



2021 Workplace and Gender Relations Survey of Military Members

Overview Report

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2021 Workplace and Gender Relations Survey of Military Members

Overview Report

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OPA's Statistical Methods Branch, under the guidance of David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including sampling, weighting, nonresponse bias analysis, and the implementation of statistical hypothesis testing used in the survey program. Wendy Barboza oversaw all statistical aspects of this *2021 WGR*. Susan Reinhold provided the data processing support.

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Executive Summary

Introduction

Sexual assault, sexual harassment, and gender discrimination are antithetical to the military's core values and a detriment to the trust required to build and sustain a fighting force. The Department of Defense (DoD) remains committed to preventing these behaviors and to ensuring that Service members who experience gender discrimination or sexual misconduct receive the appropriate response. The Workplace and Gender Relations (WGR) survey informs the DoD's prevention and response efforts by providing a robust system of surveillance for monitoring the estimated prevalence of gender discrimination, sexual harassment, and sexual assault as well as identifying the factors that contribute to risk.

The following report provides an overview of the results of the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)*. The report presents prevalence estimates for gender discrimination, sexual harassment, and unwanted sexual contact in the Active and Reserve components¹ and key insights regarding the characteristics of incidents that occurred in the prior year.

Background and Methodology

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)² has been conducting the congressionally mandated gender relations survey of Active and Reserve component members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.³ The DoD did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic, and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the *2021 WGR* survey was administered to both the Active and Reserve components simultaneously.

¹ By "Active component," we mean individuals who are serving on active duty and listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By "Reserve component," we mean individuals who serve in the Selected Reserve (to include on active duty) listed in the Reserve Component Personnel Data System (RCCPDS) Master File. The Reserve component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

² Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA). In 2021, OPA was reorganized under the Defense Personnel Analytics Center.

³ One exception was in 2014 when the RAND Corporation conducted the Military Workplace Study (2014 RMWS) of military members from both the Active and Reserve components simultaneously to provide an independent assessment of unwanted gender-related behaviors in the military.

Survey Methodology

Data for the *2021 WGR* were collected between December 9, 2021, and March 3, 2022. The survey procedures were reviewed by a DoD Human Research Protections Official. The Office of Information and Regulatory Affairs (OIRA), within the Office of Management and Budget (OMB), reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected.⁴

The *2021 WGR* was largely modeled off of the *2018 WGR of Active Duty Members (2018 WGRA)* and the *2019 WGR of Reserve Component Members (2019 WGRR)*. However, substantive changes were made to the survey questionnaire in 2021, as part of the OMB survey clearance process, to reduce survey burden. Most notably, the metric used to estimate the prevalence of sexual assault since 2014 (a 41-item measure of specific behaviors, intent, and mechanisms, aligned with the elements of criminal offenses under the Uniform Code of Military Justice [UCMJ] included in the DoD definition of “sexual assault”) was replaced with a five-item measure of unwanted sexual contact, an umbrella term for a range of sex-related behaviors which constitute certain elements of these offenses. The five-item unwanted sexual contact metric used on the *2021 WGR* is the same metric currently used on the *Service Academy Gender Relations Survey (SAGR)* and is similar to the single-item unwanted sexual contact metric used on DoD gender relations surveys from 2006 to 2012.

The unwanted sexual contact metric used on the *2021 WGR* does not provide a crime victimization rate but provides information about Service members who experienced sex-related behaviors that would qualify the individual to receive SAPR support services. Prior research by the RAND Corporation suggests that a similar (single-item) unwanted sexual contact metric and the 41-item sexual assault metric produce comparable overall prevalence estimates (Morrall et al., 2016). However, whether the current five-item unwanted sexual contact metric and the 41-item sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. OPA also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

The target population for the *2021 WGR* consisted of Active and Selected Reserve⁵ members from the Army, Navy, Marine Corps, Air Force, Space Force, and National Guard. Sampled military members were below flag rank and had been in the Active component for at least

⁴ This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

⁵ The Reserve component population specifically includes members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

10 months or the Reserve component for at least nine months.⁶ Single stage, nonproportional stratified random sampling procedures were used to select and invite participants.

This overview report focuses on Active and Reserve component members of the DoD. A separate report will provide the results for the Coast Guard. For the DoD, surveys were completed by 69,581 members from the Active component and 29,109 from the Reserve component (98,690 military members in total), resulting in a weighted response rate of 13.0% for the Active component and 13.7% for the Reserve component.

OPA scientifically weights the survey data so that findings can be generalized to the full population of Active *or* Reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and that it properly adjusts to account for survey nonresponse. Further information on the weighting process can be found in chapter 1 and in the *2021 Workplace and Gender Relations Survey: Active Component Statistical Methodology Report (2021 WGRA SMR; OPA, 2022a)* or the *2021 Workplace and Gender Relations Survey: Reserve Component Statistical Methodology Report (2021 WGRR SMR; OPA, 2022b)*. All data, to include the prevalence rates, provided in this report are estimates with an associated margin of error and confidence interval.⁷

All references to “experiences” of unwanted sexual contact, sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports. Conclusions as to whether the events reported occurred are beyond the purview of this survey. References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt.

Summary of Top-Line Results

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Unwanted sexual contact refers to a range of sex-related behaviors which constitute elements of offenses prohibited by the UCMJ, including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault

⁶ The sampling frame for the Active component was developed 10 months before fielding the survey and nine months before fielding the survey for the Reserve component. Therefore, the sampling population included those Active and Reserve component members with at least 10 or nine months, respectively, of service in their component at the start of the survey.

⁷ For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range.

(attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.⁸

- An estimated 8.4% of women (19,255 Service members) and 1.5% of men (16,620 Service members) in the Active component experienced past year unwanted sexual contact.
- An estimated 4.6% of Reserve component women (7,531 Service members) and 0.7% of men (4,306 Service members) experienced past year unwanted sexual contact.

Intimate Partner Involved Unwanted Sexual Contact Prevalence Estimates

The ability to estimate the prevalence of intimate partner involved unwanted sexual contact incidents in the military is a new feature of the WGR survey.⁹ The addition of these estimates provides critical information to the Military Community and Family Policy (MC&FP) office, which has primary responsibility over the Family Advocacy Program (FAP) and policies to address intimate partner violence in the military.

- For the Active component, the estimated rate of past year intimate partner-related unwanted sexual contact was 0.9% for women and 0.1% for men. Intimate partner-involved incidents accounted for 11% of unwanted sexual contacts experienced by women and 9% of incidents experienced by men.
- For the Reserve component, the estimated rate of past year intimate partner-related unwanted sexual contact was 0.5% for women and <0.1% for men. Intimate partner-involved incidents accounted for 12% of unwanted sexual contacts experienced by women and 3% of incidents experienced by men.

Reporting and Retaliation

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The 2021 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year.

Service members are most likely to report unwanted behaviors when they have trust in the military system and are confident that they will not face retaliation, from peers or supervisors, for doing so. The WGR surveys provide the DoD a tool to monitor the extent and source of retaliatory behaviors.

⁸ As noted previously in the summary of the survey's methodology, OPA encourages readers and analysts to use caution with regards to comparisons between any unwanted sexual contact prevalence estimates provided in this report and unwanted sexual contact and sexual assault prevalence estimates provided in previous survey years.

⁹ Intimate partners include alleged offenders identified by the respondent as the following: a current or former spouse, a current or former significant other, or someone they have a child with.

- The majority of Active component women and men (67% and 84%, respectively) who experienced unwanted sexual contact did not report their experience to military authorities. However, among those who reported, far more members made an unrestricted report (67% of women and 48% of men) than a restricted report (20% of women and 29% of men).
 - Roughly two-thirds (67%) of women in the Active component who experienced and reported an incident of unwanted sexual contact in the prior year perceived experiencing a behavior in line with retaliation, and 30% experienced a behavior that also met legal criteria for retaliation. Likewise, about half of men (52%) perceived experiencing a behavior in line with retaliation, and 21% experienced a behavior that also met legal criteria for retaliation.
- The majority of Reserve component women and men (75% and 93%, respectively) who experienced unwanted sexual contact did not report their experience to military authorities. However, among those who reported, far more Reserve component women made an unrestricted report (66%) than a restricted report (17%). Data regarding the type of report made by men in the Reserve component were not reportable.
 - More than half (57%) of women in the Reserve component who experienced and reported an incident of unwanted sexual contact in the prior year perceived experiencing a behavior in line with retaliation, and 30% experienced a behavior that also met legal criteria for retaliation. Data for men in the Reserve component were not reportable.

Sex-based Military Equal Opportunity (MEO) Violations

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.¹⁰ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

¹⁰ Changes to both the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. The change to the sexual harassment metric for the Active component in 2021 did not produce different estimates. For additional discussion regarding the metric changes, see chapter 1 of this report and the *2019 WGR Overview Report*.

Estimated Past Year Sexual Harassment Prevalence Rates

- An estimated 28.6% of women (65,542 Service members) in the Active component and 6.5% of men (69,975 Service members) experienced past year sexual harassment. The estimate for women reflects a significant increase compared to 2018 when the rate was 24.2%. However, the estimate for men is statistically unchanged compared to 2018 when the rate was 6.3%.
- An estimated 16.4% of women (27,051 Service members) in the Reserve component and 3.5% of men (20,784 Service members) experienced past year sexual harassment. The estimate for women is statistically unchanged compared to 2019 when the rate was 17.3%. However, the estimate for men reflects a significant decrease compared to 2019 when the rate was 4.4%.

Estimated Past Year Gender Discrimination Rates

- An estimated 16.1% of women (36,935 Service members) and 1.4% of men (15,080 Service members) in the Active component experienced past year gender discrimination.
 - The adjusted gender discrimination prevalence estimate for women in the Active component is 18.0% and reflects a significant increase compared to 2018 when the rate was 16.0%. The adjusted estimate for men is 1.6% and reflects a significant decrease compared to 2018 when the rate was 2.3%.
- An estimated 9.9% of women (16,222 Service members) and 0.8% of men (4,955 Service members) in the Reserve component experienced past year gender discrimination. The estimate for women is statistically unchanged compared to 2019. However, the estimate for men reflects a significant decrease compared to 2019 when the rate was 1.3%.

Making a Sexual Harassment or Gender Discrimination Complaint

Service members were asked to reflect upon and describe the characteristics of the one worst situation of sexual harassment or gender discrimination they experienced in the prior year, to include their decision to make a complaint.

- Among Service members who experienced sexual harassment in the Active component, more than half of women (51%) and nearly one-third of men (30%) made a complaint. The estimate for women reflects a significant increase since 2018, when 47% of women made a complaint. Meanwhile, more than half of women (54%) and 47% of men in the Active component made a complaint regarding the gender discrimination they experienced. Again, the estimate for women reflects a significant increase from 2018, when 51% made a complaint.
- Among Service members who experienced sexual harassment in the Reserve component, nearly half (48%) of women and 32% of men made a complaint. The

estimate for women reflects a significant increase from 2019 when 39% of women made a sexual harassment complaint. Among those women and men who experienced gender discrimination in the Reserve component, nearly half of women (49%) and 41% of men made a complaint.

Prevalence Estimates by Race/Ethnicity, Sexual Orientation, and Gender Identity

Understanding the experiences of Service members who belong to marginalized groups, to include multiply marginalized individuals (e.g., racial/ethnic minority women), is imperative to ensuring that prevention and response systems are effective for those Service members.

Accordingly, we present prevalence estimates by race/ethnicity, sexual orientation, and gender identity for Service members in the Active and Reserve components.

Prevalence Estimates by Race/Ethnicity

- In the Active component, an estimated 7.6% of racial/ethnic minority women and 9.3% of White women¹¹ experienced past year unwanted sexual contact; 25.8% of racial/ethnic minority women and 32.3% of White women experienced sexual harassment; and 14.3% of racial/ethnic minority women and 18.4% of White women experienced gender discrimination. The estimated prevalence rates for sexual harassment for White women, Hispanic women, and Black women in the Active component were significantly higher in 2021 compared to 2018. Likewise, compared to 2018, the estimated prevalence rates for gender discrimination were significantly higher in 2021 for White women and Hispanic women.
- In the Active component, an estimated 1.7% of racial/ethnic minority men and 1.5% of White men experienced past year unwanted sexual contact; 6.5% of racial/ethnic minority men and 6.5% of White men experienced sexual harassment, and 1.5% of racial/ethnic minority men and 1.3% of White men experienced gender discrimination. The estimated prevalence rates for sexual harassment and gender discrimination were similar to 2018 for racial/ethnic minority men. However, compared to 2018, gender discrimination rates were significantly lower for White men.
- In the Reserve component, an estimated 3.8% of racial/ethnic minority women and 5.4% of White women experienced past year unwanted sexual contact; 14.7% of racial/ethnic minority women and 18.5% of White women experienced sexual harassment, and 8.6% of racial/ethnic minority women and 11.3% of White women experienced gender discrimination. The estimated prevalence rates for sexual harassment and gender discrimination were similar to 2019 for racial/ethnic minority and White women.
- In the Reserve component, an estimated 0.8% of racial/ethnic minority men and 0.7% of White men experienced past year unwanted sexual contact; 3.8% of racial/ethnic

¹¹ Throughout this report, references to White Service members include only those individuals identifying on the survey as non-Hispanic.

minority men and 3.2% of White men experienced sexual harassment, and 0.9% of racial/ethnic minority men and 0.8% of White men experienced gender discrimination. The estimated prevalence rates for sexual harassment and gender discrimination were similar to 2019 for racial/ethnic minority men. However, compared to 2019, sexual harassment and gender discrimination rates were significantly lower for White men.

Prevalence Estimates by Sexual Orientation

The 2021 WGR asked respondents to identify their sexual orientation as heterosexual or straight, gay or lesbian, bisexual, or something else. Consistent with prior years, we present prevalence estimates for lesbian, gay, or bisexual (LGB) Service members (as a group) and heterosexual Service members.

- LGB Service members in the Active component were significantly more likely than heterosexual members to experience each type of misconduct. An estimated 8.5% of LGB Service members experienced past year unwanted sexual contact, 31.3% experienced sexual harassment, and 11.7% experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of unwanted sexual contact (1.7%), sexual harassment (8.0%), and gender discrimination (3.0%) for heterosexual Service members in the Active component. The estimated prevalence rate for sexual harassment reflects a significant increase since 2018 for LGB and heterosexual Service members in the Active component. However, the estimated prevalence rate for gender discrimination increased for LGB Service members and was statistically unchanged for heterosexual Service members.
- LGB Service members in the Reserve component were significantly more likely than heterosexual members to experience each type of misconduct. An estimated 4.6% of LGB Service members experienced past year unwanted sexual contact, 20.0% experienced sexual harassment, and 7.0% experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of unwanted sexual contact (1.0%), sexual harassment (5.0%), and gender discrimination (2.4%) for heterosexual Service members in the Reserve component. The estimated prevalence rates for sexual harassment and gender discrimination were statistically unchanged since 2019 for LGB Service members. However, the estimate for sexual harassment reflects a significant decrease since 2019 for heterosexual Service members.

Prevalence Estimates by Gender Identity

The 2021 WGR measured gender identity using an approach consistent with the recommendations of the Federal Committee on Statistical Methodology (FCSM) on measuring sexual orientation and gender identity (SOGI).¹² Service members were coded as a gender minority (i.e., not cisgender) when they identified as transgender or when their sex at birth and current gender identity did not match. We use the term “gender minority” because doing so

¹² Recommendations were made by the FCSM SOGI research group in 2021, but the group continued to refine its recommendations in 2022.

avoids potentially labeling individuals incorrectly while preserving our ability to generate reportable estimates.

- An estimated 6.3% of Active component members identifying as gender minorities experienced past year unwanted sexual contact, 26.7% experienced sexual harassment, and 9.9% experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of unwanted sexual contact (2.1%), sexual harassment (9.8%), and gender discrimination (3.7%) for cisgender Service members in the Active component.
- An estimated 3.5% of Reserve component members identifying as gender minorities experienced past year unwanted sexual contact, 15.7% experienced sexual harassment, and 7.1% experienced gender discrimination. These estimated rates were statistically comparable to the estimated rate of unwanted sexual contact (1.2%) for cisgender Service members in the Reserve component and significantly higher than the estimated rate of sexual harassment (5.9%) and gender discrimination (2.6%) for cisgender Service members.

Conclusion

The results of the *2021 WGR* reveal that sexual misconduct, in the form of unwanted sexual contact and sexual harassment, and gender discrimination remain a serious cause for concern within the DoD. While statistical comparisons could not be made to prior years to determine the extent of change in unwanted sexual contact, the significant increase in the rates of sexual harassment and gender discrimination for women in the Active component and the stability of the prevalence of those forms of misconduct for women in the Reserve component portends the substantial work that remains to be done. Prior research consistently points to the strong association between sexual harassment and sexual assault and demonstrates that organizational climates conducive to sexual harassment may be more permissive for sexual assault.

The *2021 WGR* also highlights the enduring challenge related to reporting of sexual misconduct and gender discrimination. More specifically, the results show the extent to which Service members continue to face retaliation related to their report. Whether the retaliatory behaviors survivors experience are perceived or actual, they reflect the deep and abiding fear about the personal and professional consequences of reporting for victims of sexual violence. There is some evidence of progress, particularly in the form of a higher number of sexual harassment complaints by women in both components. Identifying how to sustain and expand upon progress related to sexual harassment complaints will be important in light of anticipated changes to the complaint system that may occur given the recent amendment of the Manual for Courts-Martial establishing sexual harassment as a specific offense under the UCMJ.¹³

Among the recommendations of the 2021 Independent Review Commission (IRC) on Sexual Assault in the Military approved by the Secretary was the need to “improve data collection,

¹³ See the White House Fact Sheet Executive Order, 2022 Amendments to the Manual for Courts-Martial available at <https://www.whitehouse.gov/briefing-room/statements-releases/2022/01/26/fact-sheet-executive-order-2022-amendments-to-the-manual-for-courts-martial/>

research, and reporting on sexual harassment and sexual assault to better reflect the experiences of Service members from marginalized populations—including LGBTQ+ Service members, and racial and ethnic minorities.” While prior WGR reports have included estimates of the prevalence of sexual assault for LGB Service members, the *2021 WGR Overview Report* expands upon previous efforts by providing prevalence estimates for additional minority groups within the DoD. Importantly, we find substantial and significant differences in the prevalence of unwanted sexual contact, sexual harassment, and gender discrimination associated with the race/ethnicity, sexual orientation, and gender identity of Service members. While further analyses are necessary, the results of the *2021 WGR* demonstrate the critical importance of disaggregating the data to examine the experiences of racial/ethnic, sexual, and gender minority Service members and to monitor the extent to which existing prevention and response efforts are effective for these Service members.

This overview report presents only the topline estimates from the *2021 WGR* related to the prevalence of unwanted sexual contact, sexual harassment, and gender discrimination in the military and the characteristics of those experiences. Future analyses will provide additional information regarding other measures included on the *2021 WGR* related to Service members’ experiences and the military climate. However, the results of the *2021 WGR* described in this report demonstrate how the survey continues to fulfill a critical surveillance role for the DoD. As the Department begins to undertake the recommendations of the IRC, the estimates provided by the *2021 WGR* may also provide a baseline from which to assess progress.

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Chapter 1: Introduction and Methodology

“We will remain the preeminent fighting force in the world because we strive to take care of our people. Our values and expectations remain at the core of addressing this problem and I have every confidence that our force will get this right.” —Secretary of Defense Lloyd J. Austin III

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)¹⁴ has been conducting the congressionally mandated gender relations survey of Active and Reserve component members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.¹⁵ Past surveys of the Active component were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012, 2016, and 2018. Past surveys of the Reserve component were conducted by OPA in 2004, 2008, 2012, 2015, 2017, and 2019. Historically, surveys of the Active and Reserve components occurred in separate years. However, in 2014, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members from both the Active and Reserve components simultaneously to provide an independent assessment of unwanted gender-related behaviors in the military. The Department of Defense (DoD) did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic, and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* was administered to both the Active and Reserve components simultaneously.

The principal purpose of the *2021 WGR* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination among military members; to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors; and to improve the gender relations climate.

¹⁴ Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

¹⁵ Throughout this report, we refer to members of the Active and Reserve components. By “Active component,” we mean individuals who are serving on active duty and listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By “Reserve component,” we mean individuals who serve in the Selected Reserve, to include on active duty, listed in the Reserve Component Personnel Data System (RCCPDS) Master File. The Reserve component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

The following sections provide a review of DoD sexual assault, sexual harassment, and gender discrimination policies and programs that informed the development of the *2021 WGR* as well as a description of how results of the survey are presented in this report.

DoD Sexual Assault and Equal Opportunity Programs and Policies

DoD Sexual Assault Prevention and Response Policies

Program Oversight

The DoD has refined its policy on sexual assault prevention and response through a series of directives first issued in late 2004 and early 2005. In 2012, DoD Directive (DoDD) 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” established the elimination of sexual assault as the Department’s goal and emphasized the importance of prevention, response capability, support for victims, and accountability. DoDD 6495.01 charged the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) with implementing the Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive through data collection and performance metrics. The directive established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) to address all DoD sexual assault policy matters, except legal processes within the Uniform Code of Military Justice (UCMJ) and criminal investigative matters assigned to the Offices of the Judge Advocate General (OTJAG) in the Military Departments. To support its role as the DoD’s single point of authority, accountability, and oversight regarding sexual assault policies, DoD SAPRO requires data to assess the prevalence of sexual assault in the Department and the effectiveness of prevention and response programs and policies. The WGR fulfills this data requirement.

Defining Sexual Assault and Unwanted Sexual Contact

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2021). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. In Section 522 of the NDAA for FY2006, Congress amended the UCMJ to consolidate and reorganize the array of military sex offenses. These revised provisions took effect on October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012. Additional amendments to the UCMJ were made in FY2016.

The term “unwanted sexual contact” used throughout this report refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.¹⁶ The *2021 WGR* measures unwanted sexual contact using a comprehensive, behavioral list of items. The resulting prevalence rate provides an estimated proportion of military members who experienced any of these behaviors, referred to as unwanted sexual contact, in the prior year.

¹⁶ The UCMJ defines the term “sexual contact” within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies

Program Oversight

The Office for Diversity, Equity, and Inclusion (ODEI) is the primary office within the DoD that sets and oversees equal opportunity policies, including the prevention and response of sexual harassment and gender discrimination.

Defining Sexual Harassment and Gender Discrimination

DoD Instruction (DoDI) 1020.03, “Harassment Prevention and Response in the Armed Forces,” establishes the Department’s comprehensive prevention and response program and defines sexual harassment as “Conduct that:

- Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
 - Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person’s job, pay, or career;
 - 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.
- Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.
- Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense.
- Any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense.

There is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as hostile or offensive.

Sexual harassment can occur through electronic communications, including social media, other forms of communication, and in person.”

Unlawful discrimination is defined in DoDD 1020.02E and includes “disparate treatment or harassment of an individual or group based on a prohibited factor contrary to federal law or

regulation.” Military Equal Opportunity (MEO) refers to “the right of all Service members to serve, advance, and be evaluated based on only individual merit, fitness, capability, and performance in an environment free from unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity), or sexual orientation.” The prevalence of gender discrimination, based on sex or gender identity, is measured on the WGR surveys.

Measurement of Constructs

OPA gender relations surveys have been designed to estimate perceived experiences of gender discrimination, sexual harassment, and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of gender discrimination and sexual misconduct. Before 2014, OPA gender relations surveys captured experiences of sexual assault using a single-item Unwanted Sexual Contact measure and experiences of sexual harassment were derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). The SEQ was adapted for a military population (SEQ-DoD) and, beginning in 2002, it was the DoD-approved data collection method for measuring sexual harassment experiences. These measures (the single-item unwanted sexual contact metric and SEQ-DoD) were used on surveys of Active component members conducted in 2006, 2010, and 2012 and on surveys of Reserve component members conducted in 2008 and 2012.

Beginning in 2014, notable revisions were made to the method of measurement for sexual assault, sexual harassment, and gender discrimination to ensure that the metrics continued to reflect definitions set by DoD policy. In 2021, as a result of the review and clearance process set forth by the Office of Management and Budget (OMB), additional changes were made to the method of measuring the prevalence of sexual assault. These changes are explained in greater detail below.

Construction of Estimated Unwanted Sexual Contact Prevalence Rates and MEO Rates

Construction of Unwanted Sexual Contact Estimated Prevalence Rates

As originally developed, the goal of the unwanted sexual contact question was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact measure (originally a single item) was not to provide a crime victimization rate but to provide the DoD with information about military members who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. The unwanted sexual contact measure identifies the specific behaviors experienced by an individual and does not assume the respondent has knowledge of the UCMJ or its definition of sexual assault. The question stem includes language regarding the behaviors occurring against the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, and penetration by an object or finger, as well as unwanted sexual touching.

In 2014, at the request of the Department and members of Congress, the RAND Corporation developed a new measure of sexual assault to more closely align the survey’s metric with the

legal requirements outlined in the UCMJ. The RAND sexual assault metric was comprised of more than 40 items that, when combined, provided an official estimate of the prevalence of sexual assault in the prior year. The DoD adopted the metric as its official measure for military sexual assault and utilized the RAND sexual assault metric in surveys of the Active and Reserve components from 2015 to 2019. Beginning in 2021, following a review by DoD policy leaders and OMB, a transition was made to a five-item version of the unwanted sexual contact measure to reduce the length and burden of the WGR surveys.¹⁷

As shown in Figure 1, the unwanted sexual contact prevalence rate described in this report was constructed from a survey question (Q73) and incorporates three elements: (1) the member indicates experiencing at least one of the five behaviors consistent with behaviors involved with sexual assault, (2) the behavior was done intentionally, and (3) the behavior was done without the member's consent. The WGR measures the prevalence of unwanted sexual contact *victimization*, meaning that Service members who experience an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian). References to past year unwanted sexual contact prevalence rates in this report all require the members to have indicated that an incident occurred in the prior year. However, the survey also provides the ability to estimate the prevalence of lifetime unwanted sexual contact using a separate question about incidents that may have occurred before the prior year and prior to military service.

Figure 1.
2021 WGR Unwanted Sexual Contact Prevalence Rate Metric

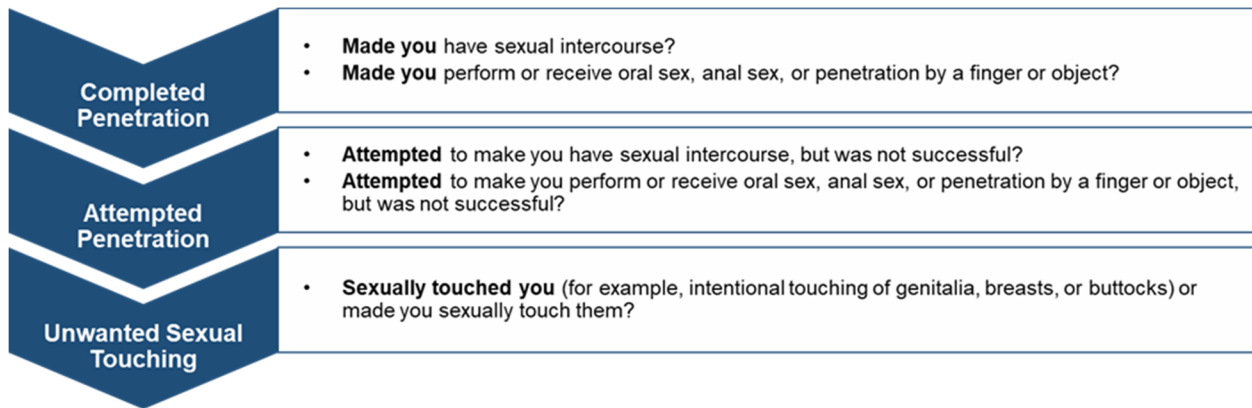
Unwanted Sexual Contact	<p>Since X Date, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.</p>
	<ul style="list-style-type: none"> • Sexually touched you (for example, 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?

