proactive Leadership

Research on sexual harassment in the workplace (Fitzgerald, Hulin, & Drasgow, 1995) identifies the importance of organizational factors—particularly tolerance of harassment by leaders and managers—as precursors of sexual harassment. Service members were asked to assess whether their leaders made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Respondents provided feedback for three leadership levels—senior leadership of their Service, senior leadership of their installation/ship, and their

immediate supervisor. Service members' perceptions of leadership behavior are reported for each gender and, within gender, by survey year, by Service, and by paygrade.

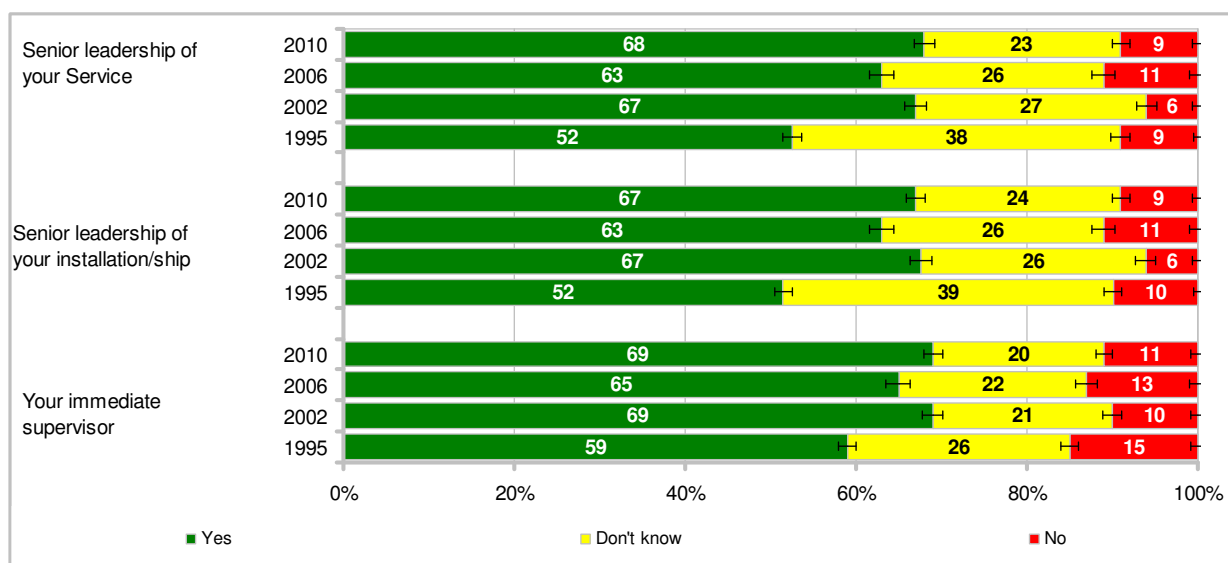
By Year

In 2010, 68% of women indicated the senior leadership of their Service made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 37). Sixty-seven percent of women indicated the senior leadership of their installation/ship made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially, and 69% indicated their immediate supervisor made honest and reasonable efforts to stop sexual harassment. About one-fourth of women indicated they did not know if leaders, at all three levels, were making honest efforts. Nine percent of women indicated the senior leadership in their Service and at their installation/ship were *not* making honest efforts, and 11% indicated their immediate supervisor were *not* making honest efforts.

The percentages of women who indicated leaders at all three levels made honest and reasonable efforts to stop sexual harassment were higher in 2010 than in 2006 and 1995. The percentages of women who indicated each level of their leadership did *not* make honest and reasonable efforts to stop sexual harassment were lower in 2010 than in 2006. The percentage of women who indicated their immediate supervisor did *not* make honest and reasonable efforts to stop sexual harassment was lower in 2010 than in 1995 (11% vs. 15%). The percentage of women who indicated the senior leadership of their Service and their installation/ship leadership did *not* make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially was higher in 2010 than in 2002.

Figure 37.

Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, for Women by Year



WGRA 2010 Q66

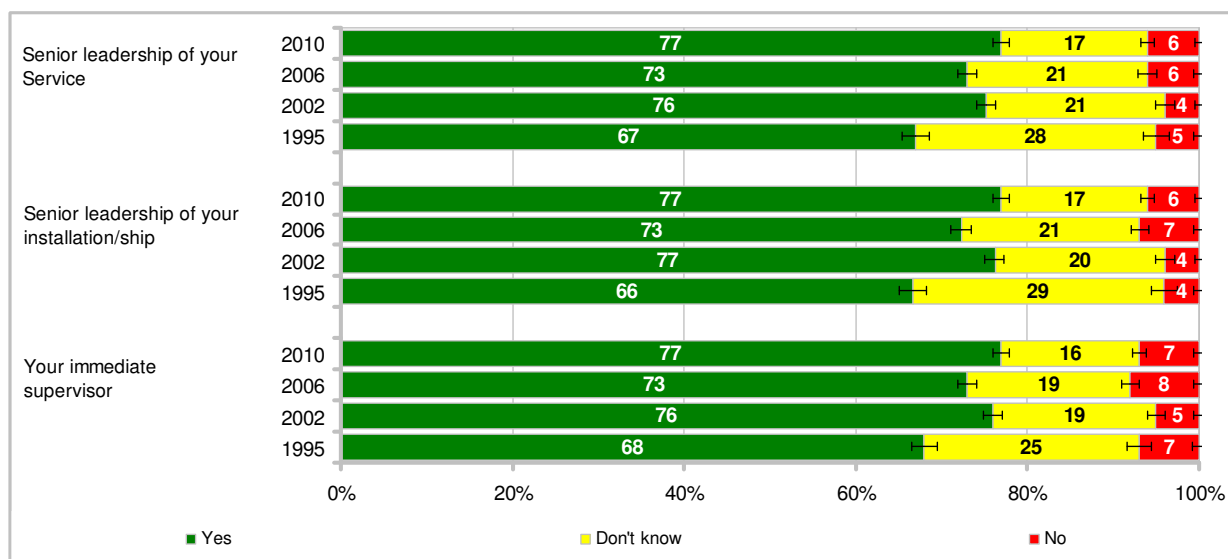
Margins of error range from ± 1 to ± 2

In 2010, 77% of men indicated their Service leadership, the senior leadership at their installation/ship, and their immediate supervisor made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 38). Less than one-fourth indicated they did not know if leadership at all three leadership levels were making honest efforts and less than seven percent did not think they were.