Using the criteria listed in Figure 2, the 2021 WGR produced estimated prevalence rates for three categories of unwanted sexual contact using a hierarchical system: completed penetration, attempted penetration, and unwanted sexual touching. Penetrative unwanted sexual contact includes members who indicated "Yes" to either of the items that assess penetration of the

¹⁷ The unwanted sexual contact metric has been used on the DoD's Service Academy Gender Relations Survey (SAGR) since 2005 (since 2016 for the five-item unwanted sexual contact metric specifically). In 2021, the Bureau of Justice Statistics (BJS) was also in the early stages of testing a measure of sexual assault that is similar to the DoD's unwanted sexual contact metric for use on future National Crime Victimization Surveys (the NCVS). The NCVS is a nationally representative survey that produces estimates of criminal victimization.

vagina, anus, or mouth. Attempted penetration includes members who indicated “Yes” to the item that assesses attempted sexual contact and were not previously counted as having experienced penetrative sexual contact. Non-penetrative sexual contact includes members who indicated “Yes” to the behavior assessing unwanted sexual touching and were not previously counted as penetrative or attempted penetrative unwanted sexual contact.

Figure 2.
Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates



Sexual Harassment and Gender Discrimination Violations

Estimated Sexual Harassment and Gender Discrimination Rates

In accordance with the 2014 RMWS approach, the 2021 WGR used a two-step process to determine sexual harassment and gender discrimination rates. First, questions were asked about whether members experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences. Second, the behaviors were categorized into two types of sex-based MEO violations—sexual harassment (defined as either a sexually hostile work environment or sexual *quid pro quo*) and gender discrimination—to produce estimated rates for these two categories.

Two requirements are needed for experiences to be in violation of DoD policy. First, MEO offenses refer to violations specified by DoDI 1020.03 and DoDD 1020.02E and include experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. The questions related to each of these offenses (Q12–Q55) specifically ask the Service member to identify behaviors done by “someone from work,”¹⁸ defined as “any person you have contact with as part of your military duties.” This definition is provided in instruction text. Second, for

¹⁸ The full definition provided in the survey reads as follows: “Someone from work” means any person you have contact with as part of your military duties. “Someone from work” could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on or off duty or on or off base. Please include them as long as the person who did them to you was someone from your military work.

the experience to be in violation of DoD policy, the member must also indicate “Yes” to one of the follow-up items that assess persistence and severity of the behaviors experienced.

Rates of sexual harassment and gender discrimination were derived from Q12–Q55. The specific behaviors comprising each of these MEO violations are described below, with details on rate construction depicted in Figure 3.

Sexual Harassment (Q12–Q26 and Q29–Q51) includes two categories of behaviors:

1. Sexually Hostile Work Environment (Q12–Q24 and Q29–Q47): Includes unwelcome sexual conduct or comments that interfere with a person’s work performance or creates an intimidating, hostile, or offensive work environment. Additionally, to meet the criteria for inclusion in the rate, these behaviors must either continue after the alleged offender knew to stop or were so severe that most Service members would have found them offensive.
2. Sexual *Quid Pro Quo* (Q25–Q26 and Q48–Q51): Includes instances of job benefits or losses conditioned on sexual cooperation.

Gender Discrimination (Q27–Q28 and Q52–Q55): Includes comments and behaviors directed at someone because of their gender and when these experiences harmed or limited their career.

Changes to the Sexual Harassment and Gender Discrimination Metric. A change to the sexual harassment and gender discrimination metrics implemented on the 2021 WGR for members of the Active component merits further discussion.

Beginning in 2019, two additional questions were added to the sexual *quid pro quo* and gender discrimination metrics to more clearly identify the alleged offender as a person with the ability to harm or limit the victim’s career. More specifically, Service members who experienced behaviors in line with sexual *quid pro quo* (a type of sexual harassment) or gender discrimination were asked if anyone who did the unwanted behavior was in a position of authority or leadership over them. These changes to the sexual *quid pro quo* and gender discrimination metrics were implemented on the 2019 WGR of Reserve component members (2019 WGRR). Accordingly, the estimates for sexual harassment and gender discrimination for Reserve component members in 2021 are directly comparable to estimates from 2019.¹⁹ However, the additions to the sexual *quid pro quo* and gender discrimination metrics are new in 2021 for Active component respondents. For the purposes of statistical comparison between estimates in 2021 and those from 2018 (i.e., to be able to identify statistically significant changes in the prevalence rates), we calculated the sexual harassment and gender discrimination prevalence rates in two ways, with and without the new items. The “official” estimates for sexual harassment and gender discrimination include the new items. All statistical comparisons made within 2021 (e.g., comparisons between women and men) utilize the official estimates. However, all statistical comparisons made to estimates from 2018 for members of the Active component *exclude* the

¹⁹ While the estimates from the 2019 WGRR and 2021 WGR are comparable, caution should be used in making comparisons of the 2021 WGR estimates for the Reserve component to estimates from prior to 2019 (e.g., 2017, 2015, and 2014).

new items. We refer to the estimates generated without the additional items as the “adjusted” estimates.

Figure 3.
Sexual Harassment and Gender Discrimination Violation Rate Metrics

Sexual Harassment	① Experienced at Least One Behavior	
	<p>Sexually Hostile Work Environment Behaviors</p> <ul style="list-style-type: none"> • Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset • Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to • Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset • Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset • Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset • Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset • Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset • Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset* • Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset • Intentionally touched you in a sexual way when you did not want them to** <ul style="list-style-type: none"> • Repeatedly touched you in any other way that made you uncomfortable, angry, or upset <p>Sexual Quid Pro Quo Behaviors</p> <ul style="list-style-type: none"> • Made you feel as if you would get some [military] workplace benefit in exchange for doing something sexual*** • Made you feel like you would get punished or treated unfairly in the [military] workplace if you did NOT do something sexual*** 	
Sexual Harassment	② Met Follow-Up Criteria	
	<p>Sexually Hostile Work Environment Follow-Up Criteria</p> <ul style="list-style-type: none"> • They continued this unwanted behavior even after they knew that you or someone else wanted them to stop, or • This was severe enough that most Service members would have been offended <p>Sexual Quid Pro Quo Follow-Up Criteria</p> <ul style="list-style-type: none"> • The person(s) who did this unwanted behavior were in a position of authority/leadership over you, and • They told you that they would give you a reward or benefit for doing something sexual, • They hinted that you would get a reward or benefit for doing something sexual, or • Someone else told you they got benefits from this person by doing sexual things 	
Gender Discrimination	① Experienced at Least One Behavior	② Met Follow-Up Criteria
	<ul style="list-style-type: none"> • Said that your gender is NOT as good at your particular job, or that your gender should be prevented from having your job • Mistreated, ignored, excluded, or insulted you because of your gender 	<ul style="list-style-type: none"> • This treatment/their beliefs about your gender harmed or limited your [military job/]career*** • The person(s) who did this unwanted behavior were in a position of authority/leadership over you

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

**Did not require any follow-up criteria

***Text in brackets is only shown to Reserve component members

Negative Outcomes Associated With Reporting Unwanted Sexual Contact

Three forms of retaliatory behaviors have been outlined by the DoD: professional reprisal, ostracism, and maltreatment. Professional reprisal, as defined in law and policy, is a personnel action or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors—such as actions of social exclusion (ostracism) or misconduct against the member either by peers or an individual in a position of authority (maltreatment)—because the military member reported or intends to report a criminal offense.

Construction of the Metric for Retaliatory Behaviors

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to best capture perceptions of a range of outcomes associated with reporting sexual assault. The resultant bank of questions was designed to measure negative behaviors a member may have experienced as a result of making a report of sexual assault and was first included in the *2015 WGR of Reserve Component Members (2015 WGRR)*. The measures also account for additional motivating factors, as indicated by the member, that are consistent with the prohibited actions of professional reprisal, ostracism, and maltreatment in the UCMJ and the military policies and regulations. The questions provide the Department with perceived experiences of the respondents for each of the different types of possible retaliatory behaviors and, consequently, a broader understanding of the issue. For a full discussion of the development of the retaliation metrics used on the *2021 WGR*, see chapter 1 of the *2018 WGRA Overview Report* (Breslin et al., 2019).

To be included in the retaliation rates, members must indicate experiencing behavior(s) in line with retaliation and must endorse motivating factors consistent with retaliation. Without these motivating factors, behaviors are not classified as retaliation. However, understanding the scope of these negative experiences is still useful for the Department, and as such, estimates for those who experience negative behaviors without the accompanying motivational criteria are also presented in this report.

Professional Reprisal (Q104–Q106).¶Under the UCMJ, reprisal is defined as “taking or threatening to take an adverse personnel action or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.” Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of professional reprisal is a summary measure reflecting whether respondents experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 4 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 4.
Professional Reprisal Metric

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

Ostracism (Q107–Q109).¶ Although the interpretation of ostracism varies slightly across the Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers, or by leadership for reporting a sexual assault or planning to report a sexual assault. The estimated rate of ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for an investigation to occur. Figure 5 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 5.
Ostracism Metric

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

Maltreatment (Q110–Q113).¶For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”²⁰ The rate of maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military leadership and/or coworkers that occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm and met the legal criteria for an investigation to occur. Figure 6 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 6.
Maltreatment Metric

Maltreatment	① Experienced at least one behavior from military peers and/or coworkers (including those in their chain of command or DoD civilians) in line with potential maltreatment
	<ul style="list-style-type: none"> • Made insulting or disrespectful remarks or made jokes at your expense to you in private • Showed or threatened to show private images, photos, or videos of you to others • Bullied you or made intimidating remarks about the assault • Was physically violent with you or threatened to be physically violent • Damaged or threatened to damage your property
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was for one of the following reasons: <ul style="list-style-type: none"> • To discourage you from moving forward with your report or discourage others from reporting • They were trying to abuse or humiliate you
	④ At least one of the military peers and/or coworkers who took these actions were in a position of authority/leadership over you

Retaliation.¶This is an overall measure reflecting whether respondents experienced either professional reprisal, ostracism, and/or maltreatment by leadership or military peers and/or coworkers for reporting sexual assault.

Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliatory behaviors. The estimates presented in this report reflect the members’ perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors, requirements of retaliation, and the absence of official information regarding an investigation.

²⁰ Maltreatment, as used in this survey, comprises maltreatment in the context of reporting an offense and maltreatment defined under Article 93 of the UCMJ.

Survey Methodology

Revisions and Updates to the 2021 WGR

Prior to each survey administration, OPA, in coordination with the relevant DoD and Service policy offices, reviews the questionnaire content and suggests revisions to the survey to support information requirements. Changes to the WGR surveys are made carefully to maintain the integrity of the overall survey and to retain the ability to measure changes from prior years on questions or metrics of critical interest. The addition or revision of items is done to collect data that better support sexual assault, sexual harassment, and gender discrimination prevention and response programs and policy development by DoD policy offices.

As previously discussed, the 2021 WGR included two revisions related to the unwanted sexual contact, sexual harassment, and gender discrimination measures (see the section in this chapter titled “Measurement of Constructs”). The 2021 WGR also included several items and constructs that are new or revised since the 2018 WGRA and/or 2019 WGR. In 2021, these changes included additional information or context regarding the respondent’s gender identity, sexual harassment and stalking prior to the unwanted sexual contact, and additional items related to social perceptions and well-being.

Up until 2021, the WGR included a single question asking respondents to identify as male or female. OPA then utilized the response to that question as a proxy for gender and reported all estimates for women and men using that response.²¹ Consistent with the promising practices identified by the Federal Interagency Working Group on Improving Measurement of Sexual Orientation and Gender Identity (SOGI), the 2021 WGR measured gender identity using a two-step approach: first, by asking participants to provide their sex on their original birth certificate, and second, by asking participants to provide their current gender identity (male, female, transgender, or none of the these).²² Except where otherwise stated, this overview report presents estimates by gender using the historical approach only. OPA plans to analyze differences in the estimates generated using the historical approach and the new approach and will present its findings in a future report.

2021 WGR Methodology

This section describes the scientific methodology used for the 2021 WGR, including the statistical design, survey administration, and analytical procedures. A copy of the 2021 WGR long form survey instruments is provided in Appendix K.²³

OPA conducts cross-Service surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA’s survey methodology meets and often exceeds industry standards that are used by

²¹ Data for individuals who failed to respond to the gender question were imputed from administrative records.

²² Respondents have the option to skip any question they prefer not to answer. In these cases, data are imputed (i.e., filled-in) using administrative data where possible.

²³ OPA developed and administered a single long form (i.e., web) survey for the Active and Reserve components that utilized injected text and skip logic to ensure that respondents only received the question and question text appropriate to them.

government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

Statistical Design

The survey methodology used on WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]). Appendix J contains frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA, and how these methods control for bias and allow for generalizability to populations.

Consistent with prior years, the *2021 WGR* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population is consistent with the *2018 WGRA* and *2019 WGRR*. More details about the complex sampling and weighting approach can be found below and in the *2021 WGRA SMR* (OPA, 2022a) or the *2021 WGRR SMR* (OPA, 2022b).

Sampling Design

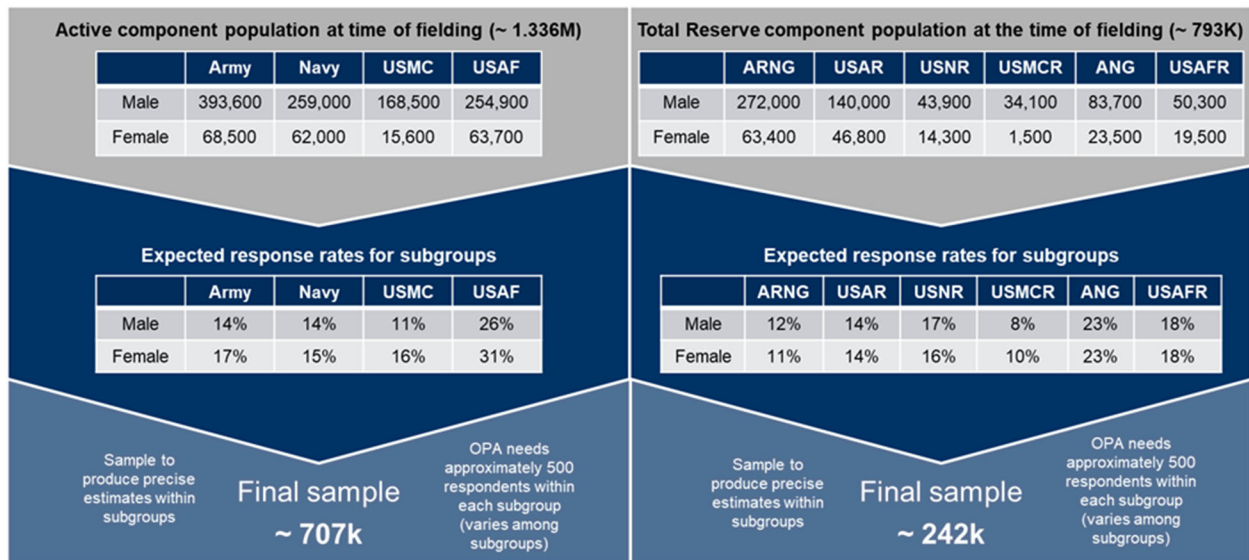
The target population for the *2021 WGR* consisted of Active and Selected Reserve²⁴ members from the Army, Navy, Marine Corps, Air Force, Space Force, and National Guard who were below flag rank and had been in their respective component for, at minimum, approximately 10 months. OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys to generalize to the entire Active or Reserve component population. Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants from each population.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Active component personnel in one group and all female Army Active component personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population, so there will be enough responses from small groups to analyze (e.g., female Marine Corps Reserve officers). The sample for the *2021 WGR* consisted of 706,705 Active component members drawn from the *February 2021 Active Duty Master File (ADMF)* and 241,631 Reserve and National Guard Service members drawn from the *March 2021 Reserve Components Common Personnel Data System (RCCPDS) Master File* obtained from the DMDC. A match to the *August 2021 ADMF* and *July 2021 RCCPDS Master File* was done to remove individuals from the survey who had separated after the population file

²⁴ The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). The Reserve component sampled population specifically included members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR,²⁴ Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

was developed, removing 47,909 (6.8%) Active component sample members and 10,311 (4.3%) Reserve component sample members. Members in the sample also became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) that they were not a member of the Active or Reserve component as of December 9, 2021, which was the first day of the survey (0.2% of Active component sample, 0.4% of Reserve component sample). A graphic summarizing the strategy for selecting the sample used in the 2021 WGR is shown in Figure 7. For a detailed discussion of the sampling strategy for the 2021 WGR see the 2021 WGRA SMR (OPA, 2022a) or the 2021 WGRR SMR (OPA, 2022b).

Figure 7.
2021 WGR Stratified Sample Design



Survey Administration

Data were collected between December 9, 2021, and March 3, 2022, for the 2021 WGR. The survey was administered using both web (long form) and paper (short form) survey instruments.²⁵

The survey administration process began on December 7, 2021, with the mailing of an announcement letter to sample members. On December 7, 2021, the survey website opened and e-mail announcements were sent to sample members on December 9, 2021. Throughout the administration period, up to an additional six e-mails and two postal reminders were sent to encourage survey participation. Paper surveys were mailed on January 4, 2022, to sample

²⁵ OPA developed and administered a single long form (i.e., web) questionnaire for the Active and Reserve components that utilized injected text and skip logic to ensure that respondents only received question text appropriate to them. OPA also develop two separate short form (i.e., paper) questionnaires provided to half of the sample from the Active component (identified via random selection) and all sampled members from the Reserve component via postal mail.

members who had not previously responded to the web survey.²⁶ Paper surveys were collected from January 5, 2022 through February 25, 2022. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt out of receiving additional communications. Appendix L includes copies of the e-mails and postal letters mailed to sampled members.

The survey procedures were reviewed by a DoD Human Research Protection Official as part of the DoD survey approval process. OMB reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected. This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

Data Weighting

OPA scientifically weighted the *2021 WGR* respondents to be generalizable to the Active or Reserve component populations using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample accurately reflects the characteristics of the population from which it is drawn and provides a more rigorous accounting to reduce nonresponse bias in estimates. For this effort, this process ensured that oversampling within any one subgroup did not result in overrepresentation in the Active or Reserve component estimates.

For the *2021 WGR*, OPA mirrored a modeling process used by RAND in the *2014 RMWS* (Morrall, Gore, & Schell, 2014) and Westat in the *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGR)*. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

The process of weighting for the *2021 WGR* was completed separately for each component (Active and Reserve) and consists of the following three steps (described below) and a working example is depicted in Figure 8:

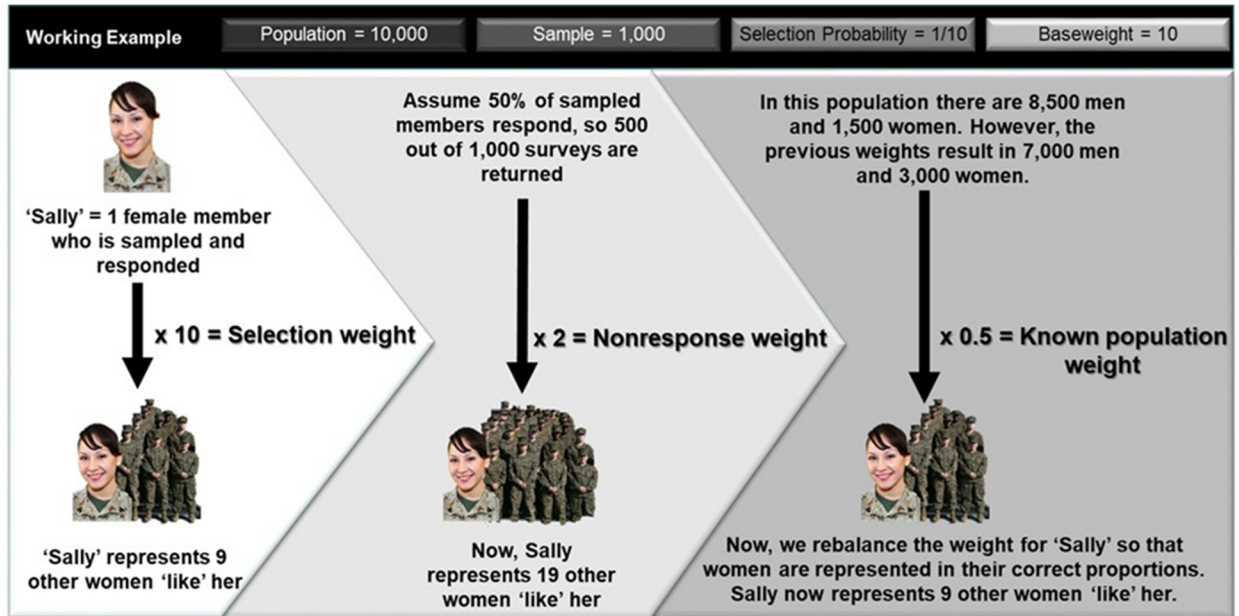
1. Adjustment for selection probability. Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a

²⁶ In an effort to identify ways to optimize outreach efforts for surveys, the *2021 WGR* recruitment effort included two embedded experiments. The first experiment examined the impact of paper surveys on response rates and prevalence estimates (i.e., mode effects). Half of the members sampled into the Active component survey were randomly selected to receive a paper version of survey with the second postal mailing. The other half of the Active component sample received the same reminder letter but no paper survey. All members of the Reserve component who had not yet responded received a paper version of the survey. The second experiment tested the effect of message content on response rates. All sample members from both the Active and Reserve components were randomly assigned to receive one of five versions of the post card reminder. Results of the two experiments will be presented in a future report.

demographic subgroup and the desired sample size for the subgroup was 1,000, then one in every 10th member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.

2. Adjustment for nonresponse. First, OPA adjusted the sampling weights for nonresponse to account for cases of unknown eligibility. OPA then adjusted the known eligibility-adjusted weights to account for known eligible sample members who returned an incomplete questionnaire, refused the survey, or returned a blank questionnaire. Finally, OPA used Extreme Gradient Boosting (XGBoost) decision tree models to predict the probability of known eligibility and completion (Chen, 2016). Details regarding the adjustments and the predictor variables used in the known eligibility and completion XGBoost models can be found in the *2021 WGRA SMR* (OPA, 2022a) or the *2021 WGRR SMR* (OPA, 2022b).
3. Adjustment to known population values. After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army Active component). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, OPA performed a final weighting adjustment called raking, which exactly matches weighted estimates and known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

Figure 8.
Three-Step Weighting Process



Note: In practice, "Sally" would represent a member among the 185 subgroups constructed in the sampling process (e.g., Active component Army, female, E4, minority, single w/ child).

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2021 WGR was 13.0% for the Active component and 13.7% for the Reserve component. The response rate for the Active component was lower than the 17% response rate for the 2018 WGRA but the response rate for the Reserve component was nearly the same as the 14.5% response rate for the 2019 WGR. OPA continues to undertake several efforts to improve the gradually declining response rates for the WGR and other DoD surveys for which OPA is responsible. However, due to our complex weighting approach, we remain confident in the estimates provided in this report. Analyses related to the potential for nonresponse bias are presented in the 2021 WGRA SMR (OPA, 2022a) and 2021 WGR SMR (OPA, 2022b).

Table 1.
2021 WGR Counts of Respondents and Weighted Response Rates

	Population	Sample	Complete Respondents	Weighted Response Rate
Active Component	1,335,602	706,705	69,581	13.0%
Army	480,370	265,387	23,567	12.0%
Navy	342,870	191,147	16,131	11.4%
Marine Corps	181,412	115,081	6,541	7.7%
Air Force	330,950	135,090	23,342	19.0%
Reserve Component	793,148	241,631	29,109	13.7%
National Guard	442,540	102,714	13,209	13.9%
ARNG	335,477	76,269	8,209	12.0%
ANG	107,063	26,445	5,000	20.1%
Reserve	350,608	138,917	15,900	13.4%
USAR	187,028	55,725	5,905	12.4%
USNR	58,198	26,182	4,105	18.4%
USMCR	35,662	25,162	1,434	6.1%
USAFR	69,720	31,848	4,456	15.4%

Presentation of Results

Results of the 2021 WGR are presented in this overview report by survey year, gender, and component (Active or Reserve).

Definitions for the reporting categories are provided below:

- Active component: Includes members of the Army, Navy, Marine Corps, and Air Force (including the Space Force).²⁷
- Reserve component: Includes members of the Selected Reserve serving in the Army Reserve (USAR), Army National Guard (ARNG), Navy Reserve (USNR), Marine Corps Reserve (USMCR), Air Force Reserve (USAFR), and the Air National Guard (ANG).
- Survey year: The current survey year (2021) reflects the year in which the survey opened. The comparison survey year is 2018 for the Active component and 2019 for the Reserve component.

²⁷ As of the fielding of the 2021 WGR, it was not possible to identify members of the Space Force in the DoD's administrative data; though these members are included in the administrative data, they were included at the time as members of the Air Force. Accordingly, it was not possible to sample or weight the data to generate representative estimates for the Space Force. Members of the Space Force who completed the survey are included within estimates for the Air Force.

- Gender: Men or Women.²⁸

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the *2021 WGR*: between survey years (comparisons to the *2018 WGRA* or the *2019 WGR*) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the population (Active or Reserve component members) because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if a weighted estimate for a specific survey question is 55% (i.e., 55% of Service members agree with a statement) and the margin of error was ± 3 , that means we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the *2021 WGR* are weighted, the reader can assume the results generalize to the full Active or Reserve component population within the margin of error.

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

Some estimates in this report might be so small as to appear to approach a value of 0. In those cases, an estimate of less than 1 (e.g., “<1”) is displayed.

Overview of the Report

There were three versions of the *2021 WGR*: two each of the short form and the long form. The short form was a paper survey containing survey items used to assess sexual harassment and gender discrimination violations, unwanted sexual contact, details of the sexual harassment, gender discrimination, or the unwanted sexual contact that had the greatest impact on the survivor, and additional items related to workplace culture and climate. Members of the Active and Reserve components were sent a short form specific to their component. The long form, or

²⁸ Except where otherwise stated, gender throughout this report is based on responses to the historical sex question where “male” or “female” were the only response options. However, the *2021 WGR* included new questions to allow Service members to specify their gender identity (to include transgender Service members). See the section titled Revisions and Updates on the *2021 WGR* for additional discussion regarding those questions.

web survey, contained all the items on the short form, but also included additional items related to Service member attitudes or beliefs on topics that may relate to risk for sexual misconduct. The survey content presented to members of the Active and Reserve components were similar but not identical Table 2. Differences between the Active and Reserve component surveys were primarily driven by the unique context in which most Reserve component members serve (i.e., in a part-time capacity) and out of an abundance of concern regarding survey length. For purposes of this report, all references to question numbers refer to the long survey form.

The overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the top-line estimates related to unwanted sexual contact, sexual harassment, and gender discrimination and supporting data related to the characteristics of these experiences, reporting, and perceived retaliation. Future volumes will present additional results related to various types of unwanted gender related behaviors, workplace climate, and the attitudes and perceptions of Service members that may inform prevention and response efforts. The complete listing of the results, by question, of the *2021 WGR* will also be available in the *2021 Workplace and Gender Relations Survey: Active Component Results and Trends Report* (OPA, 2022c) and the *2021 Workplace and Gender Relations Survey: Reserve Component Results and Trends Report* (OPA, 2022d).

Table 2.
Survey Content by Form

Survey Sections	Web (Long Form)	Paper-and-Pen (Short Form)
Background Information [^]	✓	✓
Activation Status [^]	✓	✓
Military Workplace [^]	✓	✓
Time Reference [^]	✓	✓
Gender-Related Experiences in the Military (Sexual Harassment and Gender Discrimination)	✓	✓
Gender-Related Experiences in the Military With Biggest Effect ^{**^}	✓	✓
Unwanted Experiences (Unwanted Sexual Contact)	✓	✓
Unwanted Experiences With Biggest Effect ^{**^}	✓	✓
Outcomes Associated With the Unwanted Event	✓	
Prior Experiences	✓	✓
Bystander Intervention	✓	✓
Workplace Culture and Climate ^{**^}	✓	✓
Well-Being	✓	✓
Social Perceptions & Experiences [^]	✓	
How are we Doing? ^{**^}	✓	✓
Additional Background Information [^]	✓	✓
Taking the Survey	✓	✓

[^]Identifies sections with a subset of items included on both the short and long form survey.

^{**^}Identifies sections containing items only included for members of the Active Component or for the Reserve Component.

Survey Content by Chapter

- Chapter 2 focuses on the Active component and presents the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination in the prior year; the characteristics of unwanted events experienced, and Active component members' attitudes regarding and experiences with reporting and/or making a complaint about their experiences to military authorities.
- Chapter 3 focuses on the Reserve component and presents the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination in the prior year; the characteristics of unwanted events experienced, and Reserve component members' attitudes regarding and experiences with reporting and/or making a complaint about their experiences to military authorities.
- Chapter 4 provides a summary of key findings in the *2021 WGR*, a discussion of the ways in which the results can inform future policy and program efforts, and offers recommendations for future research and analysis.

Component-Level Survey Results

To support Service-level efforts to prevent and respond to sexual assault, sexual harassment, and gender discrimination in the military, the *2021 WGR* includes top-line results for each of the

military Service branches²⁹ and each of the Reserve components (the results for the Army National Guard and Air National Guard are combined in the “National Guard Top-Line Results”) as separate appendices.

²⁹ Members of the Space Force were sampled as part of the Department of the Air Force. Accordingly, the results for the Air Force reflect both Service branches.

Chapter 2: Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Findings: Active Component

Introduction

This chapter presents the estimated prevalence of unwanted sexual contact, sexual harassment, and gender discrimination among Active component Service members. Beyond estimated prevalence rates, the following chapter describes the characteristics of the incidents or situations identified by Service members as the worst and describes members' experiences with and attitudes regarding reporting their experience to military authorities.

Data in this chapter are presented for women and men when available.³⁰ When data are not reportable for men, only results for women are discussed. When notable, we also call attention to differences within and between certain groups (e.g., men and women). We denote whether the differences are statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not occur by chance and are “true” differences. We use a threshold of 99% ($p < .01$) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance and the estimates are truly different. We do not conduct statistical testing to compare differences between the unwanted sexual contact prevalence estimates, or the estimates regarding the characteristics of these incidents (e.g., the proportion of those who experienced unwanted sexual contact who filed a report), to sexual assault prevalence estimates or characteristics of sexual assault from prior years. While the unwanted sexual contact measure included in the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* is a proxy for sexual assault, the metric is substantively different from the RAND sexual assault metric.³¹ Accordingly, we caution readers and analysts against making comparisons between the 2021 unwanted sexual contact estimates and estimates from prior years as well.

Unwanted Sexual Contact

Unwanted sexual contact described throughout this chapter refer to a range of sex-related behaviors which constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ), including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault

³⁰ Except where otherwise stated, gender throughout this report is based on responses to the historical sex question where “male” or “female” were the only response options. The *2021 WGR* included new questions to allow Service members to specify their gender identity. See the section titled Revisions and Updates on the *2021 WGR* for additional discussion regarding those questions. The *2021 WGR Overview Report* will present some results by gender identity. A more detailed description of the results by gender identity will follow in a separate report.

³¹ In 2014, RAND tested whether the single-item unwanted sexual contact metric and the RAND sexual assault metric are statistically comparable and found, at the top line, that these metrics are comparable. However, neither RAND nor OPA have tested whether the five-item unwanted sexual contact metric and the RAND SA metric are statistically comparable. We were unable to do so as part of the *2021 WGR* due to timeline constraints. Future research could test whether these metrics are statistically comparable.

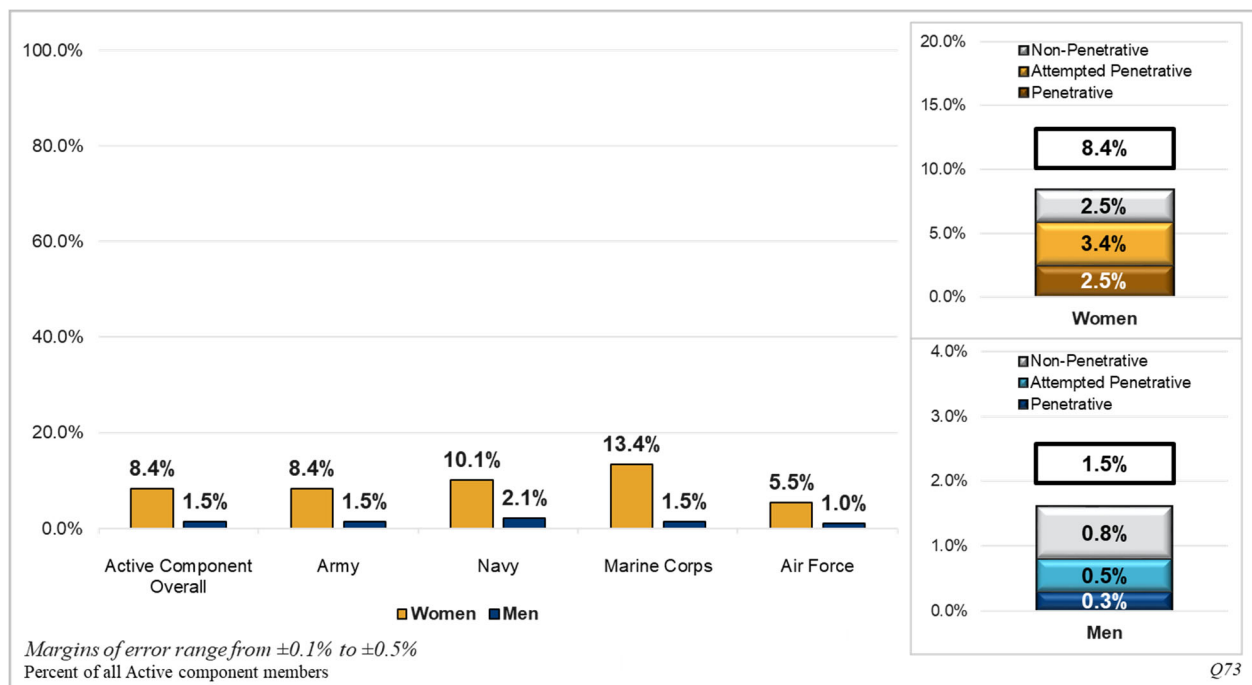
(unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGR estimates the number of unwanted sexual contact victims, meaning that Service members who experience an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian).³² See chapter 1 for further details on rate construction.

Estimated Unwanted Sexual Contact Past Year Prevalence Rates

In 2021, 8.4% of Active component women (an estimated 19,255 Service members) and 1.5% of men (an estimated 16,620 Service members) experienced unwanted sexual contact in the prior 12 months. Figure 9 provides estimates for the Active component overall and by Service. Results for each Service are further described in the Appendices. The remainder of this chapter focuses on women and men in the Active component overall.

Figure 9.
Estimated Unwanted Sexual Contact Past Year Prevalence Rates for the Active Component



Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e.,

³² All references to “experiences” of unwanted sexual contact in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (3.4%), 2.5% were penetrative, and 2.5% were non-penetrative. In contrast, among men, the majority of unwanted sexual contact incidents were non-penetrative (0.8%), 0.5% were attempted penetrations, and 0.3% were penetrative.

Although the WGR surveys focus on estimated prevalence rates, it may also be useful to understand the victimization rates.³³ The prevalence rate estimates the number of individuals who experienced at least one incident of unwanted sexual contact in the prior year. In contrast, the victimization rate accounts for the fact that some individuals may experience multiple incidents of unwanted sexual contact in the same time period (the prior year). As a metric of the performance of prevention and response efforts, a decrease in either the prevalence or victimization rates would suggest positive progress. To this end, the WGR survey asks Service members who experienced unwanted sexual contact in the prior 12 months to identify the number of separate occasions these experiences occurred. In 2021, the majority of women and men who experienced unwanted sexual contact experienced multiple incidents in the past year (73% for both). Notably, among those who did, the incidents often involved the same alleged offender (32% for women and 40% for men).

Intimate partner violence (IPV) refers to a range of behaviors, including physical, psychological, emotional, and sexual abuse. In the DoD, response to IPV and other forms of domestic violence are governed by DoD Instruction (DoDI) 6400.06 and under the direction and oversight of Military Community and Family Policy (MC&FP). Accordingly, understanding the prevalence of intimate partner-related sexual violence in the military is imperative to ensuring that progress is being made with regard to the prevention and response to these particular forms of IPV. DoDI 6400.06 defines an intimate partner as “a person who is or has been in a social relationship of a romantic or intimate nature with the alleged abuser, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the person and the alleged abuser. An intimate partner is informed by, but not limited to, the totality of factors such as: previous or ongoing consensual intimate or sexual behaviors; history of ongoing dating or expressed interest in continued dating or the potential for an ongoing relationship (e.g., history of repeated break-ups and reconciliations).” Accordingly, to be included in the prevalence estimate for intimate partner-related unwanted sexual contact, Service members who experienced unwanted sexual contact in the past year needed to identify the alleged offender as including a current or former spouse, a current or former significant other, or someone they have a child with.

The estimated rate of past year intimate partner-related unwanted sexual contact was 0.9% for women and 0.1% for men. Intimate partner involved incidents accounted for 11% of unwanted sexual contacts experienced by women and 9% of incidents experienced by men. Notably, applying a more expansive definition for intimate partners that includes someone with whom the respondent was in a casually intimate, but not exclusive, relationship nearly doubles the prevalence rate for women (to 1.7%) and men (to 0.2%).

³³ For example, the National Crime Victimization Survey (NCVS) administered each year by the Bureau of Justice Statistics (BJS) reports both victimization and prevalence rates for each category of crime.

One Incident of Unwanted Sexual Contact With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the one incident of unwanted sexual contact that was the worst, or most serious, to them. For most women, the worst incident involved either an attempted penetration (38%) or a non-penetrative unwanted sexual contact (34%). For the majority of men, the worst incident was non-penetrative in nature (53%) or an attempted penetration (31%).

Reported Demographics of the Alleged Offender(s)

Among women who experienced unwanted sexual contact in the past year, the worst incident most often involved alleged offenders who were all men (91%), all military members (82%), and someone of about the same rank and in their unit (33%). Indeed, nearly two-thirds of women (63%) and more than half of men (59%) identified at least one offender as being in their unit. A closer examination of the alleged offender's status reveals that for nearly one-quarter of women (24%), the alleged offender was a member of their chain of command. Most women (67%) identified the alleged offender as someone from work, more than one-third (36%) identified the alleged offender as a friend or acquaintance, and 9% of women identified the alleged offender as an intimate partner.

Among men who experienced unwanted sexual contact, less than half of the worst incidents involved alleged offenders who were all men (46%) and nearly one-third (30%) involved alleged offenders who were all women. While the majority of incidents involved only military members (67%) about one-quarter of incidents (26%) involved non-military members. The alleged offenders were most often about the same rank as the survivor and in their unit (40%) though nearly one in five men (19%) identified the alleged offender as someone in their chain of command. For one in 10 men who experienced past year unwanted sexual contact, the worst incident involved an alleged offender who was an intimate partner (10%).

Context in Which the Unwanted Sexual Contact Occurred

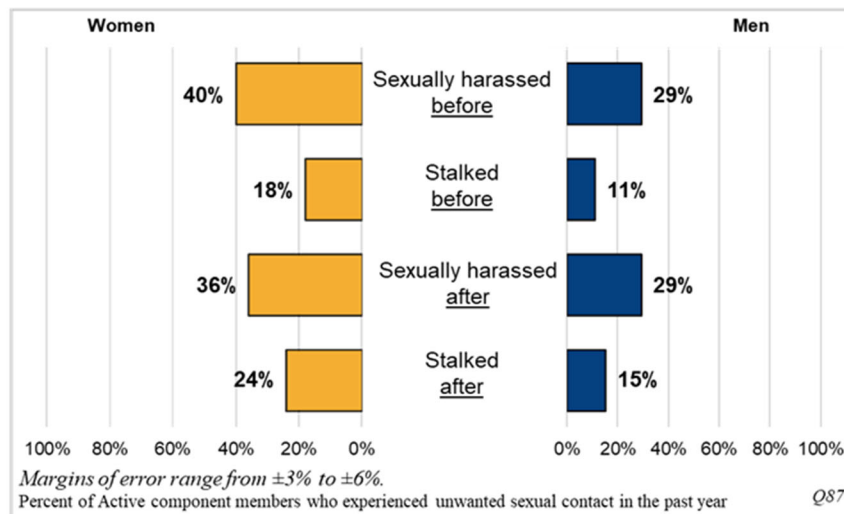
The ability to identify risk factors associated with sexual misconduct in the military is a key factor to effective prevention efforts. One known risk factor for a variety of harmful or violent events are particular points in time when Service members may be more vulnerable, such as when they are new to a unit or preparing to leave a unit. The 2021 WGR asked Service members to identify whether the worst incident of unwanted sexual contact they experienced occurred during one of these time periods. Roughly one-third of women (34%) and one-quarter of men (25%) experienced their worst incident of unwanted sexual contact within 120 days of arriving to their unit, while 14% of women and the same proportion of men identified their worst experience happening when they were preparing to leave the unit. Overall, 44% of women and 34% of men experienced the worst incident of unwanted sexual contact during a period of transitioning into or out of their unit.

Notably, a sizable proportion of women and men were sexually harassed (40% and 29%, respectively) and/or stalked (18% and 11%, respectively) by the same alleged offender before the unwanted sexual contact happened (Figure 10). Among those who were sexually harassed by the alleged offender before the unwanted sexual contact, women and men experienced many of the

same types of harassing behaviors; for example, repeated attempts to establish a relationship, sexual comments about their body, or repeatedly asking about their sex life (87% for women and 77% for men). For the majority of women and men (38% and 32%, respectively), these harassing behaviors began a few months before the unwanted sexual contact incident. Meanwhile, nearly one in 10 women (8%) and 5% of men made a complaint about the sexual harassment *before* the unwanted sexual contact incident.

Figure 10.

Sexual Harassment and Stalking Before and After the Incident of Unwanted Sexual Contact for the Active Component



Among those women who were stalked by the same alleged offender before the unwanted sexual contact incident, 81% were sent unwanted messages, e-mails, or phone calls, 74% indicated they were followed by the alleged offender, and 73% indicated the alleged offender used social media to track them.³⁴ These data were not reportable for men.

Reporting of Unwanted Sexual Contact

The DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, whereas unrestricted reports start an official investigation in addition to providing the services available in restricted reporting. The vast majority of women and men (67% and 84%, respectively) who experienced unwanted sexual contact in the year prior to the survey did not report their worst experience to military authorities.

As described in chapter 1 of this report, construction of the unwanted sexual contact rate is based on Service members' affirmative response to having experienced at least one of five behaviors in

³⁴ The stalking behaviors included in the 2021 WGR are based on research by Schuyler et al., (2020) detailing the experiences of LGBT Service members with sexual harassment, stalking, and sexual assault during military service.

the prior year that would qualify the individual to receive SAPR support services. However, prior research suggests that some individuals may not characterize their experience as sexual assault, and this may influence their decision to report (Bergman et al., 2002). Accordingly, in 2021, Service members were asked if they considered the incident they experienced to be sexual assault. The majority of women and men who experienced unwanted sexual contact also characterized their worst incident as a sexual assault (68% and 55%, respectively). Notably, women who considered their experience to be sexual assault were significantly more likely than women who did not to make a report (40% compared to 14%). Likewise, men who considered their experience to be sexual assault were significantly more likely than men who did not to make a report (23% compared to 5%).

Women reporting to military authorities received a variety of responses. About half of women (52%) felt they were provided information on their right to consult Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) to a large extent. However, less than half of women felt they were provided information about or access to various resources (e.g., information about their right to request an expedited transfer or about medical and/or behavioral healthcare and treatment) to a large extent. Perceived leadership actions taken after the report were also notable, with 33% of women responding that their leadership did not provide flexibility for them to attend appointments related to the sexual assault, an equal proportion responding that their leadership did not express concern for their well-being, and 35% responding that their leadership did not make them feel supported.

Service members provided a variety of reasons for *not* reporting the unwanted sexual contact they experienced. The most common reasons for women and men included: not thinking anything would be done (54% and 38%, respectively) and not trusting the process would be fair (43% and 31%, respectively). A large portion of women also noted being worried about potential negative consequences from military peers such as being excluded from social activities or labeled a troublemaker (47%). Meanwhile, the largest proportion of men did not report the unwanted sexual contact because they did not think the incident was serious enough to report (48%).

Negative Outcomes of Reporting Unwanted Sexual Contact

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).³⁵

³⁵ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Figure 11.
Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Women

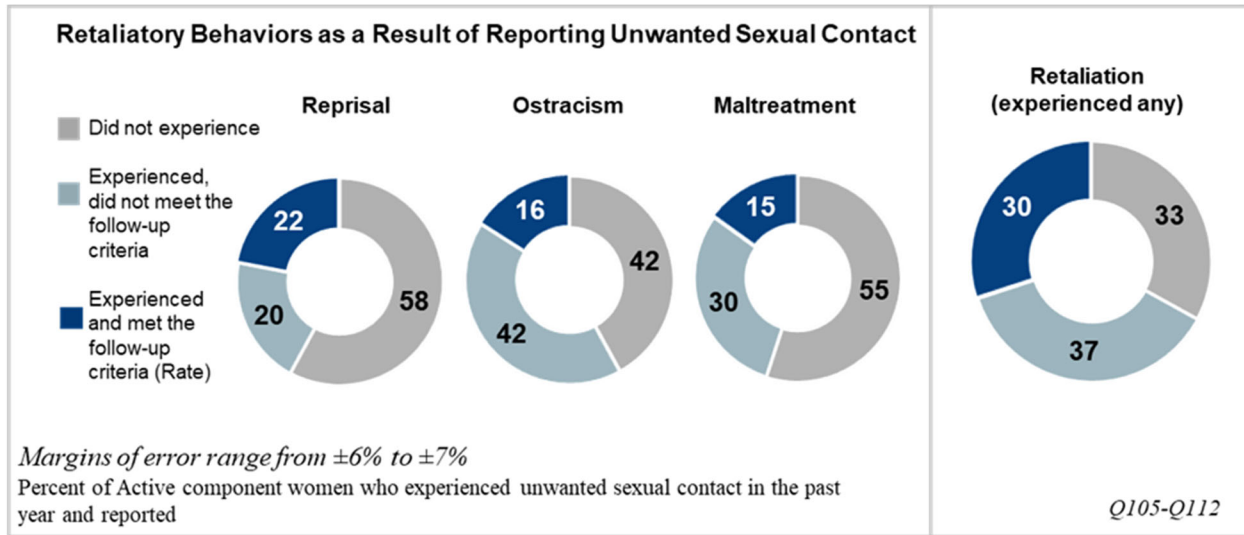
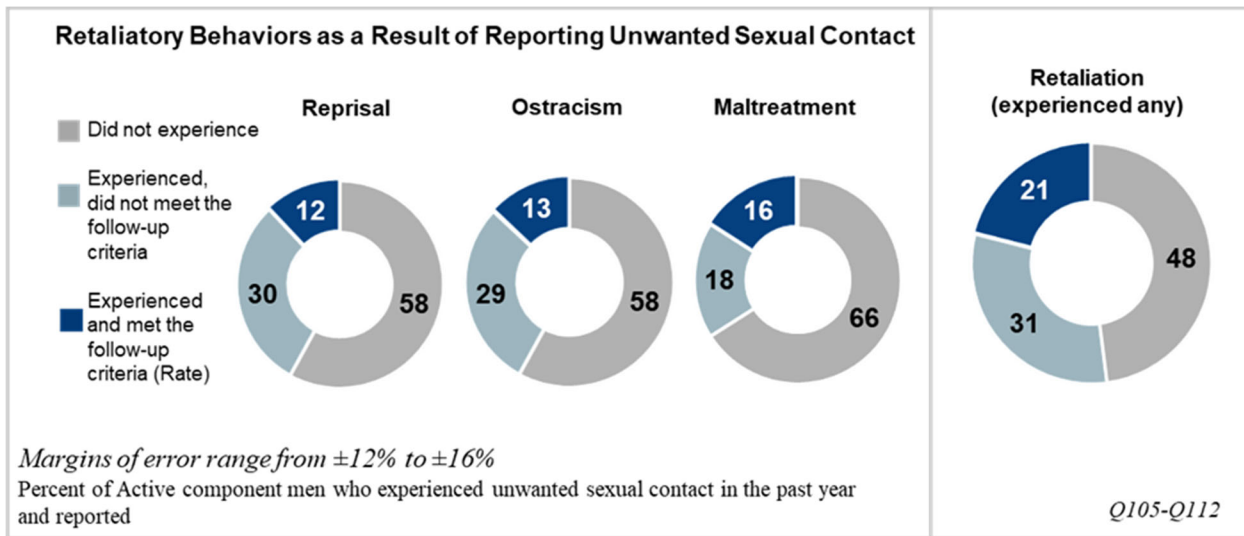


Figure 12.
Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Men



Professional Reprisal. Professional reprisal is a summary measure reflecting whether Service members indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting an incident of unwanted sexual contact and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 11, among women who experienced and reported an incident of unwanted sexual contact, 42% perceived experiencing behaviors consistent with professional reprisal including 22% who experienced behaviors that also met the legal criteria. For men who experienced and reported an incident of unwanted sexual contact, 42% perceived experiencing

behaviors consistent with professional reprisal including 12% who experienced behaviors that also met the legal criteria (Figure 12).

Ostracism.¶Ostracism is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 11, among women who experienced and reported an incident of unwanted sexual contact, 58% perceived experiencing behaviors consistent with ostracism, including 16% who experienced behaviors consistent with ostracism that also met the legal criteria. For men who experienced and reported an incident of unwanted sexual contact, 42% perceived experiencing behaviors consistent with ostracism, including 13% who experienced behaviors consistent with ostracism that also met the legal criteria (Figure 12).

Maltreatment.¶Maltreatment is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors from military leadership and/or coworkers that occurred because they reported, or were going to report, an incident of unwanted sexual contact. Maltreatment may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Nearly half (45%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with maltreatment including 15% who experienced a behavior in line with maltreatment that also met the legal criteria (Figure 11). Roughly one-third (34%) of men who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with maltreatment including 16% who experienced a behavior in line with maltreatment that also met the legal criteria (Figure 12).

Retaliation.¶Combining each of the negative outcomes of reporting sexual assault produces a measure of perceived retaliation. Roughly two-thirds (67%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation. Nearly one-third of women (30%) experienced a behavior in line with retaliation that also met the legal criteria (Figure 11). More than half of men (52%) who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation. About one in five men (21%) experienced a behavior in line with retaliation that also met the legal criteria (Figure 12).

Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Sexual Orientation, and Gender Identity

In addition to identifying the gender-related experiences that Service members may have in the military, the Department's prevention and response efforts will benefit from understanding the impact of other aspects of Service member's identities on their experiences. For example, prior research suggests that racial/ethnic minority women may experience greater risk for sexual violence because of their status as both racial/ethnic minorities and women in the military (Buchanan et al., 2008). Likewise, prior studies reveal that sexual minority Service members experience sexual misconduct at higher rates than their heterosexual counterparts (Trump-Steele et al., 2021; Morral et al., 2021). Extensive research also exists related to the risk of sexual

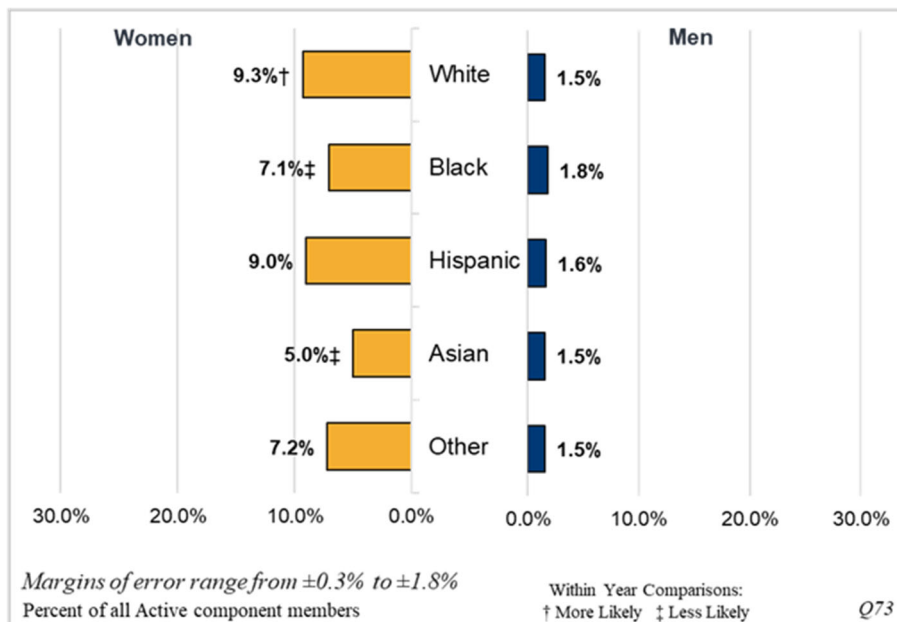
violence that gender minorities—a term used to refer to individuals who identify as transgender, queer, or two-spirit³⁶—also face. Unfortunately, the literature regarding the experiences of gender minority military members is scarce to nonexistent.

In the following sections, we present the prevalence estimates for past year unwanted sexual contact by race/ethnicity, sexual orientation, and gender identity. A more extensive assessment of the characteristics of these Service members' experiences will be examined in future analyses.

Unwanted Sexual Contact Prevalence Estimates by Race/Ethnicity

Figure 13 presents the estimated prevalence of past year unwanted sexual contact by race/ethnicity for members of the Active component. Overall, racial/ethnic minority Service members were significantly more likely than non-Hispanic White Service members to experience past year unwanted sexual contact (3.0% compared to 2.5%). However, racial/ethnic minority women (an estimated 7.6%) were significantly less likely than non-Hispanic White women (an estimated 9.3%) to experience unwanted sexual contact. The lower estimates for racial/ethnic minority women appeared to be driven by Black and Asian women who were significantly less likely than other women to experience unwanted sexual contact. There were no significant differences between racial/ethnic minority men (among whom an estimated 1.7% experienced past year unwanted sexual contact) and non-Hispanic White men (an estimated 1.5% experienced unwanted sexual contact).

Figure 13.
Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Active Component



³⁶ This is a non-exhaustive list of examples of gender minorities.