The percentages of men who indicated leadership at all three levels made honest and reasonable efforts to stop sexual harassment were higher in 2010 than in 2006. The percentages of men who indicated each level of their leadership made honest and reasonable efforts to stop sexual harassment were higher in 2010 than in 1995. The percentages of men who indicated each level of their leadership did *not* make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially were higher in 2010 than in 2002. The percentage of men who indicated the senior leadership at their installation/ship did *not* make honest and reasonable efforts to stop sexual harassment was higher in 2010 than in 1995 (6% vs. 4%).

Figure 38.

Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, for Men by Year



WGRA 2010 Q66

Margins of error do not exceed ±1

By Service

Women in the USAF were more likely than women in the other Services to indicate the senior leadership of their Service and their immediate supervisor were making honest and reasonable efforts to stop sexual harassment, whereas women in the Army were less likely (Table 44). Women in the USAF (73%) were more likely to indicate the senior leadership of

their installation/ship was making honest and reasonable efforts to stop sexual harassment, whereas women in the Army (64%) and USMC (63%) were less likely.

Men in the USAF were more likely than men in the other Services to indicate the senior leadership of their Service, the senior leadership of their installation/ship, and their immediate supervisor were making honest and reasonable efforts to stop sexual harassment, whereas men in the Army were less likely.

Table 44.
Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Service

Leaders make honest and reasonable efforts to stop sexual harassment	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior leadership of Service	68	77	64	74	67	76	66	79	72	82
Senior leadership of installation/ship	67	77	64	74	67	76	63	77	73	83
Immediate supervisor	69	77	66	75	66	75	65	77	75	83
Margins of Error	±2	±1	±3	±3	±3	±2	±4	±2	±2	±2

Note. WGRA 2010 Question 66.

By Paygrade

Among women, junior officers (72%) and senior officers (79%) were more likely than women in the other paygrades to indicate the senior leadership of their Service made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members (64%) were less likely (Table 45). Among women, senior enlisted members, junior officers, and senior officers were more likely to indicate the senior leadership of their installation/ship and their immediate supervisor made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members were less likely.

Among men, senior enlisted members, junior officers, and senior officers were more likely than men in the other paygrades to indicate the senior leadership of their Service, the senior leadership of their installation/ship, and their immediate supervisor made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members were less likely.

Table 45.

Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Paygrade

Leaders make honest and reasonable efforts to stop sexual harassment	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Senior leadership of Service	64	71	70	80	72	86	79	91
Senior leadership of installation/ship	63	71	69	80	72	85	79	91
Immediate supervisor	63	70	72	80	75	86	82	91
<i>Margins of Error</i>	± 2	± 2	$\pm 2-3$	± 2	± 4	± 2	$\pm 3-4$	± 2

Note. WGRA 2010 Question 66.

CHAPTER 4: ASSESSMENT OF PROGRESS

In this chapter, active duty members' perceptions of the prevalence of sexual assault in the military and in the nation in 2010 are reported. Although there are no norms or standards available from the private sector, the items in this section of the survey provide information about active duty members' perception of sexual harassment in the military and the nation in 2010 compared to four years ago.

Perceptions of Sexual Harassment as a Problem in the Military

Service members who had been in the military for four years or more were asked if sexual harassment in the military has become more or less of a problem over the last four years. Results are reported separately for each gender by survey year and, within gender, by Service and by paygrade.

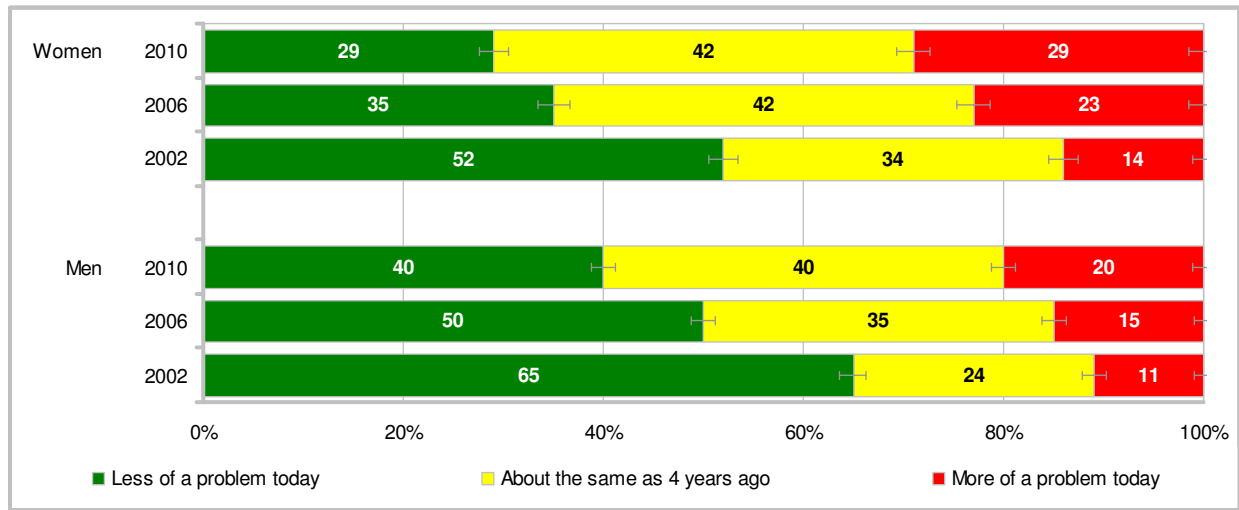
By Year

Of women who had been in the military for at least four years, 29% indicated sexual harassment in the military is less of a problem today than four years ago and 29% indicated it is more of a problem today than four years ago (Figure 39). The percentage of women who indicated sexual harassment in the military is less of a problem today than four years ago was lower in 2010 than in 2006 and 2002 (29% vs. 35% and 52%, respectively). The percentage of women who indicated sexual harassment in the military was more of a problem in 2010 than four years ago was higher in 2010 than in 2006 and 2002 (29% vs. 23% and 14%, respectively).

Of men who had been in the military for at least four years, 40% indicated sexual harassment in the military is less of a problem today than four years ago. Twenty percent of men indicated that it is more of a problem today than four years ago. The percentage of men who indicated sexual harassment in the military is less of a problem today than four years ago was lower in 2010 than in 2006 and 2002 (40% vs. 50% and 65%, respectively). The percentage of men who indicated sexual harassment in the military was more of a problem today than four years ago was higher in 2010 than in 2006 and 2002 (20% vs. 15% and 11%, respectively).

Figure 39.

Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Year



WGRA 2010 Q82

Margins of error range from ± 1 to ± 2

By Service

Women in the Navy (37%) were more likely than women in the other Services to indicate that sexual harassment in the military is less of a problem today than four years ago, whereas women in the Army (23%) were less likely (Table 46). Women in the Navy (22%) and USAF (26%) were less likely to indicate sexual harassment in the military is more of a problem today, whereas women in the Army (38%) were more likely.

Men in the Navy (47%) were more likely than men in the other Services to indicate sexual harassment in the military is less of a problem today than four years ago, whereas men in the Army (35%) were less likely. Men in the Navy and USAF (both 15%) were less likely to indicate sexual harassment in the military is more of a problem today, whereas men in the Army (27%) were more likely.

Table 46.***Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Service***

Sexual harassment in the military compared to four years ago	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	29	40	23	35	37	47	24	42	30	41
More of a problem today	29	20	38	27	22	15	28	18	26	15
Margins of Error	±2	±2	±3	±3	±4	±2-3	±6	±2-3	±3	±2-3

Note. WGRA 2010 Question 82.

By Paygrade

Among women, junior officers (36%) and senior officers (39%) were more likely than women in the other paygrades to indicate sexual harassment in the military is less of a problem today than four years ago, whereas junior enlisted members (21%) and senior enlisted members (28%) were less likely (Table 47). Among women, junior officers (18%) and senior officers (14%) were less likely to indicate sexual harassment in the military is more of a problem today, whereas junior enlisted members (39%) and senior enlisted members (32%) were more likely.

Among men, junior officers (45%) and senior officers (50%) were more likely than men in the other paygrades to indicate sexual harassment in the military is less of a problem today than four years ago, whereas junior enlisted members (30%) were less likely. Among men, junior officers (14%) and senior officers (8%) were less likely to indicate sexual harassment in the military is more of a problem today, whereas junior enlisted members (29%) and senior enlisted members (21%) were more likely.

Table 47.***Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Paygrade***

Sexual harassment in the military compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	21	30	28	40	36	45	39	50
More of a problem today	39	29	32	21	18	14	14	8
Margins of Error	±4-5	±5	±2-3	±2	±4-5	±3	±3-4	±2-3

Note. WGRA 2010 Question 82.

Perceptions of Sexual Harassment as a Problem in the Nation

Active duty members were asked if sexual harassment in our nation has become more or less of a problem over the last four years. Results are reported separately for each gender by survey year and, within gender, by Service and by paygrade.

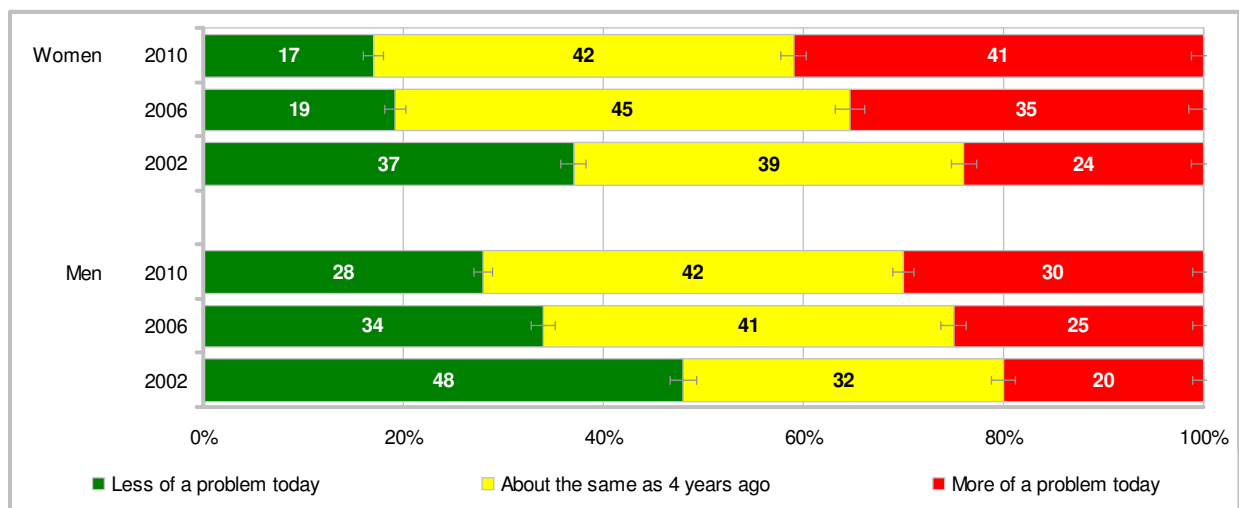
By Year

Seventeen percent of women indicated sexual harassment in the nation is less of a problem today than four years ago (Figure 40). Forty-one percent of women indicated it is more of a problem today than four years ago. The percentage of women who indicated sexual harassment in the nation is less of a problem today than four years ago was lower in 2010 than in 2006 and 2002 (17% vs. 19% and 37%, respectively). The percentage of women who indicated sexual harassment in the nation is more of a problem today than four years ago was higher in 2010 than in 2006 and 2002 (41% vs. 35% and 24%, respectively).

Twenty-eight percent of men indicated sexual harassment in the nation is less of a problem today than four years ago. One-third of men (30%) indicated it is more of a problem today than four years ago. The percentage of men who indicated sexual harassment in the nation is less of a problem today than four years ago was lower in 2010 than in 2006 and 2002 (28% vs. 34% and 48%, respectively). The percentage of men who indicated sexual harassment in the nation is more of a problem today than four years ago was higher in 2010 than in 2006 and 2002 (30% vs. 25% and 20%, respectively).

Figure 40.

Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Year



WGRA 2010 Q80

Margins of error range from ± 1 to ± 2

By Service

Women in the Navy (21%) were more likely than women in the other Services to indicate sexual harassment in the nation is less of a problem today than four years ago, whereas women in the USMC (13%) were less likely (Table 48). Women in the Navy (34%) were less likely to indicate sexual harassment in the nation is more of a problem today, whereas women in the Army (46%) were more likely.

Men in the Navy (33%) and USMC (30%) were more likely than men in the other Services to indicate sexual harassment in the nation is less of a problem today than four years ago, whereas men in the Army (25%) were less likely. Men in the Navy (24%) and USAF (27%) were less likely to indicate sexual harassment in the nation is more of a problem today, whereas men in the Army (35%) were more likely.

Table 48.

Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Service

Sexual harassment in the nation compared to four years ago	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	17	28	15	25	21	33	13	30	16	26
More of a problem today	41	30	46	35	34	24	42	29	40	27
Margins of Error	$\pm 1-2$	$\pm 1-2$	$\pm 2-3$	$\pm 2-3$	± 3	± 2	$\pm 3-4$	± 2	± 2	± 2

Note: WGRA 2010 Question 80.

By Paygrade

Among women, senior officers (24%) were more likely than women in the other paygrades to indicate sexual harassment in the nation is less of a problem today than four years ago, whereas junior enlisted members (14%) were less likely (Table 49). Among women, junior officers (26%) and senior officers (21%) were less likely to indicate sexual harassment in the nation is more of a problem today than four years ago, whereas junior enlisted members (47%) were more likely.

Among men, junior officers (33%) and senior officers (35%) were more likely than men in the other paygrades to indicate sexual harassment in the nation is less of a problem today than it was four years ago, whereas junior enlisted members (24%) were less likely. Among men, junior officers (18%) and senior officers (14%) were less likely to indicate sexual harassment in the nation is more of a problem today than four years ago, whereas junior enlisted members (35%) were more likely.

Table 49.***Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Paygrade***

Sexual harassment in the nation compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	14	24	18	29	20	33	24	35
More of a problem today	47	35	41	29	26	18	21	14
<i>Margins of Error</i>	± 2	± 2	$\pm 2-3$	± 2	$\pm 3-4$	$\pm 2-3$	± 4	$\pm 2-3$

Note. WGRA 2010 Question 80.

REFERENCES

- Arvey, R. D., & Cavanaugh, M. A. (1995). Using surveys to assess the prevalence of sexual harassment: Some methodological problems. *Journal of Social Issues, 51*, 39-52.
- Department of Defense (1995). Department of Defense military equal opportunity (MEO) program. DoD Directive 1350.2. August 18, 1995. Washington, DC: Author.
- DMDC. (2011a). *2011 Workplace and Gender Relations Survey of Active Duty Members: Tabulation of Responses*. (Report No. 2010-024). Arlington, VA: DMDC.
- DMDC. (2011b). *2011 Workplace and Gender Relations Survey of Active Duty Members: Statistical Methodology Report*. (Report No. 2010-026). Arlington, VA: DMDC.
- Fitzgerald, L. F., Shullman, S. L., Bally, N., Richards, M., Swecker, J., Gold, Y., Ormerod, M., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. *Journal of Vocational Behavior, 32*, 152-175.
- Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology, 17*, 425-445.
- Fitzgerald, L. F., Hulin, C. L., & Drasgow, F. (1995). The antecedents and consequences of sexual harassment in organizations: An integrated model. In G. P. Keita & J. J. Hurrell, Jr. (Eds.), *Job stress in a changing workforce: Investigating gender, diversity, and family issues* (pp. 55-74). Washington DC: American Psychological Association.
- Fitzgerald, L. F., Drasgow, F., & Magley, V. J. (1999). Sexual harassment in the armed forces: A test of an integrated model. *Military Psychology, 11*, 329-343.
- Fitzgerald, L. F., Magley, V. J., Drasgow, F., & Waldo, C.R. (1999). Measuring sexual harassment in the military: The Sexual Experiences Questionnaire (SEQ-DoD). *Military Psychology, 11*, 243-263.
- Frierson, J.G. (1989). Reduce the Cost of Sexual Harassment. *Personnel Journal, 68, 11*, 79-85.
- Ormerod, A. J., Lawson, A. K., Sims, C. S., Lytell, M. C., Wadlington, P. L., Yaeger, D. W., Wright, C. V., Reed, M. E., Lee, W. C., Drasgow, F., Fitzgerald, L. F., & Cohorn C. A. (2003). *2002 Status of the Armed Forces Surveys - Workplace and Gender Relations: Report of scales and measures* (Report No. 2002-031). Arlington, VA: DMDC.
- Research Triangle Institute, Inc. (2004). SUDAAN© PROC DESCRIPT. Cary, NC: Author.
- Stark, S., Chernyshenko, O. S., Lancaster, A. R., Drasgow, F., & Fitzgerald, L. F. (2002). Toward standardized measurement of sexual harassment: Shortening the SEQ-DoD using item response theory. *Military Psychology, 14*, 49-72.

**Appendix: 2010 Workplace and Gender
Relations Survey of Active Duty Members**

DMDC

RCS: DD-P&R(QD) 1947
Exp: 11/30/2010
DMDC Survey No. 09-0051

2010 Workplace and Gender Relations Survey of Active Duty Members

***Department of Defense
Human Resources
Strategic Assessment
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING CENTER
DATA RECOGNITION CORPORATION
P.O. BOX 5720
HOPKINS, MN 55343

COMPLETION INSTRUCTIONS

- Use a blue or black pen.
 - Place an "X" in the appropriate box or boxes.
- RIGHT ☒ WRONG ☒ ☐
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
- CORRECT ANSWER ☒ INCORRECT ANSWER ☐

PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

Returning this survey indicates your agreement to participate in this research.

AUTHORITY: 10 United States Code, Sections 136, 481, 1782, and 2358. 14 United States Code, Section 1.