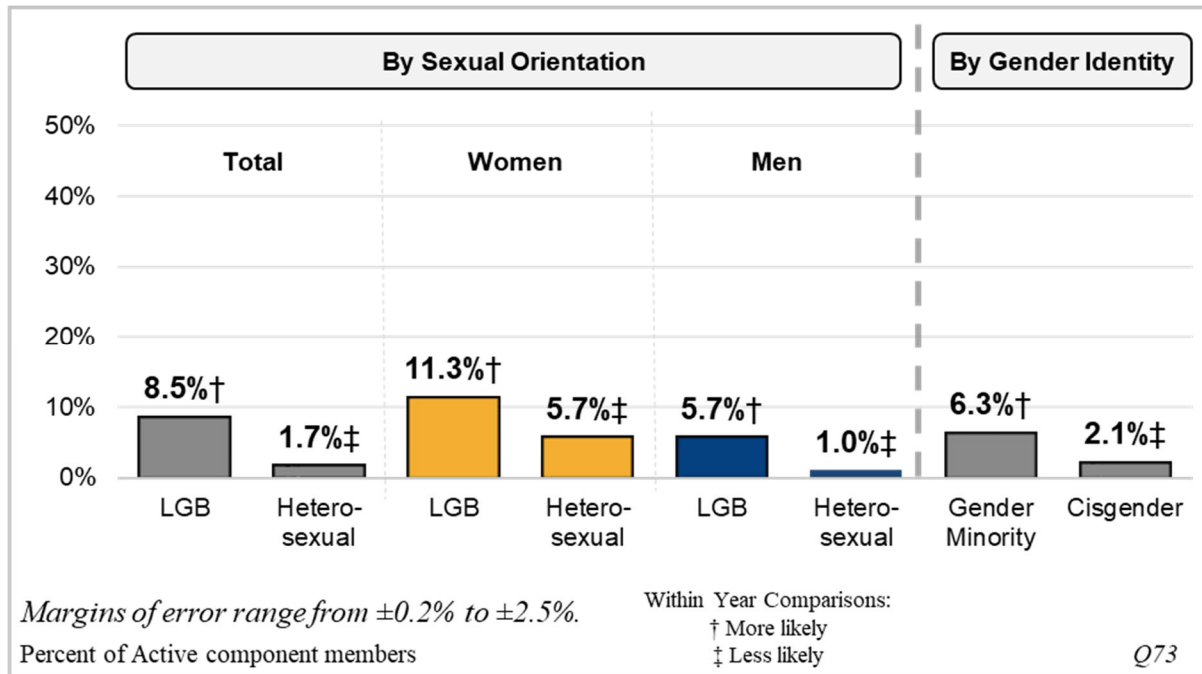
Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation

To gain a better understanding of the experiences of military members identifying as lesbian, gay, or bisexual (LGB), the 2021 WGR asked respondents to identify their sexual orientation. Consistent with prior years, we constructed a variable for Service members identifying as LGB if they marked *Gay or Lesbian* or *Bisexual* on the survey.³⁷ As mentioned previously, a more extensive discussion of the experiences of LGB Service members, to include alternative approaches to categorizing sexual minority Service members, is forthcoming in a later analyses.

In 2021, an estimated 7.7% of women and 1.7% of men identified as lesbian or gay, 12.3% of women and 2.5% of men identified as bisexual, and 70% of women and 89.2% of men identified as heterosexual or straight. Compared to 2018, women and men were significantly less likely to identify as heterosexual (down from 77.6% and 91.1%, respectively).

The past year prevalence estimate for unwanted sexual contact was 8.5% for LGB Service members. The estimated rate of unwanted sexual contact for LGB women (11.3%) was significantly higher than for heterosexual women (5.7%). Likewise, the estimated rate of unwanted sexual contact for LGB men (5.7%) was significantly higher compared to the estimated rate for heterosexual men (1.0%).

Figure 14.
Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation and Gender Identity, Active Component



³⁷ Service members who marked *Something else* or *Prefer not to answer* were set to missing.

Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Gender Identity

Consistent with the promising practices identified by the Federal Interagency Working Group on Improving Measurement of Sexual Orientation and Gender Identity (SOGI), the *2021 WGR* measured gender identity using a two-step approach: first, by asking participants to provide their sex on their original birth certificate; and second, by asking participants to provide their current gender identity (male, female, transgender, or none of these).³⁸ Service members were coded as a gender minority (i.e., not cisgender) when they selected *Transgender* as their response to the second question or when their sex at birth and current gender identity did not match (including individuals who selected *None of these*). We use the term “gender minority” because doing so avoids potentially labeling individuals incorrectly while preserving our ability to generate reportable estimates.

The *2021 WGR* is not the first time that data have been collected regarding Active component member gender identity. The *2016 WGRA* also included a question regarding Service member gender identity. However, because the approaches to collecting these data are substantively different, we cannot make comparisons between estimates generated in 2021 and those generated in 2016, and we caution others from doing so.

An estimated 1.7% of Service members identified as gender minorities in the Active component, including 0.4% who identified as transgender and 1.2% whose sex at birth does not match their current gender identity (including those who marked *None of these* for their current gender identity). Among these gender minority Service members, an estimated 6.3%, and significantly more than cisgender Service members (an estimated 2.1%), experienced past year unwanted sexual contact (Figure 14).

Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by Military Equal Opportunity (MEO) policy by someone from their military workplace and the circumstances of those experiences.³⁹ This chapter provides the estimated rates for sexual harassment and gender discrimination. The characteristics of each of these upsetting situations and Service members’ experiences with the complaint process are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately.

Beginning in 2019, the Office of People Analytics (OPA) revised the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender more clearly as a person with the ability to harm or limit the victim’s career. For the purposes of statistical comparison to estimates from 2018 (i.e., to be able to identify statistically significant changes in the prevalence

³⁸ Respondents had the option to skip any question they preferred not to answer.

³⁹ All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

rates), we calculated the sexual harassment and gender discrimination prevalence rates in two ways, with and without the new items. While we present the official estimates for sexual harassment or gender discrimination (utilizing the additional questions), all statistical comparisons to prior years are made using the same metric used in prior years. For more discussion on the changes to the sexual harassment and gender discrimination metric see chapter 1 of this overview report or the *2019 WGRR Overview Report*.

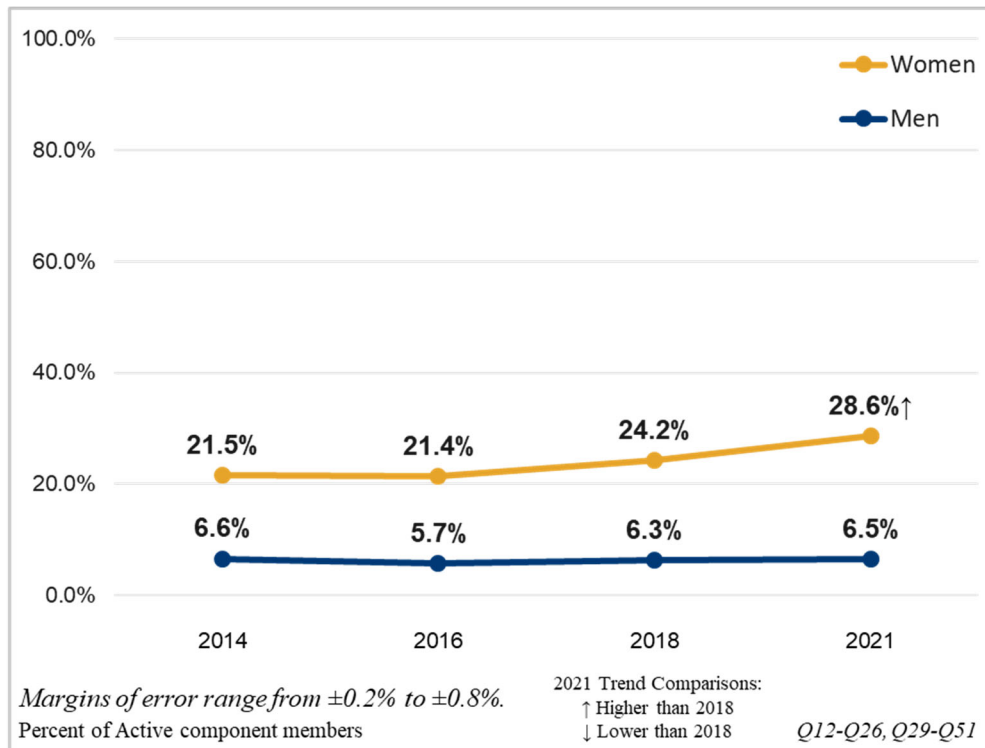
Sexual harassment comprises two behaviors: a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person's job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors.

To be included in the sexual harassment rate, Service members' experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for unwanted sexual contact which does not include a requirement as to the context in which the sexual contact occurred.

Estimated Sexual Harassment Past Year Prevalence Rate

Overall, an estimated 10.4% of Active component members experienced prior year sexual harassment (Figure 15). At 28.6% (an estimated 65,542 Service members), the rate of sexual harassment was significantly higher for women compared to 6.5% of men (an estimated 69,975 Service members). While the sexual harassment rate for women reflects a significant increase from the prevalence estimate in 2018 (24.2%), the estimate for men is statistically unchanged.

Figure 15.
Estimated Sexual Harassment Past Year Prevalence Rates for the Active Component



Compared to 2018, women were significantly more likely to experience behaviors consistent with a hostile work environment (from an estimated 24.0% to 28.5% in 2021) and behaviors consistent with sexual *quid pro quo* (from an estimated 2.2% to 3.4% in 2021).

One Situation of Sexual Harassment With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation—“the one situation”—that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

Of those who experienced a sex-based MEO violation, 73% of women and 86% of men identified behaviors consistent with sexual harassment as the worst situation. For women, this situation typically involved repeated sexual jokes (44%), repeated sexual comments about their appearance or body (41%), or repeated attempts to establish an unwanted romantic or sexual relationship (38%). For men, the worst situation typically involved repeated sexual jokes (39%), someone repeatedly telling them about their sexual activities (32%), or repeatedly asking them questions about their sex life (27%).

Demographics of the Alleged Offender(s)

For most women and men, the one worst situation of sexual harassment in the prior year involved more than one alleged offender (60% and 57%, respectively). In most situations, the alleged offenders were all military members (85% for women and 88% for men) and all men

(81% for women and 63% for men). For nearly half of women (49%), and more than one-third of men (37%), the situation involved an alleged offender who was in their chain of command. However, a sizable proportion of situations involved an alleged offender who was the same rank (46% of women and 48% of men) or some other higher-ranking member (40% for women and 30% for men) in their unit. Indeed, most incidents involved at least one alleged offender from the victim's unit (86% for women and 83% for men).

Notably, when asked if there were any military members present at the time of the upsetting situation who could have stepped in to help, 76% of women and 78% of men responded that someone else was present but just 20% of women and 22% of men responded that someone stepped in to help.

Sexual Harassment Complaints

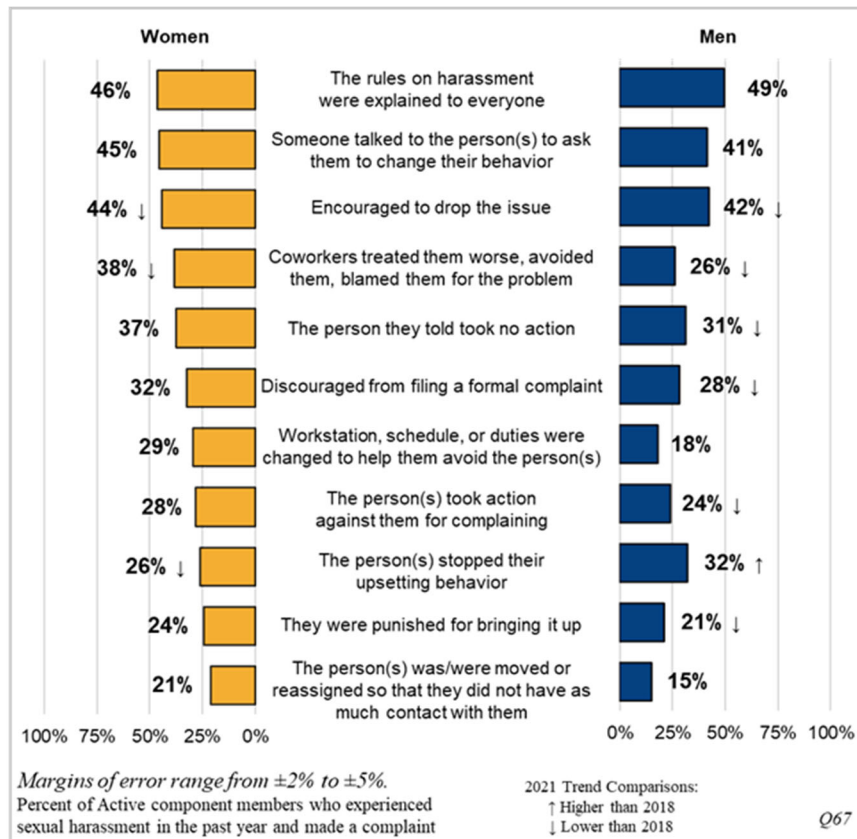
An estimated 51% of women and significantly more than men (30%) made a complaint regarding the worst situation of sexual harassment they experienced. Compared to 2018, women were significantly more likely to make a sexual harassment complaint (up from 47%). For both women and men (45% and 26%, respectively), complaints were most often made to someone in their chain of command.

Members of the military have several options regarding the type of MEO complaint they may make, including an anonymous, informal, or formal complaint. The plurality of the women and men who made a complaint made an informal one (42% and 47%, respectively).⁴⁰ Women were significantly more likely than men to make a formal complaint (22% compared to 13%). Notably, a sizable group of Service members (22% of women and 18% of men) were unsure of the type of complaint they made.

As shown in Figure 16, the most common response to a sexual harassment complaint for both women and men was that the rules on harassment were explained to everyone (46% and 49%, respectively) and someone talked to the alleged offender(s) to ask them to change their behavior (45% for women and 41% for men). A sizable proportion of women and men (44% and 42%, respectively) also responded that they were encouraged to drop the issue. However, this response was significantly lower compared to 2018 when 49% of women and 52% of men who made a sexual harassment complaint were encouraged to drop the issue. In fact, other significant improvements were also evident in 2021. Compared to 2018, women and men who made a sexual harassment complaint were significantly less likely to perceive that their coworkers treated them worse or blamed them for the problem (down from 44% to 38% for women and from 35% to 26% for men). For men in particular, those who made a sexual harassment complaint were significantly less likely to respond that the person they told took no action (down from 43% in 2018 to 31%), less likely to feel they were discouraged from making a formal complaint (down from 40% in 2018 to 28%) and less likely to feel punished for bringing it up (down from 31% in 2018 to 21%).

⁴⁰ Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

Figure 16.
Response to Sexual Harassment Complaints in the Active Component



Compared to 2018, satisfaction with the complaint system appeared to decline. The aspects of the complaint system that women and men expressed the most satisfaction with included the availability of information about how to follow-up on a complaint (27% and 34%, respectively) and the availability of information about the complaint process and timelines (26% and 32%, respectively). Meanwhile, women and men expressed the most dissatisfaction with the amount of time to resolve their complaint (47% and 43%, respectively) and how well they were kept informed about the progress of their complaint (45% and 44%, respectively). In fact, with only one exception (the degree to which their privacy was being protected), dissatisfaction with each measured aspect of the complaint process increased compared to 2018. Ultimately, women and men were more likely to express dissatisfaction with the complaint process overall (46% and 42%, respectively) than satisfaction (20% and 25%, respectively). The same was true regarding the complaint outcome. Women and men were more likely to express dissatisfaction with the outcome (52% and 49%, respectively) than satisfaction (22% and 27%, respectively).

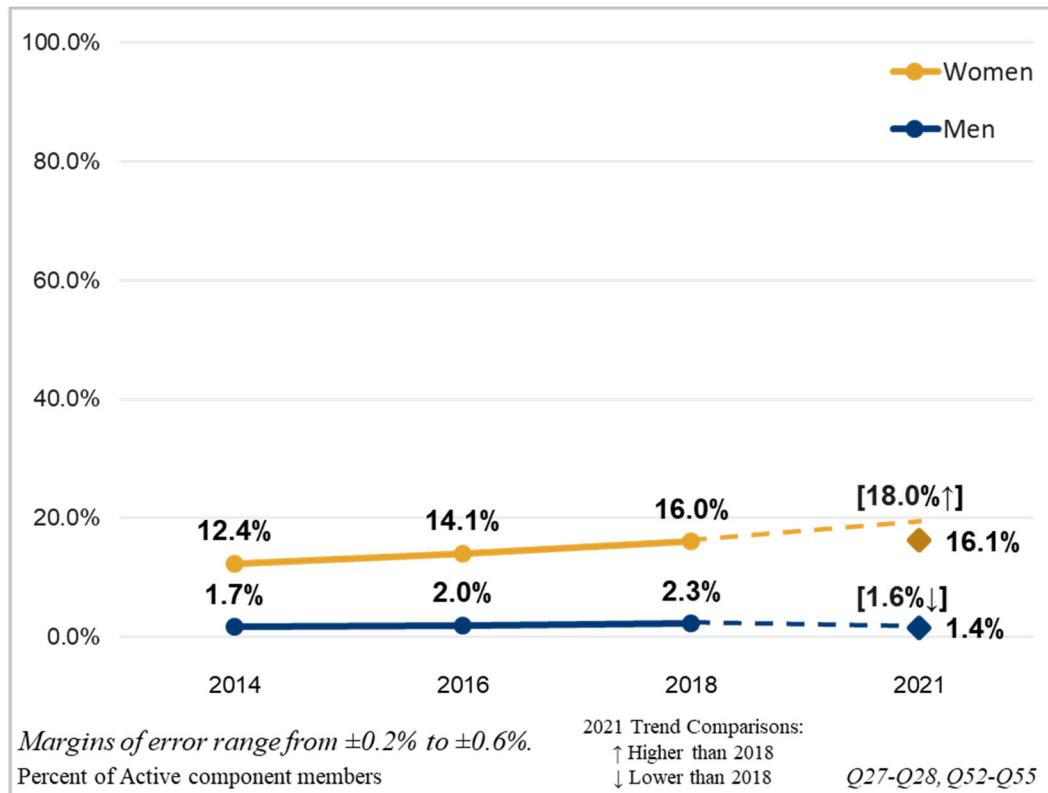
Finally, Service members were also able to provide reasons for *not* making a complaint regarding the sexual harassment violation they experienced. Among their reasons for not making a complaint, most women and men did not think anything would be done (55% and 43%, respectively), were worried about negative consequences from military coworkers or peers (49% and 36%, respectively), or did not think it was serious enough to make a complaint (43% and 44%, respectively).

Estimated Gender Discrimination Past Year Prevalence Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members’ experiences had to involve a person the member had contact with as part of their military duties.

As described in chapter 1, changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.⁴¹ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. We refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.”

Figure 17.
Estimated Gender Discrimination Past Year Prevalence Rates for the Active Component



Note. The dotted lines reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (16.1% for women and 1.4% for men) using the updated gender discrimination metric are also shown.

⁴¹ The changes to the discrimination metric involved adding questions to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was first implemented in 2019 for the WGR survey of the Reserve component. For additional discussion regarding the metric change, see chapter 1 of this report and the 2019 WGRR Overview Report.

An estimated 16.1% of women (36,935 Service members) and 1.4% of men (15,080 Service members) in the Active component experienced past year gender discrimination (Figure 17). The adjusted estimate for past year gender discrimination for women was 18.0% and significantly higher compared to 2018 when the estimated rate was 16.0%. However, the adjusted estimate for gender discrimination for men was 1.6% and significantly lower compared to 2018 when the estimated rate was 2.3%.

One Situation of Gender Discrimination With the Biggest Effect

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. Roughly two-thirds (68%) of women and 24% of men identified an incident that involved behaviors consistent with gender discrimination as the worst situation. For both women (89%) and men (87%), these situations typically involved being mistreated, ignored, or insulted because of their gender.

For the vast majority of women (85%) and men (87%), the one worst situation they experienced occurred more than once and often over an extended period of time. More specifically, 70% of women and 70% of men experienced the situation over a period of a few months or more.

Demographics of the Alleged Offender(s)

For Active component women (80%), and significantly more so than for men (26%), the worst situation of gender discrimination involved alleged offenders who were all men. Indeed, among men who experienced gender discrimination, most situations involved alleged offenders who were both women and men (46%).

For women and men, most situations involved more than one alleged offender (70% for women and 72% for men), all military members (86% for women and 85% for men), and an alleged offender who was in the Service member’s chain of command (65% of women and 67% of men).

Gender Discrimination Complaints

As mentioned previously, Service members have multiple options for making a complaint related to a sex-based MEO violation. More than half (54%) of Active component women and 47% of men made a complaint regarding the worst situation of gender discrimination they experienced. For both women (49%) and men (43%), complaints were most often made to someone in their own chain of command and, among those who made a complaint, they were typically informal (46% for women and 47% for men).

Service members were asked to indicate what actions were taken in response to their complaint.⁴² Roughly half of women (52% and a significant decrease from 57% in 2018) and more than half of men (59%) responded that they were encouraged to drop the issue; 42% of women (a significant decrease from 49% in 2018) and 40% of men responded that their

⁴² All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

coworker treated them worse or blamed them for the problem; and 39% of women and 44% of men responded the person they told took no action.

In general, Service members who reported the worst situation of gender discrimination they experienced were dissatisfied with the complaint process—both specific aspects (e.g., the availability of information or how well they were kept informed) and the process overall. Moreover, for both women and men, dissatisfaction with every measured aspect of the complaint process, to include the complaint process overall and the outcome of the complaint, significantly increased since 2018.

Among those Service members who did *not* make a complaint regarding the worst situation of gender discrimination they experienced, women and men often chose not to make a complaint because they did not think anything would be done (67% and 69%, respectively) or because they did not trust the process would be fair (56% and 68%, respectively).

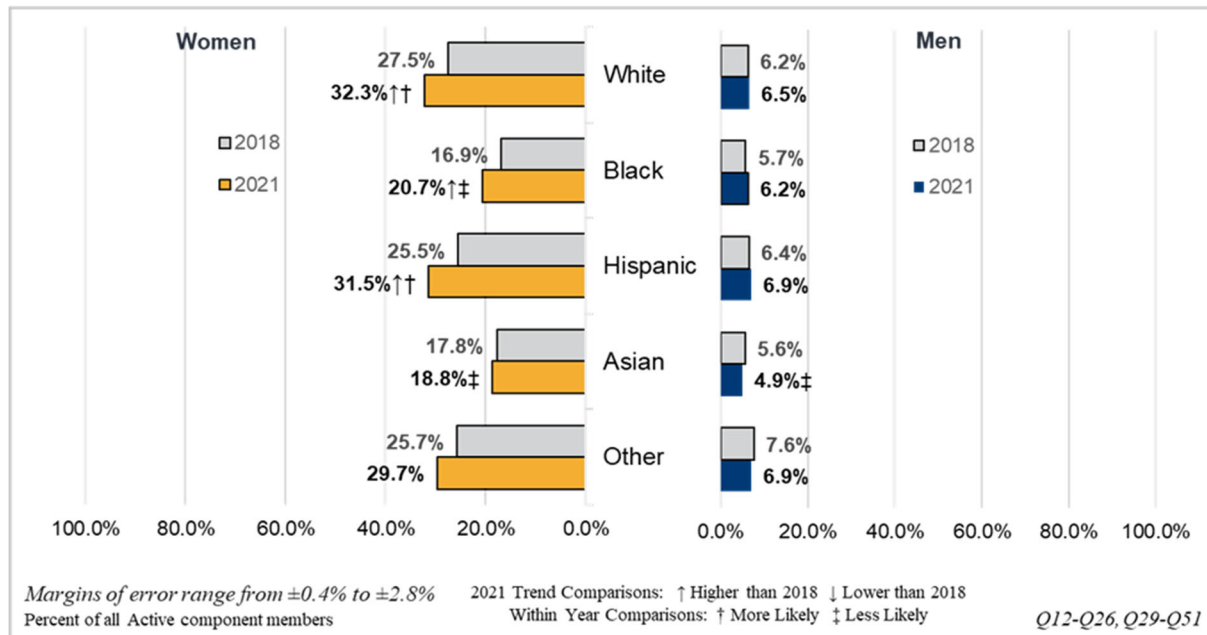
Estimated Prior Year Sexual Harassment and Gender Discrimination Rates by Race/Ethnicity, Sexual Orientation, and Gender Identity

The following sections summarize the experiences of racial/ethnic, sexual, and gender minority Service members with sexual harassment and gender discrimination in the Active component. While sexual harassment and gender discrimination may be influenced by biases and attitudes related to gender, a more critical motivating factor is power and social status. Individuals may harass those whose presence they perceive as posing a threat to their dominant social status to maintain control and the benefits associated with their social status (Berdahl, 2007; Breslin et al., 2022). While gender (i.e., being a man) in the military context is one clear source of power and status, race/ethnicity, sexual orientation, and gender identity provide other sources as well. Risk for experiencing sexual harassment or gender discrimination may be further enhanced by the multiply marginalized status of some individuals (e.g., lesbian or bisexual women). Accordingly, monitoring the prevalence of sexual harassment and gender discrimination for these minority groups is imperative to assess their risk and to ensure that prevention and response efforts are effective for these groups.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

Overall, an estimated 10.7% of racial/ethnic minority Service members in the Active component experienced past year sexual harassment. An estimated 25.8% of racial/ethnic minority women and 32.3% of White women experienced sexual harassment; 14.3% of racial/ethnic minority women and 18.4% of White women experienced gender discrimination. In 2021, White women in the Active component were significantly more likely than racial/ethnic minority women as a group to experience each type of sexual misconduct and gender discrimination. However, further disaggregating the data reveals that Hispanic women and Other racial/ethnic minority women experienced sexual harassment and gender discrimination at similar rates as White women (Figure 18 and Figure 19).

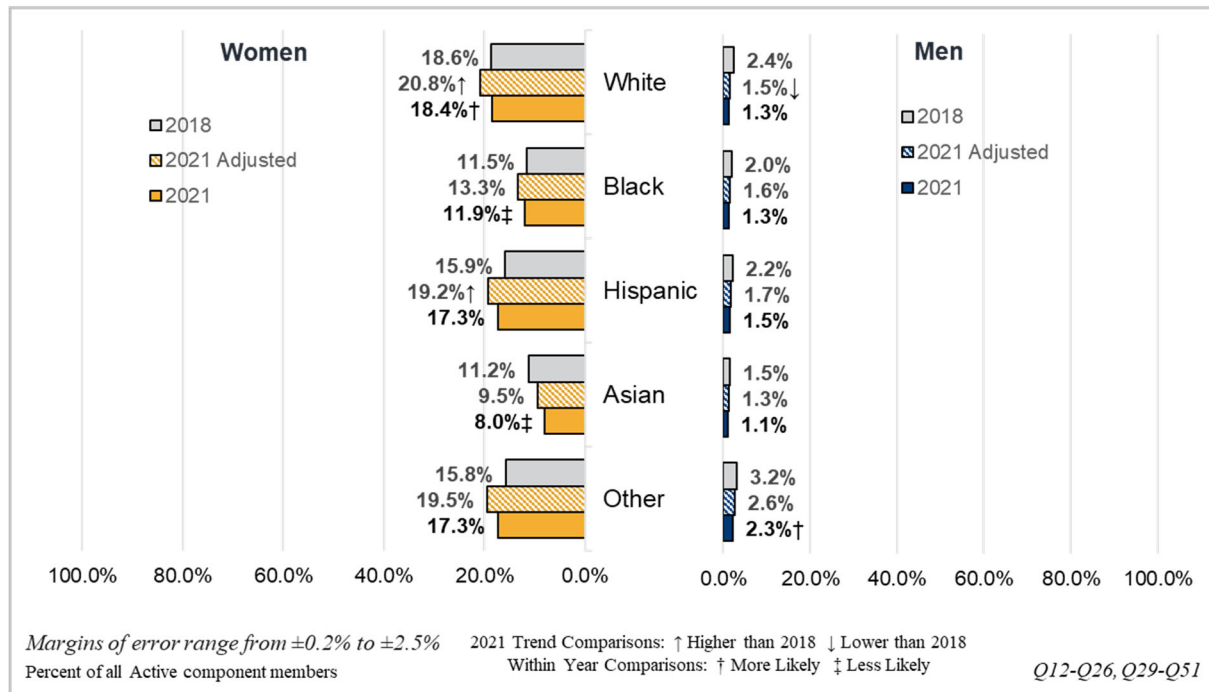
Figure 18.
Estimated Past Year Sexual Harassment Prevalence Rates by Race/Ethnicity, Active Component



The estimated rates of sexual harassment reflect a significant increase since 2018 for White, Black, and Hispanic women. The adjusted estimated rates of gender discrimination reflect a significant increase since 2018 for White and Hispanic women.