PRINCIPAL PURPOSE: Information collected in this survey will be used to research attitudes and perceptions about gender-related issues, estimate the level of sexual harassment and unwanted sexual contact, and identify areas where improvements are needed. This information will assist in the formulation of policies, which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, the United States Coast Guard, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research and datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. Most people take 30 minutes on average to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel & Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

SURVEY ELIGIBILITY AND POTENTIAL BENEFITS: DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., location, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

A respondent who experienced sexual harassment or unwanted sexual contact 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 One Source 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: www.militaryonesource.com or www.sapr.mil
- Coast Guard members may want to call Employee Assistance Program Counseling Services (1-800-222-0364)
- 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	Marine Corps:	703-784-9371
Navy:	1-800-253-0931	Air Force:	1-800-616-3775
Coast Guard:	1-800-222-0364		

There are other types of helping professionals you can contact as well: Overseas members can contact Military OneSource by calling 800-3429-6477 (Dial country access code; do not dial "1"). You can also contact the counseling hotline: 1-800-784-2433 (1-800-SUICIDE: an anonymous, civilian hotline).

If you are experiencing any problem with the survey, please e-mail the Survey Processing Center at HRSurvey@osd.pentagon.mil or leave a message any time, toll-free, at 1-800-881-5307. If you desire to withdraw your answers after you submit your survey, please notify the Survey Processing Center prior to May 25, 2010. Please include your name and Ticket Number. If you have concerns about your rights as a research participant, please contact: Ms. Caroline Miner, Human Research Protection Program Manager for the Office of the Under Secretary of Defense (P&R), HRPP@tma.osd.mil, 703-575-2677.

BACKGROUND INFORMATION

1. Were you on active duty on March 8, 2010?

- ☐ Yes
- ☐ No, I was separated or retired ⇒ stop here and return the survey

2. Are you...?

- ☐ Male
- ☐ Female

3. Are you Spanish/Hispanic/Latino?

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

4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

MILITARY LIFE

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

5. In the past 12 months, have you been deployed for any of the following operations? *Mark one answer for each item.*

	Yes, but I am no longer deployed for this operation	Yes, and I am still deployed for this operation	No
a. Operation Enduring Freedom (Afghanistan).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Iraqi Freedom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

- ☐ Yes
- ☐ No
- ☐ Does not apply, I have not been deployed in the past 12 months

7. To what extent do/would you feel safe during deployments from being sexually assaulted on your base/installation/ship?

- ☐ Very safe
☐ Safe
☐ Neither safe nor unsafe
☐ Unsafe
☐ Very unsafe

YOUR MILITARY WORKPLACE

8. Are you currently in a work environment where members of your gender are uncommon?

- ☐ Yes
☐ No

9. What is the gender of your immediate supervisor?

- ☐ Male
☐ Female

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

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/supervision you receive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. To what extent do you agree or disagree with the following statements about your work group?
Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you make a request through channels in your work group, you know somebody will listen.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The leaders in your work group are more interested in looking good than being good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
c. You would go for help with a personal problem to people in your chain of command.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are impressed with the quality of leadership in your work group.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. In the past 12 months, have you had a mentor who advised you on your military career?

- ☐ Yes, I have had a formal mentor
☐ Yes, I have had an informal mentor
☐ Yes, I have had both formal and informal mentors
☐ No, I have not had a mentor ⇒ GO TO QUESTION 14

13. Was your most supportive mentor in the past 12 months... *Mark "Yes" or "No" for each item.*

	No	Yes
a. The same gender as you?	<input type="checkbox"/>	<input type="checkbox"/>
b. The same race/ethnicity as you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Assigned to you as part of a formal mentor program?.....	<input type="checkbox"/>	<input type="checkbox"/>

14. How much do you agree or disagree with the following statements about the people in your work group? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



15. How much do you agree or disagree with the following statements about the work you do at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your day-to-day work is directly tied to your wartime job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of morale in <u>your unit</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

- ☐ Very likely
☐ Likely
☐ Neither likely nor unlikely
☐ Unlikely
☐ Very unlikely

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

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

20. How often during the past 12 months 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Did not provide information or assistance when you needed it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were excessively harsh in their criticism of your work performance? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Took credit for work or ideas that were yours?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Gossiped/talked about you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Used insults, sarcasm, or gestures to humiliate you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Yelled when they were angry with you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Swore at you in a hostile manner? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Damaged or stole your property or equipment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STRESS, HEALTH, AND WELL-BEING

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

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



22. Overall, how would you rate the current level of stress in your... **Mark one answer for each item.**

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. <u>Work</u> life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Personal</u> life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

24. Below is a list of problems that people sometimes have in response to stressful experiences. Please indicate how much you have been bothered by the following in the **past month**. **Mark one answer for each item.**

	Extremely	Quite a bit	Moderately	A little bit	Not at all
a. Having repeated, disturbing <i>memories, thoughts, or images</i> of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Having repeated, disturbing <i>dreams</i> of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Suddenly <i>acting or feeling</i> as if a stressful experience <i>were happening again</i> (as if you were reliving it)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Feeling <i>very upset</i> when something <i>reminded</i> you of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Continued.

	Extremely	Quite a bit	Moderately	A little bit	Not at all
e. Having <i>physical reactions</i> (e.g., heart pounding, trouble breathing, or sweating) when <i>something reminded</i> you of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Avoiding <i>thoughts about</i> or <i>talking about</i> a stressful experience or avoiding <i>having feelings</i> related to it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Avoiding <i>activities or situations</i> because <i>they remind</i> you of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Trouble <i>remembering important parts</i> of a stressful experience?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Loss of <i>interest in things that you used to enjoy</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Feeling <i>distant</i> or <i>cut off</i> from other people?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Feeling <i>emotionally numb</i> or being unable to have loving feelings for those close to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Feeling as if your <i>future</i> will somehow be <i>cut short</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Trouble <i>falling or staying asleep</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Feeling <i>irritable</i> or having <i>angry outbursts</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Having <i>difficulty concentrating</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Being " <i>super alert</i> " or " <i>on guard</i> "? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Feeling <i>jumpy</i> or easily startled?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Feeling down, depressed, or hopeless... ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Trouble falling or staying asleep, or sleeping too much.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Feeling tired or having little energy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Poor appetite or overeating.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Trouble concentrating on things, such as reading the newspaper or watching television	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 26. Were any of the problems you marked in the previous questions a result of experiencing... **Mark "Yes" or "No" for each item.**