An estimated 6.5% of racial/ethnic minority men in the Active component experienced past year sexual harassment and an estimated 1.5% experienced gender discrimination (Figure 18 and Figure 19). There were no significant differences between White men and racial/ethnic minority men as a group. However, Asian men (with an estimated rate of 4.9%) were significantly less likely than other men to experience sexual harassment. Meanwhile, White men were the only group for which gender discrimination rates declined in 2021 (from 2.4% in 2018 to an adjusted rate of 1.5% in 2021).

Figure 19.
Estimated Past Year Gender Discrimination Prevalence Rates by Race/Ethnicity, Active Component



Note. The hashed bars reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (using the updated gender discrimination metric) are shown as the solid gold and blue bars. Within year comparisons are made using the official estimates for 2021.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

As noted in chapter 3, to gain a better understanding of the risk of sexual harassment and gender discrimination specific to military members identifying as LGB, the 2021 WGR asked Service members to identify their sexual orientation.

An estimated 31.3% of LGB Service members experienced sexual harassment in the prior year reflecting a significant increase of the estimated prevalence of sexual harassment for LGB Service members in 2018 (26.3%; Figure 20). LGB women were significantly more likely than heterosexual women to experience past year sexual harassment (39.1% compared to 24.9%). Likewise, LGB men were significantly more likely than heterosexual men to experience past year sexual harassment (23.7% compared to 5.3%).

LGB Service members in the Active component were significantly more likely than heterosexual members to experience past year gender discrimination (Figure 21). An estimated 11.7% of LGB Service members experienced gender discrimination compared to 3.0% of heterosexual Service members. The estimated prevalence rate for gender discrimination increased for LGB Service members in 2021 (using the adjusted prevalence estimate of 13.2%) compared to 2018 (when the estimate was 10.4%) but was statistically unchanged for heterosexual Service members.

Figure 20.
Estimated Past Year Sexual Harassment Prevalence Rates by Sexual Orientation and Gender Identity, Active Component

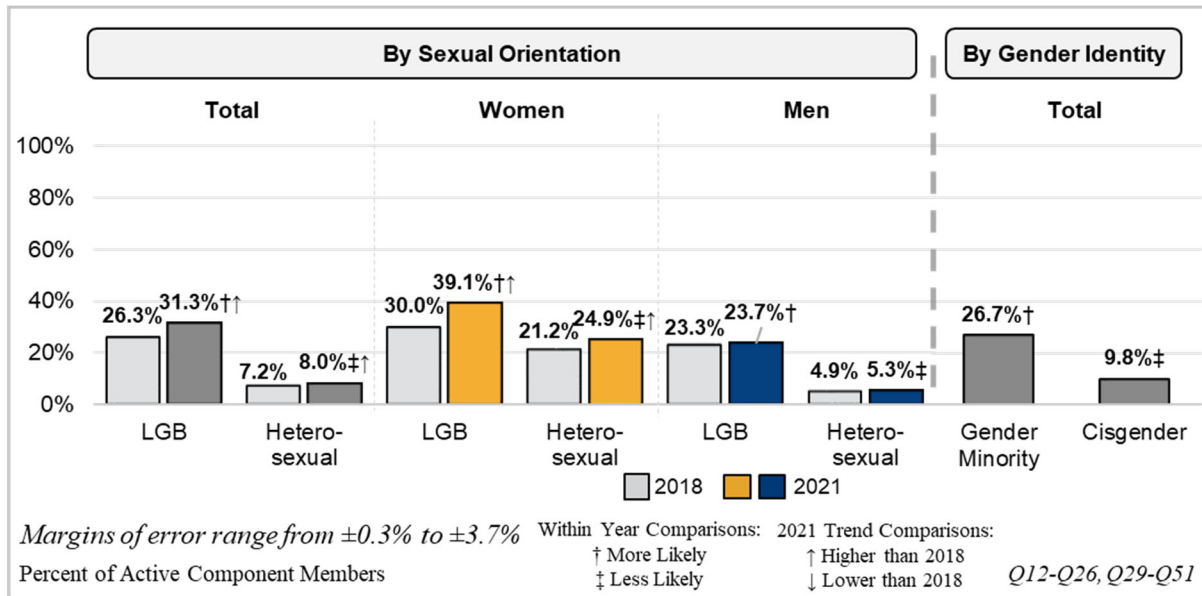
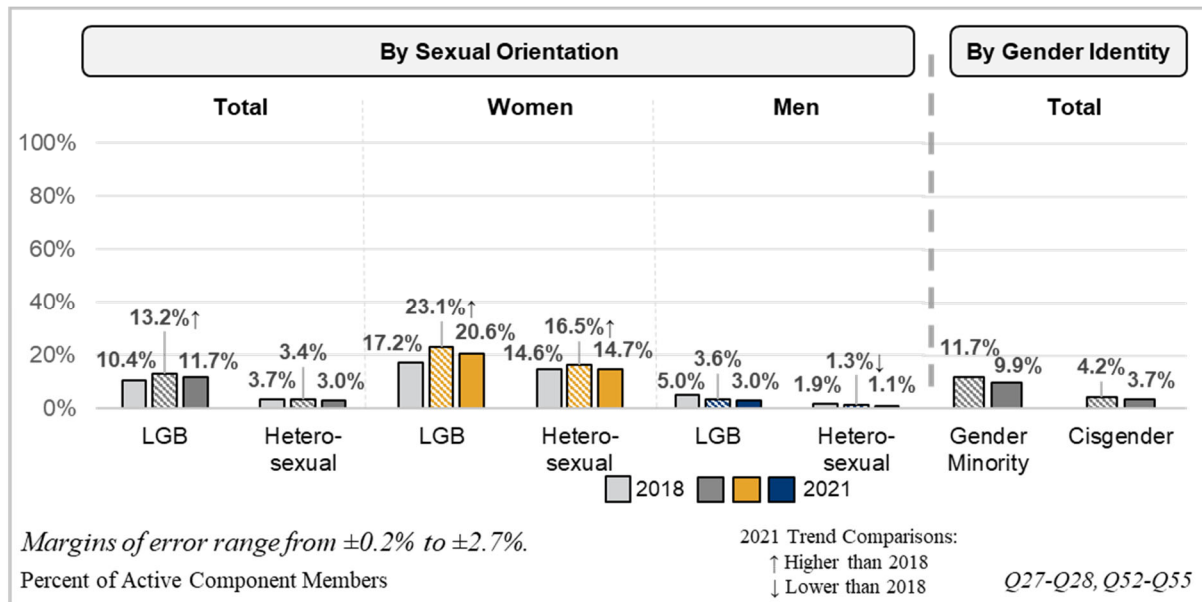


Figure 21.
Estimated Past Year Gender Discrimination Prevalence Rates by Sexual Orientation and Gender Identity, Active Component



Note. The hashed bars reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (using the updated gender discrimination metric) are shown as solid bars. Within year comparisons are made using the official estimates for 2021. All within year differences between groups are statistically significant.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Gender Identity

Overall, the estimated prevalence of sexual harassment for gender minority Service members was 26.7% and significantly higher than the estimate for cisgender Service members (9.8%; Figure 20). Likewise, an estimated 9.9% of gender minority Service members, and significantly more than cisgender Service members (with an estimated rate of 3.7%), experienced past year gender discrimination (Figure 21).

Chapter 3: Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Findings: Reserve Component

Introduction

This chapter presents the estimated prevalence of unwanted sexual contact, sexual harassment, and gender discrimination for Reserve component Service members. Beyond estimated prevalence rates, the following chapter describes the characteristics of the incident of unwanted sexual contact, sexual harassment, and gender discrimination identified by Service members as the worst and describes members' experiences with and attitudes regarding reporting their experience to military authorities.

Data in this chapter are presented for women and men when available. When data are not reportable for men, only results for women are discussed. When possible, we also call attention to changes that occurred within and between certain groups (e.g., men and women) since the last survey of the Reserve component in 2019.

Unwanted Sexual Contact

As mentioned previously, the Workplace and Gender Relations (WGR) survey measures the estimated prevalence of unwanted sexual contact *victimization*, meaning that Service members who experience an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian).⁴³ See chapter 1 for further details on rate construction.

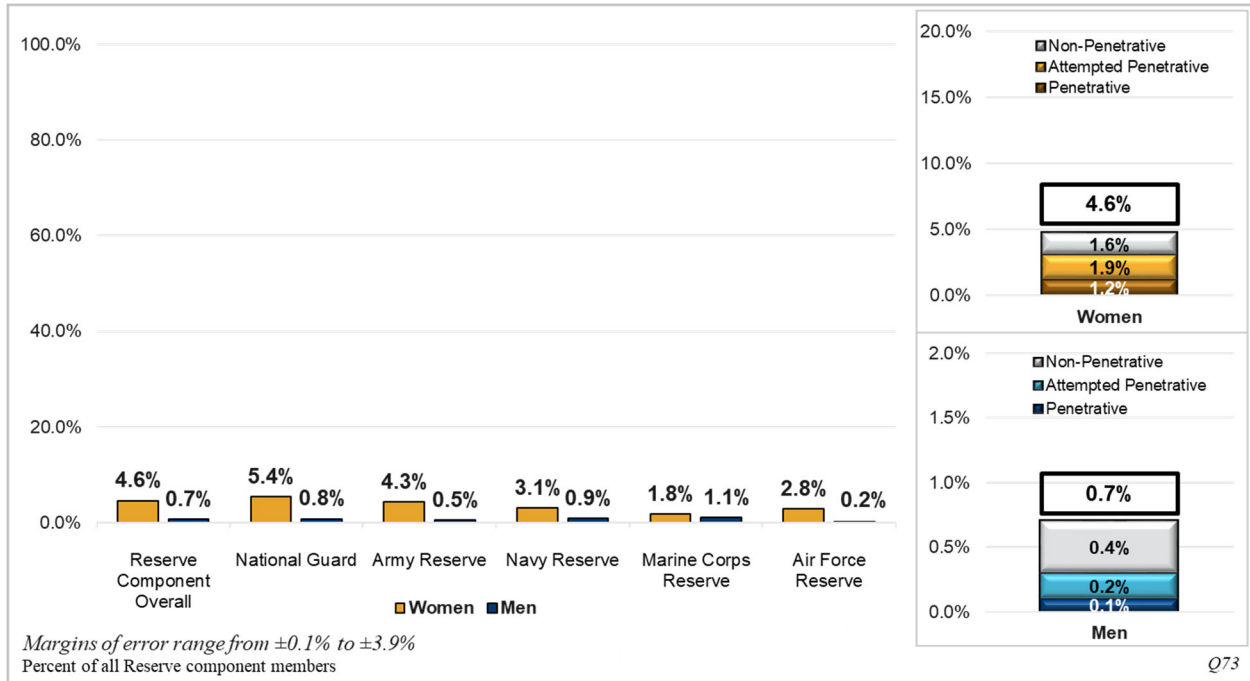
Estimated Unwanted Sexual Contact Past Year Prevalence Rates

In 2021, 4.6% of Reserve component women (an estimated 7,531 Service members) and 0.7% of men (an estimated 4,306 Service members) experienced unwanted sexual contact in the prior 12 months (Figure 22). A key feature of the WGR surveys is the ability to generate estimated unwanted sexual contact prevalence rates by type: penetrative, non-penetrative, or attempted penetrative. As described in previous chapters, these categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last. For women in the Reserve component, the largest category of unwanted sexual contact incidents was attempted penetrations (1.9%) followed closely by non-penetrative incidents (1.6%). An estimated 1.2% of women experienced penetrative incidents of unwanted sexual contact in the prior year. For men, the largest category was non-penetrative (0.4%) followed by attempted penetrative incidents (0.2%). An estimated

⁴³ All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents' self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

0.1% of men in the Reserve component experienced penetrative incidents of unwanted sexual contact.

Figure 22.
Estimated Past Year Unwanted Sexual Contact Prevalence Rates for the Reserve Component



The majority of women who experienced unwanted sexual contact in the year prior to the survey experienced more than one incident (69%) and among those who did, it was often by the same alleged offender (34%). Likewise, the majority of men who experienced unwanted sexual contact in the prior 12 months experienced multiple incidents (56%). However, whether the incidents involved the same alleged offender was not reportable for men.

A new feature of the WGR survey for Reserve component members is the ability to estimate the prevalence of intimate partner involved unwanted sexual contact. As mentioned previously, these estimates will enable the Department to better tailor and monitor its prevention and response programs. The estimated rate of past year intimate partner-related unwanted sexual contact was 0.5% for women and significantly higher than the rate of <0.1% for men. Stated differently, for more than one in 10 women (12%) and one in 33 men (3%) who experienced unwanted sexual contact in the prior year, at least one incident involved an intimate partner.

One Incident of Unwanted Sexual Contact With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the one incident of unwanted sexual contact that was the worst, or most serious, to them. For most women, the worst situation involved either an attempted penetration incident (38%) or a non-penetrative incident (38%).

Reported Demographics of the Alleged Offender(s)

Among women who experienced unwanted sexual contact in the past year, the worst incident most often involved alleged offenders who were all men (94%) and at least one military member (81%). The alleged offenders were often of the same rank or higher ranking than the victim and 46% of women identified at least one offender as someone in their unit. A little less than one-fifth of women (18%) identified the alleged offender as a member of their chain of command.

Among men who experienced unwanted sexual contact in the past year, the worst incident most often involved all men (41%) and roughly one-quarter of incidents (24%) involved all women. About one-third (34%) of incidents did not involve any military members, but most incidents involved at least one military member (59%). Indeed, 43% of men identified at least one alleged offender as someone in their unit and 14% of men indicated at least one alleged offender was in their chain of command.

Location and Context in Which the Unwanted Sexual Contact Occurred

Nearly half of women (49%) and 39% of men responded that the one worst incident of unwanted sexual contact occurred on a military installation or ship. About one-third of women and men experienced the incident while performing full-time National Guard or Reserve duty (32% and 27%, respectively) or at work during duty hours (32% and 29%, respectively). However, a sizable number of incidents also occurred off base or outside of the military context. More specifically, about one-third of women (36%) and 18% of men experienced the incident at a location off-base. More than one-third of women (37%) and roughly one-quarter of men (24%) experienced the incident while out with friends or at party that was not a military function.

Notably, 41% of women and 26% of men were sexually harassed by the same alleged offender involved in the unwanted sexual contact incident before the incident and more than one-third of women (37%) and 19% of men were sexually harassed after. Stalking before and/or after the unwanted sexual contact incident also occurred. About one in five women (18%) and 7% of men who experienced unwanted sexual contact were stalked by the same alleged offender involved in the unwanted sexual contact incident before the incident and roughly the same proportion of women and men (15% and 7%, respectively) were stalked after.

Reporting of Unwanted Sexual Contact

The Department of Defense (DoD) provides an unrestricted and restricted reporting option to members of the Reserve component. However, Reserve component members, the majority of whom serve in a part-time status (roughly 90%), may also be more likely to report an unwanted experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* included civilian law enforcement as a potential reporting option.

In 2021, relatively few women and men (25% and 7%, respectively) who experienced unwanted sexual contact reported their worst experience to military authorities. An estimated 10% of women reported the incident to civilian law enforcement (this was not reportable for men).

Among women who reported the unwanted sexual contact experience to military authorities, two-thirds (66%) made an unrestricted report. Women reporting to military authorities received a variety of responses. More than half of women (58%) felt they were provided information on their right to consult Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) to a large extent. However, less than half of women felt they were provided information about or access to various resources (e.g., information about their rights, about safety planning, or accurate up to date information about their case status) to a large extent. Perceived leadership actions taken after the report were also notable, with 35% of women responding that their leadership did not provide flexibility for them to attend appointments related to the sexual assault, an equal proportion responding that their leadership did not make them feel supported, and 32% responding that their leadership did not express concern for their well-being.

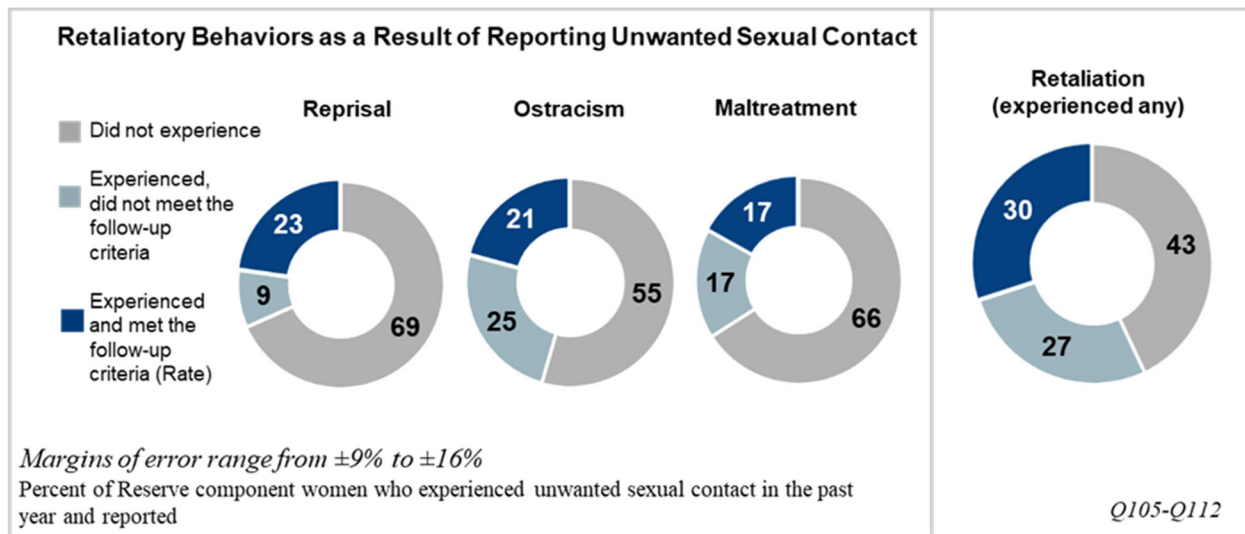
Service members provided a variety of reasons for *not* reporting the unwanted sexual contact they experienced. The most endorsed reasons for women and men included: not thinking it was serious enough to report (43% of women and 58% of men) and not thinking anything would be done (42% of women and 32% of men). A sizable proportion of women (38%) were also worried about potential negative consequences from their coworkers or peers as a consequence of reporting.

Negative Outcomes of Reporting Unwanted Sexual Contact

Professional Reprisal.¶Professional reprisal is a summary measure reflecting whether Service members indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting an incident of unwanted sexual contact and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 23, among women who experienced and reported an incident of unwanted sexual contact, 31% perceived experiencing behaviors consistent with professional reprisal including 23% who experienced behaviors that also met the legal criteria.

Ostracism.¶Ostracism is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 23, among women who experienced and reported an incident of unwanted sexual contact, 45% perceived experiencing behaviors consistent with ostracism including 21% who experienced behaviors consistent with ostracism that also met the legal criteria.

Figure 23.
Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Women in the Reserve Component



Note: Some categories may not add to 100 percent due to rounding. Data for Reserve component men were not reportable.

Maltreatment.¶ Maltreatment is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors from military leadership and/or coworkers that occurred because they reported, or were going to report, an incident of unwanted sexual contact. Maltreatment may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. About one-third (34%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with maltreatment including 17% who experienced a behavior in line with maltreatment that also met the legal criteria (Figure 23).

Retaliation.¶ Combining each of the negative outcomes of reporting sexual assault produces a measure of perceived retaliation. More than half (57%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation. Nearly one-third of women (30%) experienced a behavior in line with retaliation that also met the legal criteria (Figure 23).

Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Sexual Orientation, and Gender Identity

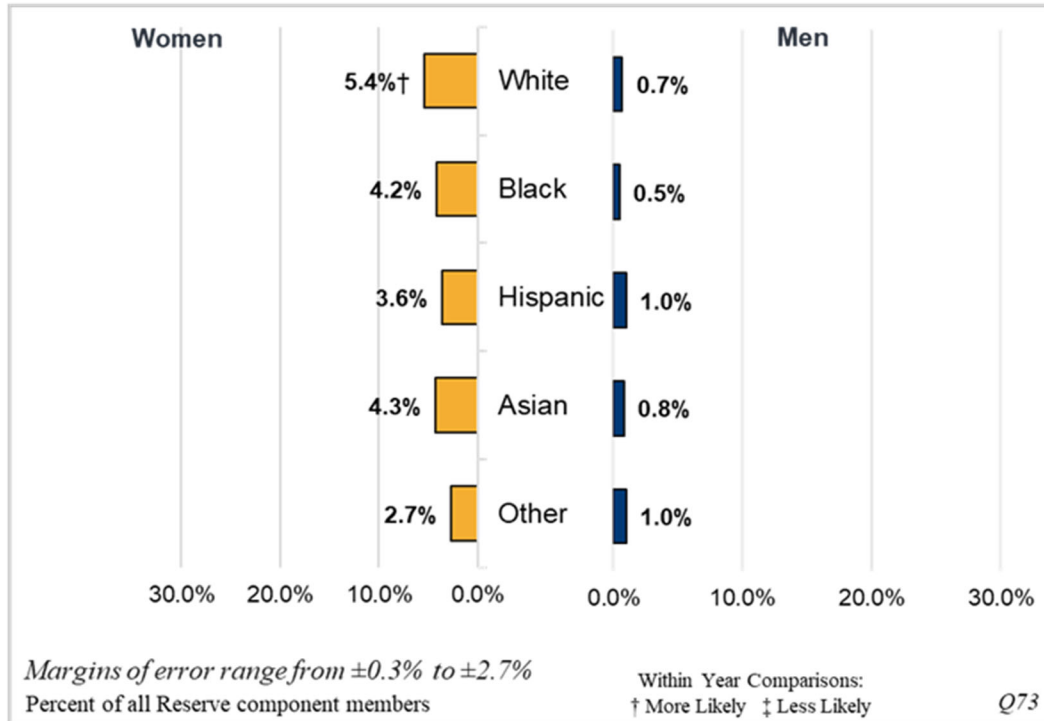
In the following sections we present the prevalence estimates for past year unwanted sexual contact for racial/ethnic minority, sexual minority, and gender minority Service members.

Unwanted Sexual Contact Prevalence Estimates by Race/Ethnicity

Figure 24 presents the estimated prevalence of past year unwanted sexual contact by race/ethnicity for members of the Reserve component. Overall, the estimated past year

unwanted sexual contact prevalence rate was 1.6% for racial/ethnic minority members in the Reserve component and 1.5% for non-Hispanic White members. With an estimated rate of 5.4%, non-Hispanic White women were significantly more likely than other women to experience unwanted sexual contact in the prior year. However, the estimated rate of unwanted sexual contact was statistically comparable for men by race/ethnicity.

Figure 24.
Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Reserve Component

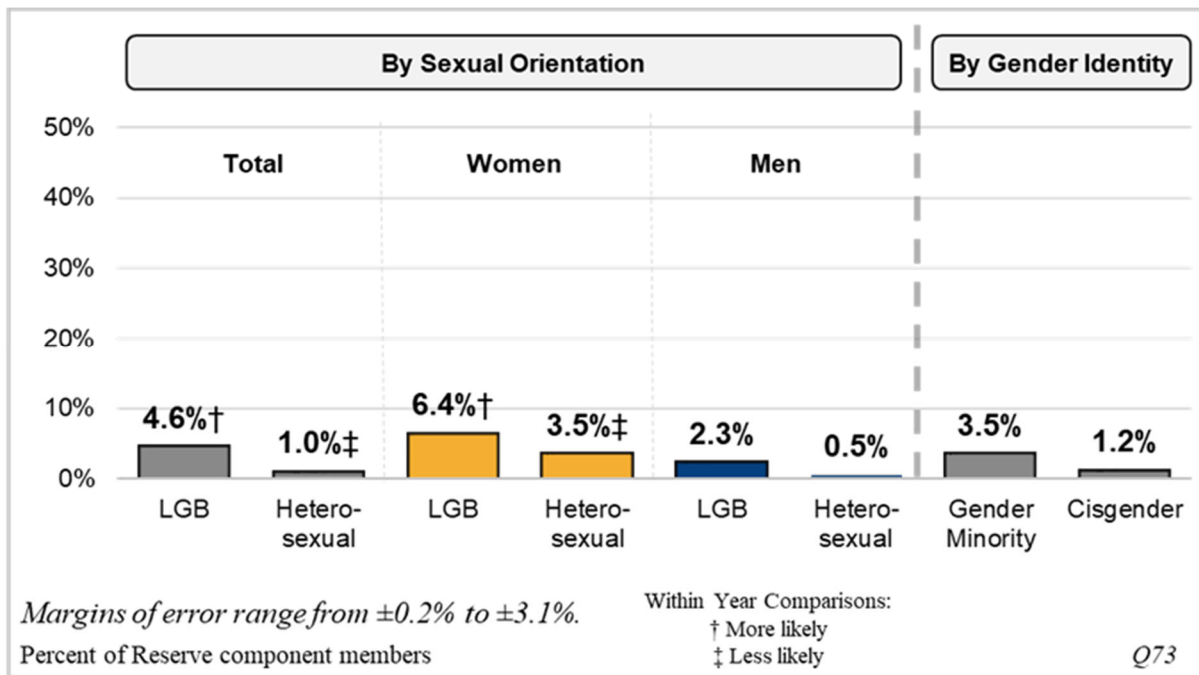


Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation

In 2021, an estimated 5.9% of women and 1.4% of men identified as lesbian or gay, 8.2% of women and 1.7% of men identified as bisexual, and 77.4% of women and 91.3% of men identified as heterosexual or straight. Compared to 2019, women and men were significantly less likely to identify as heterosexual (down from 80.1% and 93.6%, respectively).

For lesbian, gay, or bisexual (LGB) Service members, the past year unwanted sexual contact prevalence rate in 2021 was 4.6% (Figure 25). LGB women (with an estimated rate of 6.4%) were significantly more likely than heterosexual women (with an estimated rate of 3.5%) to experience unwanted sexual contact. Likewise, LGB men (with a rate of 2.3%) were more likely than heterosexual men (with an estimated rate of 0.5%) to experience unwanted sexual contact.

Figure 25.
Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation and Gender Identity, Reserve Component



Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Gender Identity

The 2021 WGR is the first time that data have been collected regarding the gender identity of members of the Reserve component. Again, we use the term “gender minority” to refer to Service members who identify as transgender or whose sex at birth does not align with their current gender identity. Overall, an estimated 1.4% of military members in the Reserve component identify as gender minorities, including 0.3% who identified as transgender and 1.1% whose sex at birth did not match their current gender identity (to include those who marked *None of these* for their current gender identity).

An estimated 3.5% of gender minorities in the Reserve component experienced past year unwanted sexual contact (Figure 25). While the prevalence rate for gender minorities appears higher than for cisgender members of the Reserve component (with a rate of 1.2%), the difference was not statistically significant.

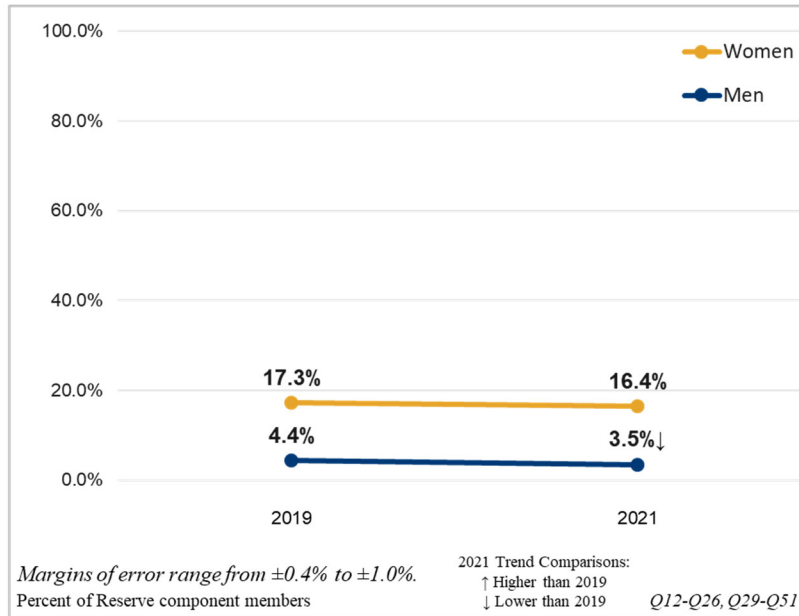
Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by Military Equal Opportunity (MEO) policy by someone from their military workplace and the circumstances of those

experiences.⁴⁴ The following sections provide the estimated rates for sexual harassment and gender discrimination. The characteristics of each of these upsetting situations and Service members’ experiences with the complaint process are summarized for each violation separately.

Estimated Sexual Harassment Past Year Prevalence Rate

Figure 26.
Estimated Past Year Sexual Harassment Prevalence Rates for the Reserve Component



In 2021, the prevalence rates for past year sexual harassment in the Reserve component was 16.4% for women (an estimated 27,051 Service members) and 3.5% for men (an estimated 20,784 Service members; Figure 26). The estimated prevalence rates for sexual harassment were statistically unchanged from 2019 for women. However, prevalence estimates for men were significantly lower in 2021 compared to 2019 when an estimated 4.4% of men in the Reserve component experienced sexual harassment.

One Situation of Sexual Harassment With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation—“the one situation”—that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

Of those who experienced a sex-based MEO violation, 70% of women and 86% of men identified behaviors consistent with sexual harassment as the worst situation. For women, this

⁴⁴ All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

situation typically involved someone repeatedly telling sexual “jokes” (38%), repeated attempts to establish an unwanted sexual relationship (35%), and repeated sexual comments about their appearance or body (32%). For men, the worst situation typically involved someone repeatedly telling sexual “jokes” (43%), being repeatedly told about someone’s sexual activities (28%), and being repeatedly asked questions about their sex life or sexual interests (18%).

Notably, for both women and men, “the one situation” was rarely an isolated incident. Instead, the sexual harassment typically occurred over time. For more than three-quarters of women (80%) and about two-thirds of men (66%), the worst situation happened over a period of about one week or longer. Indeed, compared to 2019, women were significantly less likely to experience the one worst situation one time (20% compared to 26%).

Demographics of the Alleged Offender(s)

Women were about equally likely to describe the sexual harassment they experienced as involving one or more than one alleged offender (49% and 51%, respectively). However, for men in the Reserve component the situations more often involved more than one person (57%).

Men in the Reserve component (25%) were significantly more likely than women (16%) to identify the alleged offenders as a mix of men and women. However, for the majority of women and men, the alleged offender(s) were all men (82% and 68%, respectively), at least one was a military member (97% for women and 96% for men), and at least one was in their unit (80% for women and 81% for men). For women, the alleged offenders typically included individuals who were higher ranking than them in their unit. For men, the alleged offenders typically included individuals who were the same rank as them in their unit (49%). However, nearly half of women (45%) and more than one-third of men (35%) identified at least one alleged offender as a member of their chain of command.

Location and Context

For both women (83%) and men (80%), most sexual harassment situations occurred on a military installation or ship. About three-quarters (77%) of women and the same proportion of men experienced the worst situation while at work during duty hours. More than half of women (55%) and 47% of men indicated the situation occurred while they were performing full-time National Guard or Reserve duty. Likewise, about half of women and men (50% and 53%, respectively) indicated the situation happened while they were performing a drill period (inactive duty training [IDT]).

Compared to 2019, women and men were significantly more likely to experience the worst situation while activated in a Title 10 (Federal authority) status or while they were on temporary duty. In 2021, 36% of women and 34% of men experienced sexual harassment while activated in a Title 10 status compared to 20% of women and 22% of men in 2019. Likewise, in 2021, 31% of women and 27% of men experienced sexual harassment while they were on temporary duty compared to 13% and 11%, respectively in 2019. Meanwhile, women and men were significantly less likely to experience the worst situation of sexual harassment while at an official military function (down from 38% in 2019 to 27% for women and down from 40% in 2019 to 28% for men).

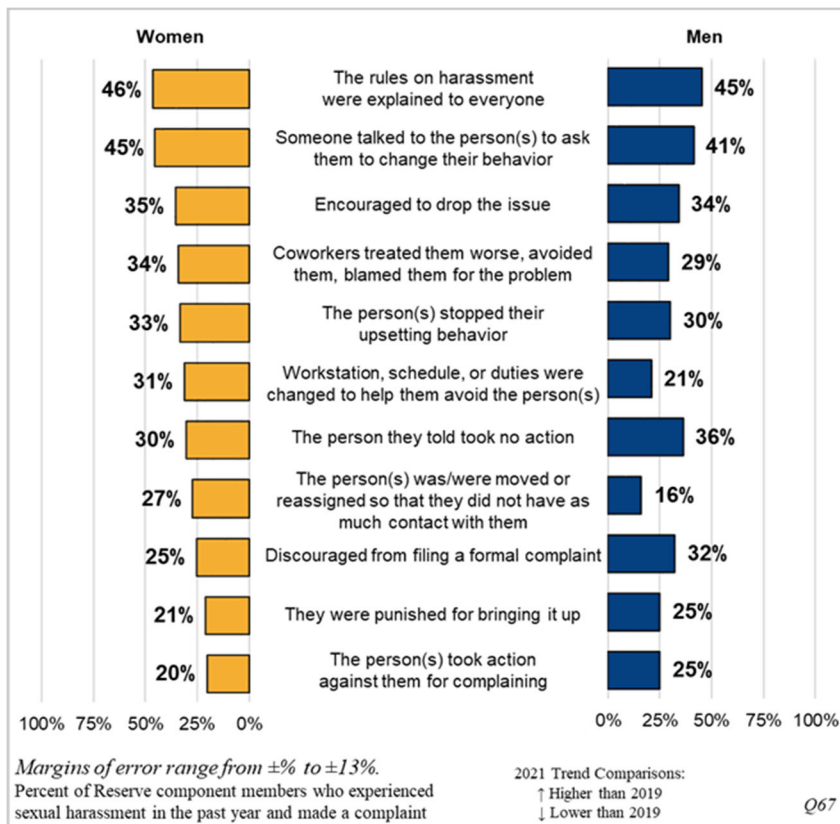
Sexual Harassment Complaints

Nearly half of women (48%) and one-third of men (32%) made a sexual harassment complaint regarding the worst situation they experienced. Women were significantly more likely to make a sexual harassment complaint in 2021 compared to 2019 when 39% of women made a complaint.

Members of the Reserve component have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. The plurality of the women and men who made any complaint made an informal one (43% and 50%, respectively).⁴⁵

Service members who made a sexual harassment complaint received a variety of responses (Figure 27). Among both women and men, the most common actions taken in response to their complaint was that the rules on harassment were explained to everyone (46% and 45%, respectively) and someone talking to the persons(s) to ask them to change their behavior (45% and 41%, respectively). However, more than one-third of women and men (35% and 34%, respectively) were encouraged to drop the issue.

Figure 27.
Response to Sexual Harassment Complaints in the Reserve Component



⁴⁵ Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

In general, Service members who made a complaint about the worst situation of sexual harassment they experienced were dissatisfied with the complaint process—both specific aspects (e.g., the availability of information or how well they were kept informed) and the process overall. Women most often expressed satisfaction with their treatment by personnel handling their complaint (43%) and about one-third of men (35%) expressed satisfaction with the availability of information about victim support resources. However, a substantial proportion of women and men were dissatisfied with the same aspects of the complaint process. More than one-third of women (38%) and 42% of men were dissatisfied with the complaint process overall and nearly half of women and men (43% and 44%, respectively) were dissatisfied with the outcome of their complaint.

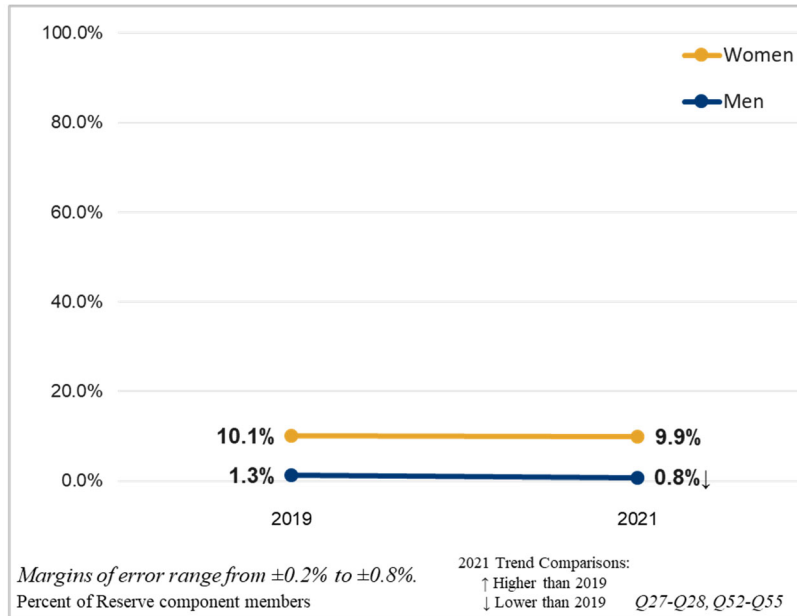
Finally, Service members were also able to provide reasons for not making a complaint regarding the sexual harassment violation. Among their reasons for not making a complaint, most women and men did not think anything would be done (51% and 40%, respectively), were worried about negative consequences from their military coworkers or peers (51% and 37%, respectively), or did not think it was serious enough to make a complaint (46% and 36%, respectively).

Estimated Gender Discrimination Past Year Prevalence Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members' experiences had to involve a person the member had contact with as part of their military duties.

In 2021, 9.9% of women (an estimated 16,222 Service members) and 0.8% of men (an estimated 4,995 Service members) in the Reserve component experienced past year gender discrimination (Figure 28). While the prevalence rates for women were statistically unchanged since 2019, the rate for men reflects a significant decrease since 2019 when an estimated 1.3% of men experienced gender discrimination.

Figure 28.
Estimated Past Year Gender Discrimination Prevalence Rates for the Reserve Component



One Situation of Gender Discrimination With the Biggest Effect

As mentioned previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. In 2021, 64% of women and 23% of men identified an incident that involved behaviors consistent with gender discrimination as the worst situation. For both women (87%) and men (93%), these situations typically involved being mistreated, ignored, or insulted because of their gender.

For most women (84%) and men (87%), the one worst situation they experienced occurred more than once. More specifically, for more than one-third of women (66%) and 74% of men, the situation happened over a period of a few months or more.

Demographics of the Alleged Offender(s)

Most incidents of gender discrimination for women (68%) and men (77%) in the Reserve component involved more than one alleged offender. Most women indicated that the situation involved alleged offenders who were all men (80%), at least one military member (99%), and at least one person in their chain of command (68%). These characteristics of gender discrimination situations were mostly shared by men in the Reserve component who also often described the situation as involving at least one military member (93%) and at least one person from their chain of command (73%). However, men were significantly more likely than women to indicate that the worst situation involved alleged offenders who were all women (41%) or a mix of men and women (39%).

Location and Context

Most of both women (89%) and men (89%) experienced their worst situation of gender discrimination on a military installation or ship and while at work during duty hours (89% of women and 88% of men). More than half of women and men (58% of each) indicated the situation occurred while they were performing full-time National Guard or Reserve duty. Likewise, more than half of women and men (57% and 62%, respectively) indicated the situation happened while they were performing a drill period (IDT).

Gender Discrimination Complaints

In 2021, nearly half (49%) of Reserve component women and 41% of men made a complaint regarding the worst situation of gender discrimination they experienced. For both women (44%) and men (37%), complaints were most often made to someone in their own chain of command and, among those who made a complaint, they were typically informal (48% for women and 33% for men).

Service members were asked to indicate what actions were taken in response to their complaint. For women (47%), the most common responses were being encouraged to drop the issue and coworkers treating them worse, avoiding them, or blaming them for the problem (40%).

In general, women who reported the worst situation of gender discrimination they experienced were dissatisfied with the various aspects of the complaint process, namely the amount of time it took to resolve their complaint (46%) and how well they were kept informed about the progress of their complaint (45%). More than half of women (51%) were dissatisfied with the complaint process overall and 56% of women were dissatisfied with the outcome of their complaint.

Among those Service members who did *not* make a complaint regarding the worst situation of gender discrimination they experienced, the most common reasons were consistent for women and men, including not thinking anything would be done (65% and 69%, respectively); not trusting the process would be fair (55% and 67%, respectively); and, being worried about negative consequences from their military coworkers or peers (53% and 43%, respectively).

Estimated Prior Year Sexual Harassment and Gender Discrimination Prevalence Rates by Race/Ethnicity, Sexual Orientation, and Gender Identity

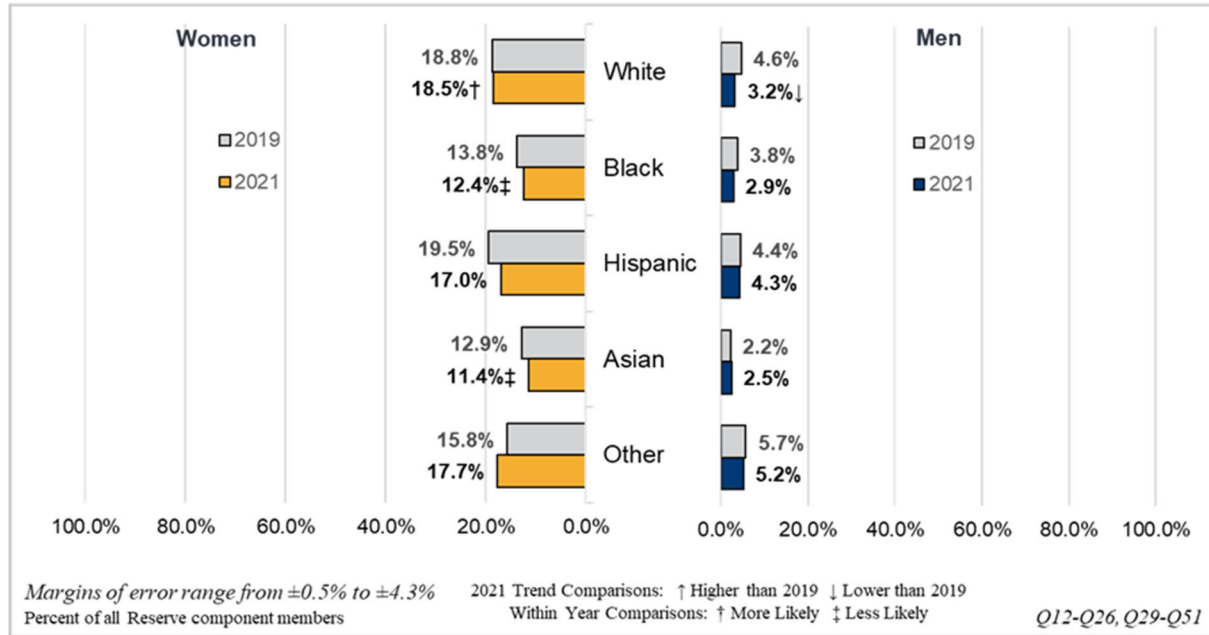
The following sections summarize the experiences of racial/ethnic, sexual, and gender minority Service members with sexual harassment and gender discrimination in the Reserve component.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

Overall, an estimated 6.7% of racial/ethnic minority Service members in the Reserve component experienced past year sexual harassment. The prevalence estimate for racial/ethnic minority women is 14.7% and significantly lower than the estimate for non-Hispanic White women (18.5%) driven in large part by the significantly lower prevalence rates of sexual harassment for

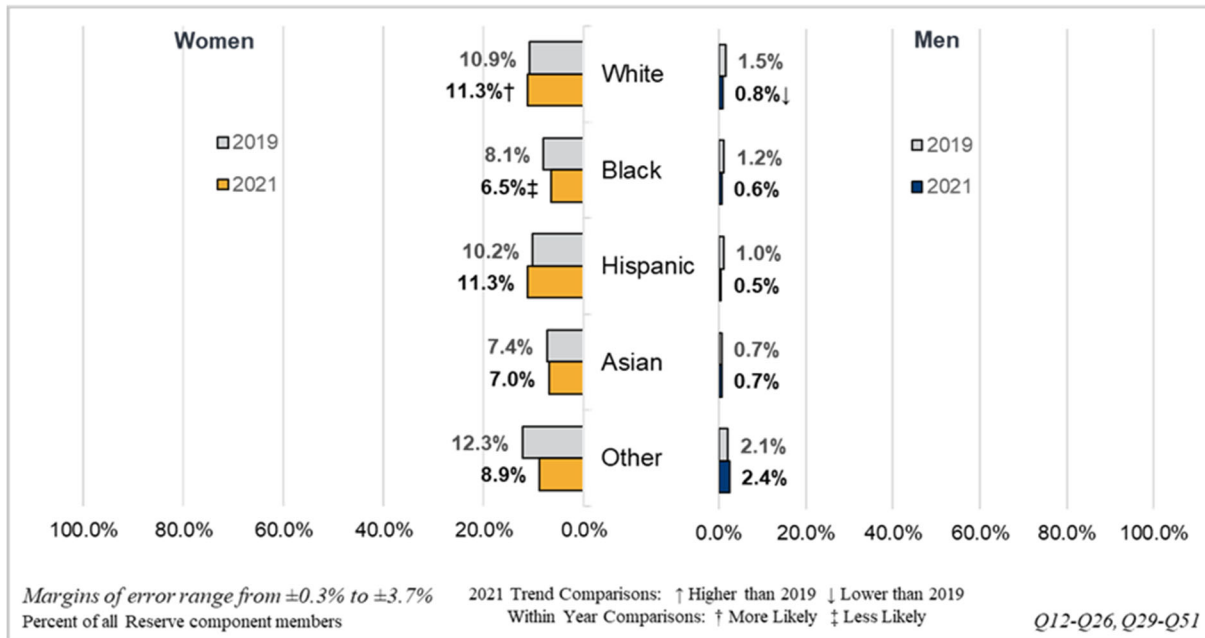
Black women (an estimated 12.4%) and Asian women (an estimated 11.4%; Figure 29). There were no significant differences evident by race/ethnicity for men.

Figure 29.
Estimated Past Year Sexual Harassment Prevalence Rates by Race/Ethnicity, Reserve Component



An estimated 2.9% of racial/ethnic minority Service members experienced past year gender discrimination. As with sexual harassment, differences were evident among women (Figure 30). Racial/ethnic minority women (with an estimated rate of 8.6%) were significantly less likely than non-Hispanic White women (with an estimated rate of 11.3%) to experience gender discrimination, a difference that appeared to be driven in part by significantly lower prevalence rates for Black women (an estimated 6.5%). There were no significant differences in the prevalence rates for gender discrimination evident by race/ethnicity for men. However, the overall decrease in past year gender discrimination rates for men appeared to be driven by a significant decrease in prevalence rates, from 1.5% in 2019 to 0.8% in 2021, for non-Hispanic White men.

Figure 30.
Estimated Past Year Gender Discrimination Prevalence Rates by Race/Ethnicity, Reserve Component



Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

An estimated 20.0% of LGB members of the Reserve component experienced sexual harassment in the prior year (Figure 31). Prevalence rates for LGB Service members were statistically unchanged from 2019, but were significantly lower compared to 2019 for heterosexual Service members (from 6.1% to 5.0%). Accordingly, LGB Service members remained significantly more likely than heterosexual Service members to experience sexual harassment in 2021. More specifically, LGB women were significantly more likely than heterosexual women to experience past year sexual harassment (24.3% compared to 14.6%). However, prevalence estimates for LGB and heterosexual women were statistically unchanged from 2019. Likewise, LGB men were significantly more likely than heterosexual men to experience past year sexual harassment (14.7% compared to 2.8%). While prevalence estimates for LGB men in 2021 were statistically unchanged from 2019, they were significantly lower for heterosexual men (down from 4.0%).

An estimated 7.0% of LGB members of the Reserve component experienced gender discrimination in the prior year (Figure 32). Gender discrimination prevalence rates for LGB and heterosexual Service members were statistically comparable to 2019. However, LGB Service members remained significantly more likely than heterosexual members (an estimate 2.4%) to experience gender discrimination.

Differences among women and among men were apparent but not statistically significant. An estimated 11.1% of LGB women and 1.9% of LGB men experienced gender discrimination, and these estimates were statistically comparable to the prevalence estimates for heterosexual women

and men (9.7% and 0.7%, respectively). The only group for which a significant decline was evident since 2019 was among heterosexual men (down from 1.1%).

Figure 31.
Estimated Past Year Sexual Harassment Prevalence Rates by Sexual Orientation and Gender Identity, Reserve Component

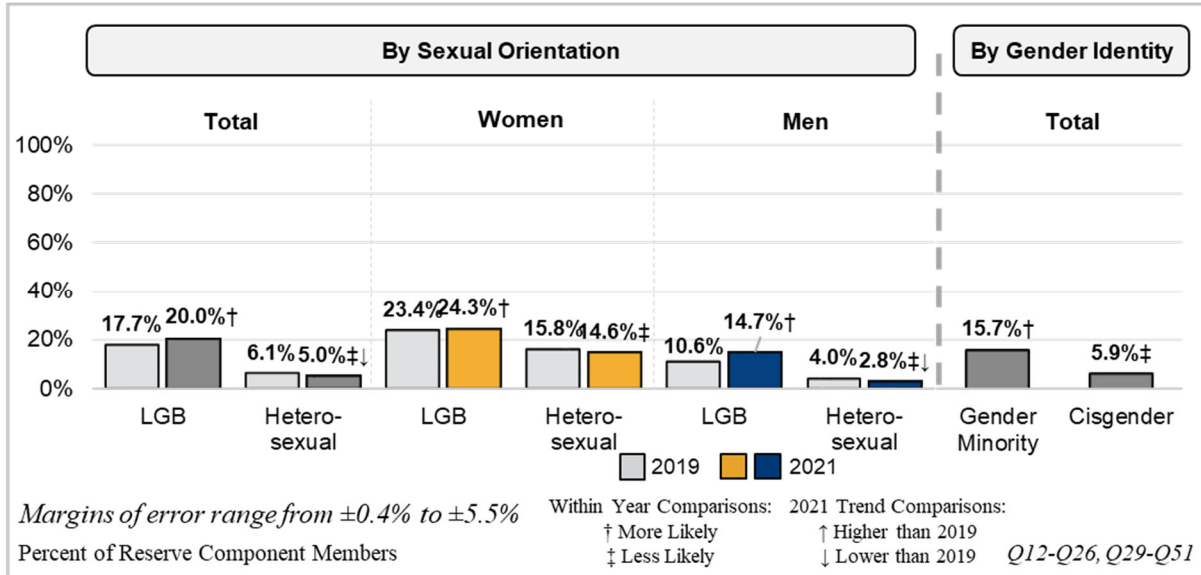
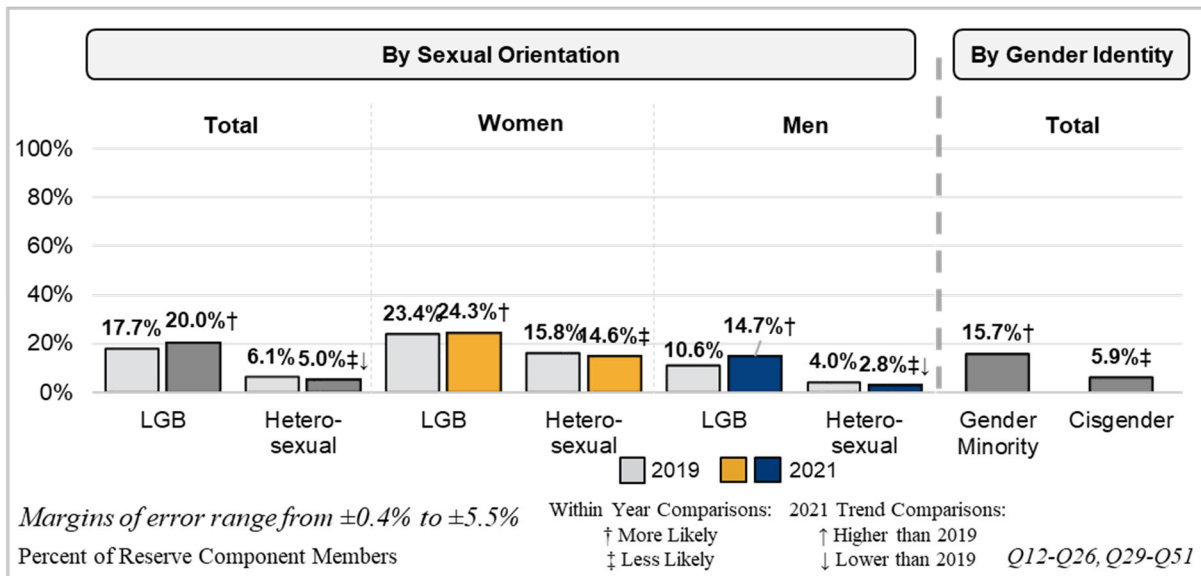


Figure 32.
Estimated Past Year Gender Discrimination Prevalence Rates by Sexual Orientation and Gender Identity, Reserve Component



Sexual Harassment and Gender Discrimination Prevalence Estimates by Gender Identity

Overall, the estimated prevalence of past year sexual harassment for gender minority Service members in the Reserve component is 15.7% and significantly higher than the estimate for cisgender Service members (5.9%; Figure 31).

The estimated prevalence of past year gender discrimination for gender minority Service members 7.1% and significantly higher than the estimate for cisgender Service members (2.6%; Figure 32).

Chapter 4: Discussion and Conclusion

The Workplace and Gender Relations (WGR) survey fulfills a critical surveillance function for the Department of Defense (DoD) by providing the ability to assess the progress of efforts to prevent and better respond to unwanted sexual contact, sexual harassment, and gender discrimination in the military. The results of the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* reveal that, consistent with the findings of the 2021 Independent Review Commission (IRC) on Sexual Assault in the Military, substantial work remains to be done. Indeed, despite the inability to make comparisons to prior years in the prevalence of unwanted sexual contact, the significant increase in the rates of sexual harassment and gender discrimination for women in the Active component and the stability of the prevalence of those forms of misconduct for women in the Reserve component reflect the enduring challenges. We conclude this report by presenting a summary of the key insights below.