☐ Does not apply, I marked "Not at all" to all items in Questions 24 and 25

	No	Yes
a. Combat or being in a combat zone?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Sexual assault while deployed?	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexual assault while <u>not</u> deployed?	<input type="checkbox"/>	<input type="checkbox"/>
d. Other traumatic <u>military</u> events?	<input type="checkbox"/>	<input type="checkbox"/>
e. Other traumatic <u>non-military</u> events?	<input type="checkbox"/>	<input type="checkbox"/>
f. Traumatic events prior to entering military service?	<input type="checkbox"/>	<input type="checkbox"/>

27. How much do you agree or disagree with the following statements that might affect your decision to receive mental health counseling or service if you ever had a problem? **Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I don't know where to get help.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I don't have adequate transportation .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. It is difficult to schedule an appointment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. There would be difficulty getting time off work for treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It would be too embarrassing.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would harm my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. My coworkers might have less confidence in me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. My leaders might treat me differently.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My leaders would blame me for the problem.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I would be seen as weak.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Mental health care doesn't work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

GENDER-RELATED EXPERIENCES

28. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? **Mark one answer for each statement.**

	Yes, and your gender was a factor	Yes, but your gender was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last military evaluation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your military job...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Continued.

	Yes, and your gender was a factor	Yes, but your gender was NOT a factor	No, or does not apply
d. You did not get a military award or decoration given to others in similar circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military assignment has not made use of your job skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your current assignment is not good for your career if you continue in the military...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not learn until it was too late of opportunities that would have helped your military career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were unable to get straight answers about your military promotion possibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were excluded from social events important to military career development and being kept informed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not get a military job assignment that you wanted and for which you were qualified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
n. Have you had any other adverse personnel actions in the past 12 months?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

☐ Does not apply, I marked "No, or does not apply" to every item in Question 28

	All	Some	None
a. Sex discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Racial/ethnic discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. In this question you are asked about sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving

• **Military Personnel (Active Duty or Reserve)**

- on- or off-duty
- on- or off-installation or ship; and/or

• **DoD/Service Civilian Employees and/or Contractors**

- in your workplace or on your installation/ship

where one or more of these individuals (of either gender)... **Mark one answer for each item.**

	Very often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Referred to people of your gender in insulting or offensive terms?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Made offensive remarks about your appearance, body, or sexual activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Put you down or was condescending to you because of your gender?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. Continued.

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Intentionally cornered you or leaned over you in a sexual way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Treated you badly for refusing to have sex?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Had sex with you without your consent or against your will?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.) ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

31. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?

- ☐ None were sexual harassment
- ☐ Some were sexual harassment; some were not sexual harassment
- ☐ All were sexual harassment
- ☐ Does not apply, I marked "Never" to every item ⇒ GO TO QUESTION 44

ONE SITUATION OF GENDER-RELATED EXPERIENCES

32. Think about the situation(s) you experienced in the past 12 months that involved the behaviors you marked in Question 30A-P. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation? **Mark "Yes" or "No" for each item below that describes the situation.**

	Yes	No
a. Sexist Behavior (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)...	<input type="checkbox"/>	<input type="checkbox"/>
b. Crude/Offensive Behavior (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you)	<input type="checkbox"/>	<input type="checkbox"/>
c. Unwanted Sexual Attention (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected)	<input type="checkbox"/>	<input type="checkbox"/>
d. Sexual Coercion (e.g., someone implied preferential treatment in exchange for your sexual cooperation)	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

33. Where did the situation occur? **Mark one answer for each item.**

	All of it	Most of it	Some of it	None of it
a. At a military installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. While you were on TDY/TAD, at sea, or during field exercise/alerts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In a work environment where members of your gender are uncommon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. In the local community around an installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. How many offender(s) were involved? **Mark one.**

- ☐ One person
☐ More than one person
☐ Not sure

35. What was the gender(s) of the offender(s)? **Mark one.**

- ☐ Male only
☐ Female only
☐ Both male and female
☐ Not sure

36. Was the offender(s)... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Someone in your chain of command?	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade who was not in your chain of command?	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/Service civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/Service civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>
h. Person(s) in the local community?	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>

37. As a result of the situation, to what extent did... **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. You consider requesting a transfer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You think about getting out of your Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your work performance decrease?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. Did you discuss/report the situation to any installation/Service/DoD individuals or organizations?

- ☐ Yes
☐ No ⇒ GO TO QUESTION 43

39. What actions were taken in response to your discussing/reporting the situation? Mark "Yes" or "No" for each item.

	Yes	No
a. Your complaint was/is being investigated.....	<input type="checkbox"/>	<input type="checkbox"/>
b. The situation was resolved informally	<input type="checkbox"/>	<input type="checkbox"/>
c. You were encouraged to drop the complaint.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Your complaint was discounted or not taken seriously	<input type="checkbox"/>	<input type="checkbox"/>
e. The situation was/is being corrected	<input type="checkbox"/>	<input type="checkbox"/>
f. Some action was/is being taken against you.....	<input type="checkbox"/>	<input type="checkbox"/>

40. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The rules on harassment were explained to everyone in the unit/office/ place where the problem had occurred	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Some action was/is being taken against the person(s) who bothered you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. How satisfied were/are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Treatment by personnel handling your situation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Amount of time it took/is taking to resolve your situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Yes	No	Don't know
a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you discussed/reported the situation, GO TO QUESTION 44.

43. What were your reasons for not reporting the situation to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each statement.

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	<input type="checkbox"/>	<input type="checkbox"/>
i. You were afraid of negative professional outcomes.....	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
k. Other (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

UNWANTED SEXUAL CONTACT

44. In the past 12 months, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent where someone...

- Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
- Attempted to make you have sexual intercourse, but was not successful?
- Made you have sexual intercourse?
- Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?
- Made you perform or receive oral sex, anal sex, or penetration by a finger or object?

☐ Yes

☐ No ⇒ GO TO QUESTION 66

45. In the past 12 months, how many separate incidents of sexual touching, attempted or completed intercourse, oral or anal sex, or penetration by a finger or object did you experience? *To indicate nine or more, enter "9".*

Incidents

46. Think about the situation(s) you experienced in the past 12 months that involved the behaviors you marked as happening to you. Tell us about the one event that had the greatest effect on you. What did the person(s) do during the situation? *Mark one answer for each behavior.*

	Did this	Did not do this
a. <u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted to make you have sexual intercourse</u> , but was not successful	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you</u> have sexual intercourse	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object</u> , but was not successful	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object	<input type="checkbox"/>	<input type="checkbox"/>

47. Did the situation occur... *Mark "Yes" or "No" for each item.*

	Yes	No
a. At a military installation?	<input type="checkbox"/>	<input type="checkbox"/>
b. During your work day/duty hours?	<input type="checkbox"/>	<input type="checkbox"/>
c. While you were on TDY/TAD, at sea, or during field exercise/alerts?	<input type="checkbox"/>	<input type="checkbox"/>
d. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	<input type="checkbox"/>	<input type="checkbox"/>

48. How many offender(s) were involved? *Mark one.*

- ☐ One person
- ☐ More than one person
- ☐ Not sure

49. What was the gender(s) of the offender(s)? *Mark one.*

- ☐ Male only
- ☐ Female only
- ☐ Both male and female
- ☐ Not sure

50. Was the offender(s)... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Someone in your chain of command?	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade who was not in your chain of command?	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/Service civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/Service civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>
h. Person(s) in the local community?	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>

51. Did the offender use drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?

- ☐ Yes
- ☐ No
- ☐ Not sure

52. Had either you or the offender been drinking alcohol before the incident?

- ☐ Yes
- ☐ No

53. Had either you or the offender been using drugs before the incident?

- ☐ Yes
☐ No

54. Did the offender(s)... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Threaten to ruin your reputation if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Threaten to physically harm you if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Use some degree of physical force (e.g., holding you down)?	<input type="checkbox"/>	<input type="checkbox"/>

55. Did the offender(s)... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually harass you <u>before</u> the situation?	<input type="checkbox"/>	<input type="checkbox"/>
b. Stalk you <u>before</u> the situation?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexually harass you <u>after</u> the situation?	<input type="checkbox"/>	<input type="checkbox"/>
d. Stalk you <u>after</u> the situation?.....	<input type="checkbox"/>	<input type="checkbox"/>

56. As a result of this situation, to what extent did... **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. You consider requesting a transfer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You think about getting out of your Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your work performance decrease? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

57. Did you report this situation to a civilian authority or organization?

- ☐ Yes
☐ No

DoD provides two types of reporting of sexual assault. **Unrestricted reporting** is for victims who want medical treatment, counseling, and an official investigation of the assault. **Restricted reporting** is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.

58. Did you report this situation to an installation/Service/DoD authority or organization?

- ☐ Yes
☐ No ⇒ GO TO QUESTION 64

59. Did you make... **Mark one.**

- ☐ Only a restricted report? ⇒ GO TO QUESTION 62
☐ Only an unrestricted report?
☐ A restricted report that was converted to an unrestricted report?

60. How satisfied have you been with your treatment by the... **Mark one answer for each item.**

	Does not apply	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Sexual Assault Victim Advocate assigned to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sexual Assault Response Coordinator (SARC) handling your report?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Commander handling your report?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Criminal investigator handling your report?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Trial Defense Office personnel?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Legal Office personnel (prosecution)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

61. As a result of this situation, did you... **Mark "Yes," "No," or "Don't know" for each item.**

	Don't know	No	Yes
a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Experience any administrative actions (e.g., placed on a medical hold, placed on a legal hold, transferred to a different assignment)?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 62. How satisfied have you been with... *Mark one answer for each item.*

	Does not apply				
	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. The quality of sexual assault advocacy services you received?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The quality of counseling services you received?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The quality of medical care you received?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The amount of time investigation process took/is taking?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your case?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The reporting process overall?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

63. When you reported the situation were you offered... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)?	<input type="checkbox"/>	<input type="checkbox"/>
b. Counseling services?	<input type="checkbox"/>	<input type="checkbox"/>
c. Medical or forensic services?	<input type="checkbox"/>	<input type="checkbox"/>
d. Legal services?	<input type="checkbox"/>	<input type="checkbox"/>

If you reported the situation, GO TO QUESTION 65.

64. What were your reasons for not reporting the situation to any of the installation/Service/DoD individuals or organizations? *Mark "Yes" or "No" for each statement.*

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not think anything would be done	<input type="checkbox"/>	<input type="checkbox"/>
e. You heard about negative experiences other victims went through who reported their situation.....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought your performance evaluation or chance for promotion would suffer.....	<input type="checkbox"/>	<input type="checkbox"/>

64. Continued.

	Yes	No
j. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not want anyone to know	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not think your report would be kept confidential	<input type="checkbox"/>	<input type="checkbox"/>
m. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization	<input type="checkbox"/>	<input type="checkbox"/>
n. Other (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

65. In retrospect, would you make the same decision about reporting if you could do it over?

- ☐ Yes
☐ No

If you responded "No," what would you have changed about your reporting decision?

Please print.

PERSONNEL POLICY AND PRACTICES

66. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each item.*

	Yes	Don't know	No
a. Senior leadership of your Service.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of your installation/ship.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your immediate supervisor.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would you feel free to report <u>sexual harassment</u> without fear of reprisals?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would you feel free to report <u>sexual assault</u> without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would your complaints about <u>sexual harassment</u> be taken seriously no matter who files them?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Would people be able to get away with <u>sexual harassment</u> if it were reported?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Would people be able to get away with <u>sexual assault</u> if it were reported?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

68. At my installation/ship, there is a... *Mark "Yes," "No," or "Don't know" for each item.*

	Don't know	No	Yes
a. Specific office with the authority to investigate sexual harassment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexual Assault Victim Advocate to help those who experience sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DoD provides two types of reporting of sexual assault. Unrestricted reporting is for victims who want medical treatment, counseling, and an official investigation of the assault. Restricted reporting is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.

69. How satisfied have you been with the availability of information on... *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. How to file a <u>restricted</u> report?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How to file an <u>unrestricted</u> report?...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SEXUAL HARASSMENT TRAINING

70. Have you had any military training during the past 12 months on topics related to *sexual harassment*?

- ☐ Yes
☐ No ⇒ GO TO QUESTION 73

71. My Service's *sexual harassment* training... *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gives useful tools for dealing with sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Explains the process for reporting sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Makes me feel it is safe to complain about unwanted sex-related attention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Provides information about policies, procedures, and consequences of sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

72. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as *sexual harassment*?