Key Insights

The results of the *2021 WGR* provide the following key insights:

1. **An estimated 35,875 Service members in the Active component and 11,837 in the Reserve component experienced past year unwanted sexual contact.**⁴⁶ A key limitation of the transition to the unwanted sexual contact measure in 2021 is the inability to make statistical comparisons to sexual assault prevalence estimates from prior years. However, the unwanted sexual contact measure provides a proxy for sexual assault by identifying individuals who have experienced sex-related behaviors which constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ) and for which they are eligible to receive Sexual Assault Prevention and Response (SAPR) support services while balancing the burden to the respondent by using far fewer questions and less invasive content than the previous sexual assault metric. As the Office of People Analytics (OPA) continues to take steps to address concerns regarding declining response rates across nearly all of the DoD's large-scale surveys, reducing the length of key metrics will be important. While there has been a great deal of interest in making comparisons between the prevalence estimates for military members and members of the general public, such comparisons have been impossible because of substantial differences in the metrics and methodologies for collecting these data.⁴⁷ However, the Bureau of Justice Statistics (BJS) is currently testing a new behaviorally informed and self-administered metric that is more

⁴⁶ The number of Service members who experienced past year unwanted sexual contact is an estimate with an associated margin of error. The true estimate for the Active component falls between 33,815 and 37,993. The true estimate for the Reserve component falls between 10,393 and 13,280.

⁴⁷ For one exception, see the National Intimate Partner and Sexual Violence Survey (NISVS) conducted by the Centers for Disease Control and Prevention (CDC).

consistent with the DoD's unwanted sexual contact metric.⁴⁸ Further review is necessary to determine whether the changes to the BJS metric may make comparisons between military members and the general public feasible in the future. Ultimately, a key feature of the WGR surveys is to monitor change over time. Nonetheless, the estimates provided by the *2021 WGR* are valuable because they provide a more recent baseline from which to assess progress related to the implementation of the recommendations of the IRC as approved by the Department.

2. **Estimated rates of misconduct highly correlated with sexual assault increased for women in the Active component suggesting an overall growth in unhealthy military climate since 2018.** Decades of research point to the relationship between sexual harassment, gender discriminatory behaviors, and sexual assault. Accordingly, the significant increase since 2018 in the prevalence of these behaviors for women in the Active component suggests that the gender relations climate in the military has gotten worse. Notably, the climate appears to have remained stable (or even slightly improved) for men in the Active component and women and men in the Reserve component. Identifying the circumstances that contributed to these differential outcomes may be beneficial for identifying potential shortcomings or opportunities to apply the lessons learned.
3. **Periods of transition, particularly the first 120 days in a unit, may present a critical window for prevention of unwanted sexual contact.** Much of the military's emphasis on sponsorship is borne out of its awareness that periods of transition pose a threat to individual readiness. Accordingly, it may come as no surprise that Service members may also face a heightened risk for experiencing unwanted sexual contact during those periods. Indeed, roughly one-third of women (34%) and one-quarter of men (25%) in the Active component experienced their worst incident of unwanted sexual contact within 120 days of arriving to their unit. A smaller but non-negligible proportion of women (14%) and men (also 14%) identified their worst experience as happening when they were preparing to leave their unit. The characteristics of Service members who experienced unwanted sexual contact during these two periods (e.g., details regarding their age, paygrade, or whether they were assigned a sponsor), should be the subject of future research. However, identifying these windows of time can also provide an immediate target area for prevention.
4. **The *2021 WGR* highlights the enduring challenge related to reporting of unwanted sexual contact in the military.** As in prior years, the majority of women and men in the Active and Reserve components did not report their worst incident of unwanted sexual contact they experienced in the year prior to the survey. Among those who did report, the results of the *2021 WGR* show the extent to which retaliation may have occurred. Nearly one-third of women in the Active component and the same proportion of women in the Reserve component may have experienced

⁴⁸ For example, see the Methodological Research to Support the National Crime Victimization Survey: Self-Report Data on Rape and Sexual Assault—Pilot Test available at <https://www.ojp.gov/ncjrs/virtual-library/abstracts/methodological-research-support-national-crime-victimization-survey>.

retaliation associated with their report. Whether the self-reported retaliatory behaviors survivors experience are perceived or actual, they reflect the deep and abiding fear about the personal and professional consequences of reporting for victims of sexual violence.

5. **There is some evidence of progress related to sexual harassment complaints, but the 2021 WGR revealed enduring issues related to the complaint system.** Compared to 2018 and 2019, women in the Active and Reserve component (respectively) who experienced past year sexual harassment, were significantly more likely to make a complaint. Some progress was also evident related to the response to those complaints in the form of (for example) fewer women and men in the Active component being encouraged to drop the issue or perceiving that the person they told took no action. However, few women and men who made a complaint expressed satisfaction with the complaint process. Moreover, compared to prior years, dissatisfaction with every aspect of the complaint process was significantly higher. Identifying how to sustain and expand upon progress related to sexual harassment complaints will be important in light of anticipated changes to the complaint system that may occur given the recent amendment of the Manual for Courts-Martial to make sexual harassment a specific offense under the Uniform Code of Military Justice (UCMJ).⁴⁹
6. **The 2021 WGR provides additional evidence regarding the relationship between sexual harassment, stalking, and unwanted sexual contact as well as additional insights to inform prevention and response.** While prior research clearly demonstrates that environments conducive to sexual harassment may be associated with higher risk for sexual assault, establishing the direct connection between incidence of sexual harassment and assault has been more difficult to measure. Consistent with prior years, the 2021 WGR reveals a substantial proportion of women and men who experienced unwanted sexual contact were sexually harassed and/or stalked by the same alleged offender. However, the 2021 WGR expands on prior research by also identifying the various types of sexually harassing and stalking behaviors that Service members experienced, that the behaviors often began months before the unwanted sexual contact incident, and that nearly one in 10 women (8%) and 5% of men in the Active component made a complaint about the sexual harassment *before* the unwanted sexual contact incident. These insights provide some of the strongest evidence to date regarding the critical need to address and adequately respond to lower-level behaviors such as sexual harassment and stalking to potentially prevent unwanted sexual contact or sexual assault.
7. **While prior WGR reports have included estimates of the prevalence of sexual assault and sexual harassment for lesbian, gay, or bisexual (LGB) Service members, the 2021 WGR Overview Report expands upon previous efforts by providing prevalence estimates for additional minority groups within the DoD.**

⁴⁹ See the White House Fact Sheet Executive Order, 2022 Amendments to the Manual for Courts-Martial available at <https://www.whitehouse.gov/briefing-room/statements-releases/2022/01/26/fact-sheet-executive-order-2022-amendments-to-the-manual-for-courts-martial/>

Among the recommendations of the 2021 IRC approved by the Department was the need to “improve data collection, research, and reporting on sexual harassment and sexual assault to better reflect the experiences of Service members from marginalized populations—including LGBTQ+ Service members, and racial and ethnic minorities.” Importantly, we find substantial and significant differences in the prevalence of unwanted sexual contact, sexual harassment, and gender discrimination associated with the race/ethnicity, sexual orientation, and gender identity of Service members. While further analyses are necessary, the results demonstrate the critical importance of disaggregating the data to examine the experiences of racial/ethnic, sexual, and gender minority Service members and to monitor the extent to which existing prevention and response efforts are effective for these Service members.

Conclusion

This overview report presents only the topline estimates from the 2021 WGR related to the estimated prevalence of unwanted sexual contact, sexual harassment, and gender discrimination in the military and the characteristics of those experiences. Further analyses of the data from the 2021 WGR may address other aspects of Service members’ experiences and the military climate. Considerations for future analyses and research might include the following:

- **A description of the gender relations climate in the military more broadly and Service member attitudes, perceptions, and beliefs that may contribute to risk for sexual violence.** A sizable body of evidence exists to support the importance of workplace or organizational climate factors (such as workplace hostility, the climate for sexual harassment, and leader actions to prevent sexual violence) or individual beliefs and actions (such as sexism and bystander intervention) on risk for sexual violence and discrimination.
- **A description of the experiences of racial/ethnic, sexual minority, and gender minority Service members.** A more in-depth discussion regarding the experiences of racial/ethnic minority and lesbian, gay, bisexual, and transgender (LGBT) Service members can better inform efforts to ensure that existing programs and policies are attentive to the challenges that Service members in these minority groups may experience. Extensive literature related to racial/ethnic minority, sexual minority, and gender minority individuals suggests that the factors contributing to their risk for experiencing sexual violence, their decision to report, and their ability to recover are related to their status as marginalized groups within organizations and within civil society.
- **A description of intimate partner sexual violence in the military.** Future analyses related to the specific attributes of intimate partner-related unwanted sexual contact will also be informative and support the DoD’s ability to go beyond identifying the prevalence of these incidents. Understanding the characteristics of intimate partner involved incidents can help to ensure that the DoD is able to appropriately address this specific category of incidents.

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Appendix A. Army Active Component Top-Line Results

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Army Active Component Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Army's Active component.⁵⁰ Table 3 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Army's Active component was 8.4% (an estimated 6,201 Soldiers; Table 3). The past year unwanted sexual contact rate for men was 1.5% (an estimated 5,884 Soldiers).

⁵⁰ The term "Active component" is distinct from "active duty." The latter includes individuals serving in the Reserve component but on active duty for a period of time.

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (3.5%), 2.5% were penetrative, and 2.4% were non-penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative (0.7%), 0.5% were attempted penetrations, and 0.3% were penetrative.

Table 3.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment and Gender Discrimination Prevalence Rates, Army Active Component

	Unwanted Sexual Contact	Sexual Harassment			Gender Discrimination		
	2021	2018	2021 (Adjusted)	2021 (Official)	2018	2021 (Adjusted)	2021 (Official)
Women	8.4%†	24.3%	27.9%*	27.8%†	18.3%	20.7%*	18.2%†
White	10.0%†	30.1%	32.4%	32.3%†	23.3%	25.7%	22.1%†
Black	6.9%	17.6%	20.8%	20.8%‡	13.2%	15.1%	13.3%‡
Hispanic	8.7%	24.7%	31.0%*	30.8%	19.0%	22.1%	19.9%
Asian	6.6%	17.9%	18.5%	18.5%‡	12.1%	11.1%	8.9%‡
Other races	7.3%	23.3%	30.4%	30.4%	15.1%	21.1%	19.4%
Men	1.5%‡	6.0%	6.5%	6.5%‡	2.3%	1.6%*	1.4%‡
White	1.5%	5.9%	6.9%	6.9%	2.5%	1.4%*	1.3%
Black	1.7%	4.7%	5.7%	5.7%	1.8%	1.5%	1.4%
Hispanic	1.3%	6.7%	6.8%	6.8%	1.9%	2.0%	1.8%
Asian	2.0%	6.8%	5.3%	5.1%	1.8%	2.0%	1.6%
Other races	0.8%	7.2%	5.5%	5.5%	3.0%	1.8%	1.4%
LGB	8.3%†	24.0%	31.9%*	31.9%†	11.7%	15.2%	12.7%†
Women	11.3%†	27.7%	38.1%*	38.0%†	18.2%	25.3%*	22.2%†
Men	5.4%†	21.0%	26.0%	26.0%†	6.5%	5.5%	3.7%
Heterosexual	1.6%‡	6.8%	7.7%*	7.7%‡	3.6%	3.4%	3.0%‡
Women	5.7%‡	21.2%	24.9%*	24.9%‡	16.6%	19.3%*	16.8%‡
Men	1.0%‡	4.8%	5.3%	5.3%‡	1.8%	1.2%*	1.1%
Gender Minority	7.8%†	N/A	26.7%	26.7%†	N/A	14.3%	12.6%†
Cisgender	1.9%‡	N/A	9.3%	9.3%‡	N/A	4.2%	3.7%‡

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

“Adjusted” estimates for 2021 use the same metric utilized in 2018. The “Official” estimates are based on the updated metric and will be used in the future.

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact sexual harassment and gender discrimination estimates presented in this report for the Active component only.⁵¹ We report the “official” sexual harassment and gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Army’s Active component was 27.8% (an estimated 20,476 Soldiers) and the past year prevalence rate for gender discrimination was 18.2% (an estimated 13,366 Soldiers). The adjusted estimate for sexual harassment was 27.9% and reflects a significant increase since 2018 when an estimated 24.3% of women experienced sexual harassment. The adjusted gender discrimination rate in 2021 was an estimated 20.7% and reflects a significant increase since 2018 when an estimated 18.3% of women experienced gender discrimination.

In 2021, the past year sexual harassment prevalence rate for men was 6.5% (an estimated 25,789 Soldiers) and the prevalence rate for past year gender discrimination was 1.4% (an estimated 5,571 Soldiers). The estimate for sexual harassment is statistically unchanged since 2018. However, the adjusted gender discrimination rate in 2021 was an estimated 1.6% and reflects a significant decrease since 2018 when an estimated 2.3% of men experienced gender discrimination.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The 2021 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 37% of women and 17% of men in the Army Active component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. The majority of reports for women (70%) were unrestricted. Data for men were not reportable.

⁵¹ The changes to the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. For additional discussion regarding the metric change, see chapter 1 of this report and the 2019 WGR Overview Report.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, more than half of women (52%) and nearly one-third of men (30%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (54%) and 48% of men made a complaint about the worst experience. Estimates for making a complaint about sexual harassment or gender discrimination were statistically unchanged for both women and men since 2018. The most common type of complaint for sexual harassment or gender discrimination was an informal one (39% and 40%, respectively for women and 42% and 42%, respectively for men). However, a sizable number of respondents (21% of women and 22% of men who made a sexual harassment complaint and 22% of women and 20% of men who made a gender discrimination complaint) did not know what type of complaint they made.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁵² Roughly two-thirds (69%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation and 25% experienced a behavior in line with retaliation that also met the legal criteria.

The 2021 WGR also asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women and men who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (49% and 54%, respectively), they were encouraged to drop the issue (45% and 44%, respectively), or someone talked to the person(s) to ask them to change their behavior (45% and 41%, respectively). Likewise, among women and men who made a gender discrimination complaint, more than half of women and men (51% and 61%, respectively) were encouraged to drop the issue. Compared to 2018, women who made a sexual harassment complaint or a gender discrimination complaint were significantly less likely to indicate they were punished for bringing it up (down from 32% in 2018 to 22% for sexual harassment complaints and down from 42% in 2018 to 28% for gender discrimination complaints) or that the person(s) who did the upsetting behavior took action against them for complaining (down from 38% in 2018 to 28% for sexual harassment complaints and down from 46% in 2018 to 32% for gender discrimination complaints). Compared to 2018, men who made

⁵² The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

a sexual harassment complaint were significantly less likely to feel they were discouraged from making a formal complaint (down from 45% in 2018 to 30%).

Appendix B. Navy Active Component Top-Line Results

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Navy Active Component Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Navy's Active component.⁵³ Table 4 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Navy's Active component was 10.1% (an estimated 6,968 Sailors; Table 4). The past year unwanted sexual contact rate for men was 2.1% (an estimated 5,732 Sailors).

⁵³ The term "Active component" is distinct from "active duty." The latter includes individuals serving in the Reserve component but on active duty for a period of time.

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (3.9%), 3.3% were non-penetrative, and 2.9% were penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative (1.1%), 0.7% were attempted penetrations, and 0.3% were penetrative.

Table 4.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Navy Active Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination		
	2021	2018	2021	2018	2021 (Adjusted)	2021 (Official)
Women	10.1%†	31.4%	34.4%†*	18.3%	18.7%	16.9%†
White	10.7%	34.5%	38.0%†	19.9%	20.0%	17.9%
Black	9.5%	21.5%	25.6%‡	13.7%	14.8%	13.9%
Hispanic	11.0%	35.4%	38.5%	19.2%	20.6%	18.8%
Asian	5.1%‡	23.0%	23.5%‡	14.6%	8.1%*	7.1%‡
Other races	8.2%	34.4%	36.9%	19.9%	25.3%	21.7%
Men	2.1%‡	9.3%	8.8%‡	3.7%	2.4%*	2.1%‡
White	2.1%	9.3%	8.6%	3.5%	2.4%*	2.0%
Black	2.2%	8.8%	8.0%	3.6%	2.5%	2.1%
Hispanic	2.4%	9.7%	10.7%	4.5%	2.8%	2.4%
Asian	1.7%	7.0%	5.9%‡	1.5%	1.0%	0.9%‡
Other races	2.0%	11.1%	9.1%	5.6%	2.7%	2.4%
LGB	9.7%†	34.1%	35.0%†	12.2%	13.0%	11.8%†
Women	12.6%†	40.3%	45.5%†	20.4%	23.5%	21.1%†
Men	6.9%†	29.8%	24.9%†	6.7%	2.9%	2.9%
Heterosexual	2.2%‡	10.6%	10.8%‡	5.3%	4.5%*	4.0%‡
Women	6.5%‡	28.0%	29.3%‡	17.1%	17.0%	15.4%‡
Men	1.4%‡	7.2%	7.2%‡	3.0%	2.1%*	1.8%
Gender Minority	4.6%	N/A	28.5%†	N/A	10.8%	7.6%
Cisgender	3.0%	N/A	13.0%‡	N/A	5.4%	4.9%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

“Adjusted” estimates for 2021 use the same metric utilized in 2018. The “Official” estimates are based on the updated metric and will be used in the future.

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.⁵⁴ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Navy’s Active component was 34.4% (an estimated 23,773 Sailors) and the past year prevalence rate for gender discrimination was 16.9% (an estimated 11,709 Sailors). The estimate for sexual harassment reflects a significant increase since 2018 when an estimated 31.4% of women experienced sexual harassment. The estimate for gender discrimination is statistically unchanged since 2018.

In 2021, the past year sexual harassment prevalence rate for men was 8.8% (an estimated 23,420 Sailors) and the prevalence rate for past year gender discrimination was 2.1% (an estimated 5,536 Sailors). The estimate for sexual harassment is statistically unchanged since 2018. However, the adjusted gender discrimination rate in 2021 was an estimated 2.4% and reflects a significant decrease since 2018 when an estimated 3.7% of men experienced gender discrimination.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The 2021 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 28% of women and 12% of men in the Navy Active component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. The majority of reports for women (66%) were unrestricted. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced

⁵⁴ The changes to the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. For additional discussion regarding the metric change, see chapter 1 of this report and the 2019 WGR Overview Report.

sexual harassment in the prior year, more than half of women (51%) and nearly one-third of men (28%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (55%) and 44% of men, made a complaint about the worst experience. Compared to 2018, men were significantly less likely to make a sexual harassment complaint (down from 37%). The most common type of complaint for sexual harassment or gender discrimination was an informal one (44% and 49%, respectively for women and 54% and 55%, respectively for men). However, a sizable number of respondents (23% of women and 16% of men who made a sexual harassment complaint and 20% of women and 16% of men who made a gender discrimination complaint) did not know what type of complaint they made.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁵⁵ Roughly two-thirds (71%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation and 34% experienced a behavior in line with retaliation that also met the legal criteria. Data for men were not reportable.

The 2021 WGR also asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women and men who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (47% and 44%, respectively), they were encouraged to drop the issue (47% and 43%, respectively), or someone talked to the person(s) to ask them to change their behavior (46% and 39%, respectively). Likewise, among women and men who made a gender discrimination complaint, more than half of women and men (55% and 59%, respectively) were encouraged to drop the issue. Compared to 2018, men who made a sexual harassment complaint or a gender discrimination complaint were significantly less likely to respond the person who did the upsetting behavior took action against them for complaining (down from 37% in 2018 to 19% for sexual harassment complaints and down from 52% in 2018 to 31% for gender discrimination complaints).

⁵⁵ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Appendix C. Marine Corps Active Component Top-Line Results

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Marine Corps Active Component Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Marine Corps' Active component.⁵⁶ Table 5 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Marine Corps' Active component was 13.4% (an estimated 2,204 Marines; Table 5). The past year unwanted sexual contact rate for men was 1.5% (an estimated 2,357 Marines).

⁵⁶ The term "Active component" is distinct from "active duty." The latter includes individuals serving in the Reserve component but on active duty for a period of time.

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (6.2%), 4.6% were penetrative, and 2.6% were non-penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative touching (0.8%), 0.4% were attempted penetrations, and 0.2% were penetrative.

Table 5.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Marine Corps Active Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination		
	2021	2018	2021	2018	2021 (Adjusted)	2021 (Official)
Women	13.4%†	31.9%	40.1%†*	21.7%	23.9%	21.9%†
White	18.3%†	35.3%	47.6%†*	27.3%	31.1%	28.9%†
Black	8.0%	26.3%	34.3%	16.8%	15.2%	13.4%‡
Hispanic	9.7%‡	27.5%	34.5%‡	14.5%	19.2%	17.4%‡
Asian	10.5%	29.8%	27.4%	13.3%	20.6%	17.2%
Other races	12.8%	40.2%	37.9%	30.9%	19.8%	16.9%
Men	1.5%‡	5.7%	5.0%‡	1.7%	0.9%*	0.8%‡
White	1.0%	5.9%	4.8%	1.9%	0.9%*	0.8%
Black	1.9%	7.4%	4.8%	1.3%	0.9%	0.3%
Hispanic	2.3%	4.6%	5.2%	1.3%	0.7%	0.6%
Asian	1.7%	2.5%	3.1%	1.0%	0.6%	0.6%
Other races	2.0%	8.1%	6.2%	2.3%	2.5%	2.5%
LGB	10.9%†	28.3%	35.6%†	11.0%	15.2%	14.5%†
Women	18.1%	32.8%	48.9%†*	23.3%	28.7%	27.3%
Men	4.9%	24.9%	24.5%†	1.6%	4.0%	4.0%
Heterosexual	1.7%‡	6.1%	6.6%‡	2.7%	2.2%	2.0%‡
Women	10.4%	29.9%	37.1%‡*	19.7%	22.8%	20.9%
Men	1.1%	4.4%	4.4%‡	1.5%	0.7%*	0.6%
Gender Minority	10.2%	N/A	24.9%†	N/A	8.1%	8.1%
Cisgender	2.2%	N/A	8.0%‡	N/A	3.0%	2.7%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

“Adjusted” estimates for 2021 use the same metric utilized in 2018. The “Official” estimates are based on the updated metric and will be used in the future.

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.⁵⁷ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Marine Corps’ Active component was 40.1% (an estimated 6,587 Marines) and the past year prevalence rate for gender discrimination was 21.9% (an estimated 3,589 Marines). The estimate for sexual harassment reflects a significant increase since 2018 when an estimated 31.9% of women experienced sexual harassment. The adjusted gender discrimination rate in 2021 was an estimated 23.9% and is statistically unchanged since 2018.

In 2021, the past year sexual harassment prevalence rate for men was 5.0% (an estimated 7,836 Marines) and the prevalence rate for past year gender discrimination was 0.8% (an estimated 1,245 Marines). The estimate for sexual harassment is statistically unchanged since 2018. However, the adjusted gender discrimination rate in 2021 was an estimated 0.9% and reflects a significant decrease since 2018 when an estimated 1.7% of men experienced gender discrimination.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The 2021 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 35% of women and 13% of men in the Marine Corps Active component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. The majority of reports for women (68%) were unrestricted. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a

⁵⁷ The changes to the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. For additional discussion regarding the metric change, see chapter 1 of this report and the 2019 WGR Overview Report.

local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, more than half of women (54%) and nearly one-third of men (32%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (54%) and 48% of men, made a complaint about the worst experience. The most common type of complaint for sexual harassment (38% for women and 57% for men) was an informal one. Among women who experienced gender discrimination in the prior year, 41% made an informal complaint. However, a sizable number of respondents who made a sexual harassment complaint (24% for women and 12% for men) did not know what type of complaint they made. Similarly, among those who experienced gender discrimination, 24% of women and 4% of men did not know what type of complaint they made.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁵⁸ More than two-thirds (77%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation and 45% experienced a behavior in line with retaliation that also met the legal criteria.

The 2021 *WGR* also asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women and men who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (44% and 60%, respectively), someone talked to the person(s) to ask them to change their behavior (46% and 47%, respectively), or they were encouraged to drop the issue (42% and 50%, respectively). Likewise, among women who made a gender discrimination complaint, about half of women (49%) were encouraged to drop the issue. Compared to 2018, women who made a gender discrimination complaint were significantly less likely to respond the person they told took no action (down from 44% in 2018 to 30%). Data for the responses received by men who made a gender discrimination complaint were not reportable.

⁵⁸ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Appendix D. Air Force Active Component Top- Line Results

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Air Force Active Component Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Air Force’s Active component⁵⁹ (including the Space Force).⁶⁰ Table 6 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

⁵⁹ The term “Active component” is distinct from “active duty.” The latter includes individuals serving in the Reserve component but on active duty for a period of time.

⁶⁰ Members of the Space Force were sampled as part of the Department of the Air Force. Accordingly, the results for the Air Force reflect both Service branches.

In 2021, the past year unwanted sexual contact rate for women in the Air Force’s Active component was 5.5% (an estimated 3,884 Airmen; Table 6). The past year unwanted sexual contact rate for men was 1.0% (an estimated 2,649 Airmen).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (2.1%), 1.9% were non-penetrative, and 1.6% were penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative (0.6%), 0.3% were attempted penetrations, and 0.1% were penetrative.

Table 6.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Air Force Active Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination		
	2021	2018	2021	2018	2021 (Adjusted)	2021 (Official)
Women	5.5%†	15.4%	20.9%*	9.8%	13.3%*	11.8%†
White	5.8%	18.0%	24.3%†*	11.9%	15.6%*	13.9%†
Black	4.7%	9.1%	13.0%‡*	5.2%	8.7%*	7.6%‡
Hispanic	6.8%	15.0%	23.2%*	9.5%	13.9%*	12.2%
Asian	1.7%‡	8.7%	10.7%‡	4.7%	7.5%	6.5%‡
Other races	5.0%	16.3%	20.0%	9.3%	11.9%	10.9%
Men	1.0%‡	4.0%	5.0%*	1.5%	1.3%	1.1%‡
White	1.0%	4.0%	4.9%*	1.5%	1.2%	1.0%
Black	1.6%	3.4%	5.7%	1.0%	1.1%	0.4%‡
Hispanic	0.8%	4.8%	4.6%	1.4%	0.9%	0.8%
Asian	0.1%‡	2.4%	3.6%	1.0%	0.7%	0.7%
Other races	1.8%	4.5%	6.5%	1.7%	3.3%	3.1%†
LGB	6.5%†	17.6%	25.0%†*	6.0%	10.6%*	9.6%†
Women	7.9%†	19.8%	30.4%†*	10.4%	18.6%*	16.6%†
Men	5.0%†	15.6%	19.3%†	2.0%	2.1%	2.1%
Heterosexual	1.3%‡	5.1%	6.6%‡*	2.7%	3.2%*	2.7%‡
Women	3.9%‡	13.5%	18.3%‡*	9.3%	12.2%*	10.8%‡
Men	0.7%‡	3.3%	4.0%‡*	1.3%	1.2%	0.9%
Gender Minority	4.4%	N/A	25.7%†	N/A	10.5%	9.2%†
Cisgender	1.7%	N/A	8.0%‡	N/A	3.7%	3.2%‡

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

“Adjusted” estimates for 2021 use the same metric utilized in 2018. The “Official” estimates are based on the updated metric and will be used in the future.

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.⁶¹ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Air Force’s Active component was 20.9% (an estimated 14,706 Airmen) and the past year prevalence rate for gender discrimination was 11.8% (an estimated 8,272 Airmen). The estimate for sexual harassment reflects a significant increase since 2018 when an estimated 15.4% of women experienced sexual harassment. The adjusted gender discrimination rate in 2021 was an estimated 13.3% and reflects a significant increase since 2018 when an estimated 9.8% of women experienced gender discrimination.