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

SEXUAL ASSAULT TRAINING

73. Have you had any military training during the past 12 months on topics related to *sexual assault*?

- ☐ Yes
☐ No ⇒ GO TO QUESTION 76



74. 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaches that the consumption of alcohol may increase the likelihood of sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teaches how to intervene when you witness a situation involving a fellow Service member (bystander intervention)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Teaches how to obtain medical care following a sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Explains the role of the chain of command in handling sexual assaults	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Explains the reporting options available if a sexual assault occurs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Explains how sexual assault is a mission readiness problem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Explains the resources available to victims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

75. In your opinion, how effective was the training you received in... Mark one answer for each item.

	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Actually reducing/preventing sexual assault or behaviors related to sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Explaining the difference between restricted and unrestricted reporting of sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

76. Are you aware of the following sources for understanding sexual assault prevention and response? Mark "Yes" or "No" for each item.

	Yes	No
a. The "My Strength is for Defending" campaign.....	<input type="checkbox"/>	<input type="checkbox"/>
b. The Sexual Assault Prevention Web site (www.myduty.mil)	<input type="checkbox"/>	<input type="checkbox"/>
c. My installation's Sexual Assault Awareness Month programs	<input type="checkbox"/>	<input type="checkbox"/>

REACTION TO SEXUAL ASSAULT AND SEXUAL HARASSMENT

77. Are the following statements true or false? Mark one answer for each item.

	True	False	Don't know
a. When you are in a social setting, it is your duty to stop a fellow Service member from doing something potentially harmful to themselves or others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If you tell a Sexual Assault Response Coordinator (SARC) or Victims' Advocate (VA) that you were sexually assaulted, the SARC/VA is not always required to provide your name to your commander	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If you were to experience unwanted sexual touching, but not rape, you could report your experience to a SARC or VA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If you are sexually assaulted, you can trust the military system to protect your privacy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



78. Suppose you see a female Service member, who you do not know very well, getting drunk at a party. Someone tells you that a guy from your work group is going to lead her off to have sex. What are you most likely to do in this kind of situation? **Mark one.**

- ☐ Nothing
- ☐ Leave to avoid any kind of trouble
- ☐ Find someone who knows the woman and can help her ⇒ GO TO QUESTION 80
- ☐ Talk to the woman/try to get her out of the situation ⇒ GO TO QUESTION 80
- ☐ Stop the guy from leaving with the woman ⇒ GO TO QUESTION 80
- ☐ Other action ⇒ GO TO QUESTION 80

79. Which reason below best explains your reaction to the situation in the previous question? **Mark one.**

- ☐ I don't see this situation as a problem
- ☐ It's none of my business
- ☐ I could be picked on or made fun of
- ☐ I wouldn't want to become the focus of the guy's attention
- ☐ Nothing I could do or say would make a difference
- ☐ Other reason (Please specify)

Please print.

HOW ARE WE DOING?

80. In your opinion, has **sexual harassment** in our nation become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

81. In your opinion, has **sexual assault** in our nation become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

82. In your opinion, has **sexual harassment** in the military become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

83. In your opinion, has **sexual assault** in the military become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

If you experience any discomfort while completing the survey, you can contact your primary health care provider or a mental health professional. You can contact Military OneSource which offers resources and information, available at www.MilitaryOneSource.com.

Other resources are listed on page 2.

◆

1

REPORT DOCUMENTATION PAGE					<i>Form Approved OMB No. 0704-0188</i>	
The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.						
PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.						
1. REPORT DATE (DD-MM-YYYY) 26-04-2011		2. REPORT TYPE Final Report			3. DATES COVERED (From - To) March-June 2010	
4. TITLE AND SUBTITLE 2010 Workplace and Gender Relations Survey of Active Duty Members: Overview Report on Sexual Harassment					5a. CONTRACT NUMBER 5b. GRANT NUMBER 5c. PROGRAM ELEMENT NUMBER 5d. PROJECT NUMBER 5e. TASK NUMBER 5f. WORK UNIT NUMBER	
6. AUTHOR(S) Rock, L.M., Lipari, R.N., Cook, P.J., and Hale A.D.					8. PERFORMING ORGANIZATION REPORT NUMBER DMDC Report 2011-023	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Defense Manpower Data Center 1600 Wilson Boulevard, Suite 400 Arlington, VA 22209-2593					10. SPONSOR/MONITOR'S ACRONYM(S) 11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)					10. SPONSOR/MONITOR'S ACRONYM(S) 11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution unlimited.						
13. SUPPLEMENTARY NOTES						
14. ABSTRACT This report provides the results for the 2010 Workplace and Gender Relations Survey of Active Duty Members (2010WGRA). The overall purpose of the WGRA2010 is to document the extent to which active duty members reported experiencing unwanted gender-related behaviors in the 12 months prior to filling out the survey, the details surrounding those events, and the members' perceptions of the effectiveness of sexual harassment policies, training, and programs.						
15. SUBJECT TERMS Demographics, gender-related experiences, gender relations, personnel policies, unwanted sexual contact, sexual assault, training, Services, bystander intervention						
16. SECURITY CLASSIFICATION OF: a. REPORT U b. ABSTRACT U c. THIS PAGE U			17. LIMITATION OF ABSTRACT UU		18. NUMBER OF PAGES 130	
					19a. NAME OF RESPONSIBLE PERSON Rachel N. Lipari	
					19b. TELEPHONE NUMBER (Include area code) (703) 696-1125	

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

5d. PROJECT NUMBER. Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

5f. WORK UNIT NUMBER. Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

6. AUTHOR(S). Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

11. SPONSOR/MONITOR'S REPORT NUMBER(S). Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

12. DISTRIBUTION/AVAILABILITY STATEMENT. Use agency-mandated availability statements to indicate the public availability or distribution limitations of the report. If additional limitations/ restrictions or special markings are indicated, follow agency authorization procedures, e.g. RD/FRD, PROPIN, ITAR, etc. Include copyright information.

13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

16. SECURITY CLASSIFICATION. Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

17. LIMITATION OF ABSTRACT. This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