In 2021, the past year sexual harassment prevalence rate for men was 5.0% (an estimated 12,932 Airmen) and the prevalence rate for past year gender discrimination was 1.1% (an estimated 2,730 Airmen). The estimate for sexual harassment reflects a significant increase since 2018 when an estimated 4.0% of men experienced sexual harassment. The estimate for gender discrimination is statically unchanged since 2018.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The 2021 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 32% of women and 20% of men in the Air Force Active component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. The majority of reports for women (64%) were unrestricted. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints

⁶¹ The changes to the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. For additional discussion regarding the metric change, see chapter 1 of this report and the 2019 WGR Overview Report.

may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, nearly half of women (49%) and nearly one-third of men (29%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (54%) and 48% of men, made a complaint about the worst experience. Compared to 2018, women were significantly more likely to make a sexual harassment complaint (up from 43%). The most common type of complaint for sexual harassment or gender discrimination was an informal one (45% and 52%, respectively for women and 37% and 48% respectively for men). However, a sizable number of respondents (20% of women and 18% of men who made a sexual harassment complaint and 18% of women and 19% of men who made a gender discrimination complaint) did not know what type of complaint they made.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁶² Roughly half (52%) of women who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with retaliation and 24% experienced a behavior in line with retaliation that also met the legal criteria.

The 2021 *WGR* also asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women and men who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (39% and 38%, respectively), someone talked to the person(s) to ask them to change their behavior (45% and 38%, respectively), or they were encouraged to drop the issue (36% and 33%, respectively). Likewise, among women and men who made a gender discrimination complaint, about half of women and men (48% and 50%, respectively) were encouraged to drop the issue. Compared to 2018, women who made a sexual harassment complaint were significantly less likely to perceive that their coworkers treated them worse or blamed them for the problem (down from 44% in 2018 to 35%).

⁶² The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Appendix E.

Army Reserve Top-Line Results

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Army Reserve Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Army's Reserve component.⁶³ Table 7 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates

⁶³ The term "Reserve Component" refers collectively to the seven individual Reserve components of the Armed Forces: the Army National Guard (ARN), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USCMR), the Air National Guard (ANG), the Air Force Reserve (USAFR), and the Coast Guard Reserve (USCGR).

provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Army's Reserve component was 4.3% (an estimated 1,951 Soldiers; Table 7). The past year unwanted sexual contact rate for men was 0.5% (an estimated 615 Soldiers).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were non-penetrative (1.7%), 1.5% were attempted penetrations, and 1.2% were penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative touching (0.2%) or attempted penetrations (0.2%), and 0.1% were penetrative.

Table 7.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Army Reserve Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	4.3%†	18.0%	15.7%†	9.7%	8.6%†
White	5.9%	21.5%	18.2%	10.4%	10.4%
Black	3.2%	13.7%	13.3%	8.0%	4.7%‡
Hispanic	4.2%	19.0%	16.1%	10.4%	10.6%
Asian	2.9%	12.4%	7.0%‡	6.0%	5.7%
Other races	2.6%	19.0%	20.9%	14.6%	12.0%
Men	0.5%‡	4.5%	3.0%‡*	1.4%	0.4%‡*
White	0.2%	4.7%	3.2%	1.8%	0.7%*
Black	0.3%	4.7%	1.2%‡	0.7%	0.1%‡
Hispanic	1.0%	3.8%	3.3%	0.7%	0.1%
Asian	0.7%	2.6%	4.0%	0.8%	<0.1%
Other races	0.4%	8.6%	3.0%	3.3%	0.6%
LGB	5.3%†	18.6%	16.6%†	9.7%	5.1%
Women	7.5%	23.9%	22.3%	14.3%	9.2%
Men	2.6%	11.0%	9.9%	NR	0.4%
Heterosexual	1.0%‡	6.6%	4.9%‡*	2.8%	2.1%
Women	3.1%	15.6%	13.5%	8.8%	8.3%
Men	0.3%	4.1%	2.5%*	1.2%	0.4%*
Gender Minority	2.3%	N/A	17.2%	N/A	NR
Cisgender	1.2%	N/A	5.8%	N/A	2.4%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report. In 2021, the past year sexual harassment prevalence rate for women in the Army's Reserve component was 15.7% (an estimated 7,038 Soldiers) and the past year prevalence rate for gender discrimination was 8.6% (an estimated 3,858 Soldiers). The estimate for sexual harassment is statistically unchanged since 2018.

In 2021, the past year sexual harassment prevalence rate for men was 3.0% (an estimated 4,003 Soldiers) and the prevalence rate for past year gender discrimination was 0.4% (an estimated 563 Soldiers). The estimate for sexual harassment reflects a significant decrease since 2018, when an estimated 4.5% of men experienced sexual harassment. Similarly, the gender discrimination rate

in 2021 reflects a significant decrease since 2018 when an estimated 1.4% of men experienced gender discrimination.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The *2021 WGR* provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 15% of women in the Army Reserve component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, more than one-third of women (40%) and men (38%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, nearly half of women (44%) made a complaint about the worst experience. The most common type of complaint for sexual harassment or gender discrimination, among women, was an informal one (37% and 40%, respectively). However, a sizable number of respondents (23% of those who made a sexual harassment complaint and 27% of those who made a sexual harassment complaint) did not know what type of complaint they made.

Reponses to MEO Complaints

The *2021 WGR* asks Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (54%), someone talked to the person to ask them to change their behavior (39%), or they were encouraged to drop the issue (38%). Likewise, among women who made a gender discrimination complaint, almost half of women (49%) were encouraged to drop the issue. Data for men were not reportable.

Appendix F. Navy Reserve Top-Line Results

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Navy Reserve Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Navy's Reserve component.⁶⁴ Table 8 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates

⁶⁴ The term "Reserve Component" refers collectively to the seven individual Reserve components of the Armed Forces: the Army National Guard (ARN), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USCMR), the Air National Guard (ANG), the Air Force Reserve (USAFR), and the Coast Guard Reserve (USCGR).

provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Navy's Reserve component was 3.1% (an estimated 433 Sailors; Table 8). The past year unwanted sexual contact rate for men was 0.9% (an estimated 378 Sailors).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (1.2%), 1.1% were non-penetrative, and 0.8% were penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative (0.6%), 0.2% were penetrative, and 0.1% were attempted penetrations.

Table 8.***Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Navy Reserve Component***

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	3.1%†	15.7%	12.7%†	9.0%	7.7%†
White	2.5%	14.9%	11.8%	9.2%	7.6%
Black	3.2%	12.9%	9.1%	7.6%	4.4%‡
Hispanic	3.7%	22.8%	18.3%†	11.6%	12.7%†
Asian	3.8%	16.1%	10.6%	2.1%	5.0%
Other races	4.8%	10.1%	15.7%	14.2%	6.5%
Men	0.9%‡	3.6%	3.3%‡	1.3%	1.1%‡
White	0.9%	2.7%	3.3%	0.9%	1.4%
Black	3.0%	4.8%	2.3%	2.2%	0.5%
Hispanic	0.5%	3.7%	5.3%	0.8%	0.5%
Asian	<0.1	NR	<0.1%	NR	<0.1%
Other races	NR	11.5%	3.9%	6.3%	2.7%
LGB	6.5%†	21.6%	11.1%†	2.7%	5.3%
Women	9.9%†	24.1%	17.0%	4.5%	10.8%
Men	NR	NR	5.3%	NR	NR
Heterosexual	0.8%‡	4.5%	4.6%‡	2.7%	2.2%
Women	1.3%‡	12.6%	11.0%	8.1%	7.4%
Men	0.6%	2.4%	2.8%	1.3%	0.7%†
Gender Minority	NR	N/A	NR	N/A	NR
Cisgender	1.1%	N/A	5.2%	N/A	2.5%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Navy's Reserve component was 12.7% (an estimated 1,773 Sailors) and the past year prevalence rate for gender discrimination was 7.7% (an estimated 1,078 Sailors). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

In 2021, the past year sexual harassment prevalence rate for men was 3.3% (an estimated 1,399 Sailors) and the prevalence rate for past year gender discrimination was 1.1% (an estimated 475 Sailors). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The *2021 WGR* provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 12% of women in the Navy Reserve component reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, nearly half of women (44%) and a quarter of men (25%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (46%) made a complaint about the worst experience. Data for men were not reportable. For women, the most common type of complaint for sexual harassment or gender discrimination was an informal one (60% and 69%, respectively). However, a sizable number of women (12% of those who made a sexual harassment complaint and a gender discrimination complaint) did not know what type of complaint they made. Data for men were not reportable.

Responses to MEO Complaints

The *2021 WGR* asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women who made a sexual harassment complaint, the most common responses were someone talked to the person(s) to ask them to change their behavior (46%), the rules on harassment were explained to everyone (35%), or they were encouraged to drop the issue (27%). Likewise, among women who made a gender discrimination complaint, more than half of women (52%) were encouraged to drop the issue. Data for men were not reportable. Compared to 2019, women who made a sexual harassment complaint were significantly more likely to respond the person who took the upsetting action was/were moved or reassigned (up from 2% in 2019 to 24%).

Appendix G. Marine Corps Reserve Top-Line Results

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Marine Corps Reserve Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Marine Corps' Reserve component.⁶⁵ Table 9 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates

⁶⁵ The term "Reserve Component" refers collectively to the seven individual Reserve components of the Armed Forces: the Army National Guard (ARN), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USCMR), the Air National Guard (ANG), the Air Force Reserve (USAFR), and the Coast Guard Reserve (USCGR).

provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Marine Corps' Reserve component was 1.8% (an estimated 27 Marines; Table 9). The past year unwanted sexual contact rate for men was 1.1% (an estimated 348 Marines).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were non-penetrative (1.8%). Among men, the majority of unwanted sexual contact incidents were non-penetrative touching (0.4%), 0.4% were penetrative, and 0.3% were attempted penetrations.

Table 9.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Marine Corps Reserve Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	1.8%	NR	19.6%†	NR	17.5%†
White	0.6%	NR	22.4%	NR	18.4%
Black	NR	NR	NR	NR	NR
Hispanic	NR	NR	NR	NR	NR
Asian	NR	NR	NR	NR	NR
Other races	NR	NR	NR	NR	NR
Men	1.1%	2.4%	3.0%‡	0.7%	0.4%‡
White	0.6%	2.3%	2.5%	0.9%	0.3%
Black	NR	NR	NR	NR	NR
Hispanic	1.8%	2.9%	3.8%	0.3%	0.7%
Asian	5.2%	NR	6.0%	NR	NR
Other races	NR	NR	0.5%‡	NR	0.5%
LGB	NR	NR	12.6%	NR	6.9%
Women	NR	NR	NR	NR	NR
Men	NR	5.4%	NR	NR	NR
Heterosexual	0.7%	2.9%	3.3%	1.3%	0.9%
Women	2.8%	NR	22.1%	NR	21.6%
Men	0.6%	2.3%	2.6%	0.6%	0.1%
Gender Minority	NR	N/A	NR	N/A	NR
Cisgender	0.7%	N/A	3.5%	N/A	1.0%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the Marine Corps' Reserve component was 19.6% (an estimated 289 Marines) and the past year prevalence rate for gender discrimination was 17.5% (an estimated 258 Marines). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

In 2021, the past year sexual harassment prevalence rate for men was 3.0% (an estimated 952 Marines) and the prevalence rate for past year gender discrimination was 0.4% (an estimated 120 Marines). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The *2021 WGR* provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, data was not reportable for men or women in the Marine Corps' Reserve component.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, data was not reportable for men or women in the Marine Corps' Reserve component.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁶⁶ Data were not reportable for men or women in the Marine Corps' Reserve component.

⁶⁶ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Appendix H.

Air Force Reserve Top-Line Results

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Air Force Reserve Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Air Force's Reserve component.⁶⁷ Table 10 presents all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates

⁶⁷ The term "Reserve Component" refers collectively to the seven individual Reserve components of the Armed Forces: the Army National Guard (ARN), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USCMR), the Air National Guard (ANG), the Air Force Reserve (USAFR), and the Coast Guard Reserve (USCGR).

provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

The past year unwanted sexual contact rate for women in the Air Force's Reserve component was 2.8% (an estimated 537 Airmen; Table 10). The past year unwanted sexual contact rate for men was 0.2% (an estimated 116 Airmen).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women, the majority of unwanted sexual contact incidents were attempted penetrations (1.7%), 0.5% were non-penetrative, and 0.5% were penetrative. Among men, the majority of unwanted sexual contact incidents were non-penetrative or penetrative (both 0.1%), and <0.1% were attempted penetrations.

Table 10.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Air Force Reserve Component

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	2.8%†	10.3%	12.3%†	6.6%	7.5%†
White	3.3%	10.8%	12.8%	7.3%	7.5%
Black	1.8%	7.6%	9.9%	4.8%	5.8%
Hispanic	3.5%	11.2%	14.6%	7.3%	10.6%
Asian	1.3%	15.2%	10.1%	7.4%	7.7%
Other races	2.6%	8.1%	13.4%	4.5%	5.6%
Men	0.2%‡	3.2%	2.9%‡	1.3%	0.8%‡
White	0.3%	3.8%	2.6%	1.8%	1.0%
Black	0.2%	2.5%	3.8%	NR	0.7%
Hispanic	<0.1	1.6%	4.8%	<0.1%	<0.1%
Asian	NR	NR	0.8%‡	1.2%	0.4%
Other races	0.6%	NR	1.4%	NR	1.6%
LGB	3.8%	10.5%	27.3%†*	6.7%	7.1%
Women	3.4%	14.2%	29.6%†*	9.7%	12.3%
Men	NR	NR	NR	NR	NR
Heterosexual	0.7%	4.7%	4.2%‡	2.5%	2.4%
Women	2.2%	10.1%	10.3%‡	6.8%	7.2%
Men	0.2%	3.0%	2.1%‡	1.1%	0.7%†
Gender Minority	NR	N/A	NR	N/A	2.8%
Cisgender	0.9%†	N/A	5.4%	N/A	2.8%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.⁶⁸ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical

⁶⁸ The changes to the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. For additional discussion regarding the metric change, see chapter 1 of this report and the *2019 WGRR Overview Report*.

comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

The past year sexual harassment prevalence rate for women in the Air Force’s Reserve component was 12.3% (an estimated 2,358 Airmen) and the past year prevalence rate for gender discrimination was 7.5% (an estimated 1,429 Airmen). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

The past year sexual harassment prevalence rate for men was 2.9% (an estimated 1,438 Airmen) and the prevalence rate for past year gender discrimination was 0.8% (an estimated 398 Airmen). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019.

Reporting and Complaints

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, nearly half of women (45%) and nearly a quarter of men (22%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, more than half of women (56%), made a complaint about the worst experience. Data for men were not reportable. For women, the most common type of complaint for sexual harassment or gender discrimination was an informal one (45% and 59%, respectively). However, a sizable number of women (17% of those who made a sexual harassment complaint and 19% of those who made a gender discrimination complaint) did not know what type of complaint they made. Data for men were not reportable.

Responses to MEO Complaints

The 2021 *WGR* also asks Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (32%), someone talked to the person(s) to ask them to change their behavior (40%), or they were encouraged to drop the issue (36%). Likewise, among women who made a gender discrimination complaint, nearly half of women (43%) were encouraged to drop the issue. Data for men were not reportable.

Appendix I. National Guard Top-Line Results

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National Guard Top-Line Results

Introduction

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the National Guard. Table 11, Table 12, and Table 13 present all prevalence estimates by gender, race/ethnicity, sexual orientation, and gender identity for Overall National Guard, Army National Guard, and Air National Guard, respectively. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation “NR” indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An “NR” presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted

touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the National Guard was 5.4% (an estimated 4,585 Soldiers and Airmen; Table 11). The past year unwanted sexual contact rate for men was 0.8% (an estimated 2,850 Soldiers and Airmen). Within the Army National Guard, an estimated 6.1% of women (an estimated 3,769 Soldiers) and 0.9% of men (an estimated 2,381 Soldiers) experienced unwanted sexual contact in the past year (Table 12). Within the Air National Guard, an estimated 3.5% of women (an estimated 817 Airmen) and 0.6% of men (an estimated 470 Airmen) experienced unwanted sexual contact in the past 12 months (Table 13).

Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, non-penetrative, or attempted penetrative. These categories are created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For women in the National Guard, the majority of unwanted sexual contact incidents were attempted penetrations (2.2%), 1.8% were non-penetrative, and 1.4% were penetrative. Among men in the National Guard, the majority of unwanted sexual contact incidents were non-penetrative (0.4%), 0.3% were attempted penetrations, and 0.1% were penetrative.

Table 11.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, National Guard Overall

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	5.4%†	18.8%	18.3%†	11.0%	11.3%†
White	6.2%	19.9%	20.5%†	11.9%	12.7%†
Black	6.0%	15.7%	13.0%‡	9.2%	8.5%
Hispanic	3.1%‡	20.6%	18.1%	9.8%	11.5%
Asian	6.6%	12.0%	15.4%	11.3%	8.6%
Other races	2.4%‡	16.9%	18.1%	12.5%	8.8%
Men	0.8%‡	4.9%	3.8%‡*	1.4%	1.0%‡
White	0.8%	5.1%	3.4%*	1.4%	0.8%*
Black	0.3%	3.3%	3.9%	1.6%	1.0%
Hispanic	1.1%	5.4%	4.7%	1.4%	0.8%
Asian	0.6%	1.7%	1.8%‡	0.8%	1.6%
Other races	1.5%	4.8%	7.2%	1.4%	3.3%
LGB	4.1%†	18.2%	22.5%†	8.6%	8.2%†
Women	5.9%	23.8%	25.5%†	13.5%	11.9%
Men	1.7%	11.1%	18.4%†	2.5%	3.3%
Heterosexual	1.2%‡	6.6%	5.3%‡*	2.7%	2.6%‡
Women	4.5%	17.8%	16.8%‡	10.8%	11.3%
Men	0.6%	4.5%	3.0%‡*	1.2%	0.8%
Gender Minority	3.2%	N/A	14.4%†	N/A	5.2%
Cisgender	1.4%	N/A	6.3%‡	N/A	2.9%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Table 12.
Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Army National Guard

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	6.1%†	21.8%	20.4%†	12.0%	11.9%†
White	7.2%	24.0%	23.9%†	13.0%	13.8%
Black	6.6%	17.6%	14.1%‡	9.7%	9.0%
Hispanic	3.2%‡	23.1%	19.0%	10.6%	11.6%
Asian	8.6%	14.5%	17.4%	14.4%	10.4%
Other races	3.0%	19.5%	19.5%	14.0%	8.8%
Men	0.9%‡	5.2%	3.9%‡*	1.5%	1.0%‡
White	0.9%	5.7%	3.5%*	1.5%	0.9%
Black	0.4%	3.4%	3.9%	1.7%	0.8%
Hispanic	1.1%	5.3%	5.0%	1.4%	0.7%
Asian	0.8%	0.5%	2.1%	0.5%	1.9%
Other races	1.7%	6.1%	7.3%	1.4%	3.8%
LGB	4.9%†	19.0%	23.3%†	8.8%	8.5%†
Women	6.9%	26.1%	27.3%†	14.3%	12.3%
Men	2.2%	10.7%	17.8%†	2.3%	3.1%
Heterosexual	1.3%‡	7.2%	5.6%‡*	2.8%	2.6%‡
Women	5.3%	21.2%	19.1%‡	11.9%	12.2%
Men	0.6%	4.8%	3.1%‡*	1.2%	0.9%
Gender Minority	3.1%	N/A	14.8%	N/A	7.0%
Cisgender	1.5%	N/A	6.7%	N/A	2.9%

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Table 13.***Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Air National Guard***

	Unwanted Sexual Contact	Sexual Harassment		Gender Discrimination	
	2021	2019	2021	2019	2021
Women	3.5%†	10.8%	12.8%†	8.6%	9.6%†
White	4.1%	11.7%	13.2%	9.6%	10.3%
Black	2.9%	7.2%	7.6%	6.8%	6.1%
Hispanic	3.1%	11.6%	14.8%	7.0%	11.1%
Asian	1.4%	5.9%	9.9%	3.8%	3.8%‡
Other races	1.4%	10.5%	15.1%	9.0%	9.0%
Men	0.6%‡	3.8%	3.3%‡	1.2%	0.8%‡
White	0.6%	3.6%	3.1%	1.1%	0.6%
Black	<0.1	2.8%	4.0%	0.5%	2.0%
Hispanic	0.8%	5.7%	3.5%	1.5%	1.2%
Asian	NR	8.5%	0.8%‡	NR	0.8%
Other races	0.8%	0.5%	6.9%	1.4%	1.7%
LGB	0.9%	14.3%	18.9%†	7.5%	7.2%
Women	1.6%	14.7%	17.2%	10.1%	9.8%
Men	NR	13.6%	20.8%†	3.2%	4.1%
Heterosexual	0.8%	4.7%	4.5%‡	2.4%	2.4%
Women	2.5%	9.6%	11.1%	8.2%	9.2%
Men	0.4%†	3.6%	2.8%‡	1.1%	0.8%
Gender Minority	NR	N/A	13.5%	N/A	0.6%‡
Cisgender	0.9%	N/A	5.1%	N/A	2.7%†

*Difference with prior survey year is significant at $p < .01$

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

In 2021, the past year sexual harassment prevalence rate for women in the National Guard was 18.3% (an estimated 15,595 Soldiers and Airmen) and the past year prevalence rate for gender discrimination was 11.3% (an estimated 9,601 Soldiers and Airmen). The estimates for sexual harassment and gender discrimination are statistically unchanged since 2019. Within the Army National Guard, an estimated 20.4% of women (an estimated 12,634 Soldiers) experienced sexual harassment in the past year and 11.9% of women (an estimated 7,380 Soldiers) experienced gender discrimination. Within the Air National Guard, an estimated 12.8% of women (an estimated 2,962 Airmen) experienced sexual harassment in the past year and 9.6% of women (an estimated 2,222 Airmen) experienced gender discrimination.

In 2021, the past year sexual harassment prevalence rate for men in the National Guard was 3.8% (an estimated 12,994 Soldiers and Airmen) and the prevalence rate for past year gender discrimination was 1.0% (an estimated 3,400 Soldiers and Airmen). The estimate for sexual harassment reflects a significant decrease since 2019 when an estimated 4.9% of men in the National Guard experienced sexual harassment. The estimate for gender discrimination is statistically unchanged since 2019. Within the Army National Guard, an estimated 3.9% of men (an estimated 10,265 Soldiers) experienced sexual harassment in the past year and an estimated 1.0% of men (an estimated 2,709 Soldiers) experienced gender discrimination. The estimate for sexual harassment reflects a significant decrease since 2019 when an estimated 5.2% of men in the Army National Guard experienced sexual harassment. Within the Air National Guard, an estimated 3.3% of men (an estimated 2,730 Airmen) experienced sexual harassment in the past year and an estimated 0.8% of men (an estimated 691 Airmen) experienced gender discrimination. The estimates for past year sexual harassment and gender discrimination in the Air National Guard were statistically unchanged from the estimates in 2019.

Reporting and Complaints

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Official reporting data for the Department are maintained within the Defense Sexual Assault Incident Database (DSAID). The *2021 WGR* provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. In 2021, an estimated 29% of women and 7% of men in the National Guard reported the worst incident of unwanted sexual contact they experienced in the prior year to military authorities. The majority of reports for women (71%) were unrestricted. Data for men were not reportable.

Service members have multiple options for making a complaint related to sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints. Complaints may be made anonymously, informally, or formally. In 2021, among those who experienced sexual harassment in the prior year, more than half of women in the National Guard (52%) and one-third of men (33%) made a complaint about the worst experience. Likewise, among those who experienced gender discrimination in the prior year, half of women in the National Guard (50%) and 41% of men, made a complaint about the worst experience. Compared to 2019, women in the National Guard were significantly more likely to make a sexual harassment complaint (up from 35%). The most common type of complaint for sexual harassment or gender discrimination in the National Guard was an informal one (43% and 46%, respectively for women and 47% of men who made a sexual harassment complaint). Data for men who experienced gender discrimination were not reportable. However, a sizable number of respondents from the National Guard (22% of women and 32% of men who made a sexual harassment complaint and 24% of women who made a gender discrimination complaint) did not know what type of complaint they made.

Retaliation and Responses to MEO Complaints

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact and to construct an overall retaliation rate. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see chapter 1 for a full discussion of rate construction).⁶⁹ Roughly one-third (32%) of women in the National Guard experienced a behavior in line with retaliation that also met the legal criteria.

The 2021 WGR also asked Service members who made a sexual harassment or gender discrimination complaint about the actions taken in response to their complaint. Among women and men in the National Guard who made a sexual harassment complaint, the most common responses were the rules on harassment were explained to everyone (46% and 51%, respectively) or someone talked to the person(s) to ask them to change their behavior (48% and 41%, respectively). Among women in the National Guard who made a gender discrimination complaint, nearly half (47%) were encouraged to drop the issue.

⁶⁹ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

Appendix J. Frequently Asked Questions

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Frequently Asked Questions

2021 Workplace and Gender Relations Survey of Military Members

The Office of People Analytics (OPA) has been conducting surveys of gender issues for the active duty military since 1988. OPA uses scientific, state-of-the-art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)*, OPA used complex sampling and weighting procedures to ensure accuracy of estimates to the full population of interest (Active component or Reserve component). This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details provide answers to some common questions about our methodology as a whole and the *2021 WGR* specifically.

1. What was the population of interest for the *2021 WGR*?

- The target population for the Active component consisted of members from the Army, Navy, Marine Corps, Air Force (including the Space Force), and the Coast Guard. Sampled military members were below flag rank and had been in the Active component for at least ten months.
- The target population for the Reserve component consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve (AGR/FTS/AR, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, the Air National Guard, and the Coast Guard Reserve. Sampled military members were below flag rank and had been in the Reserve component for at least nine months.
- Historically, the survey of the Active and Reserve component are conducted in opposite years. However, due to the COVID-19 pandemic response, the 2020 survey of the Active component (*2020 WGRA*) was postponed. Accordingly, and consistent with authorizations provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), both the Active and Reserve component surveys occurred in 2021.
- The weighted total response rate for the *2021 WGR* was 14.5%, inclusive of the Coast Guard. The weighted response rate for the Department of Defense (DoD) Active component was 13.0% and 13.7% for the DoD Reserve component.

2. The *2021 WGR* uses “sampling” and “weighting.” Why are these methods used and what do they do?

- Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2021 WGR*, this allows OPA to generalize to the full population of Active *or* Reserve component members that meet the criteria listed above.

- In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Reserve personnel in one group, all female Army Reserve personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.
 - OPA scientifically weights the data so findings can be generalized to the full population of interest (Active component or Reserve component members). Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.
 - This methodology meets industry standards used by government statistical agencies, including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, Westat, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.
- 3. Are survey estimates valid with only a 13% weighted response rate for the Active component or 13.7% weighted response rate for the Reserve component?**
- The overall response rates (13% and 13.7% for the DoD Active and Reserve components, respectively), though lower than the *2018 WGRA* response rate of 17% and *2019 WGRR* response rate of 14%, are consistent with recent large-scale military surveys. OPA’s access to administrative record data support a rigorous sampling and weighting process that provide for the reliability of the estimates despite the lower response rate.
 - OPA uses accurate administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey nonresponse and post-stratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army Reserve, women). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army Reserve, E1–E3, and women) contributes toward the survey estimates proportional to the known size of the subgroup.

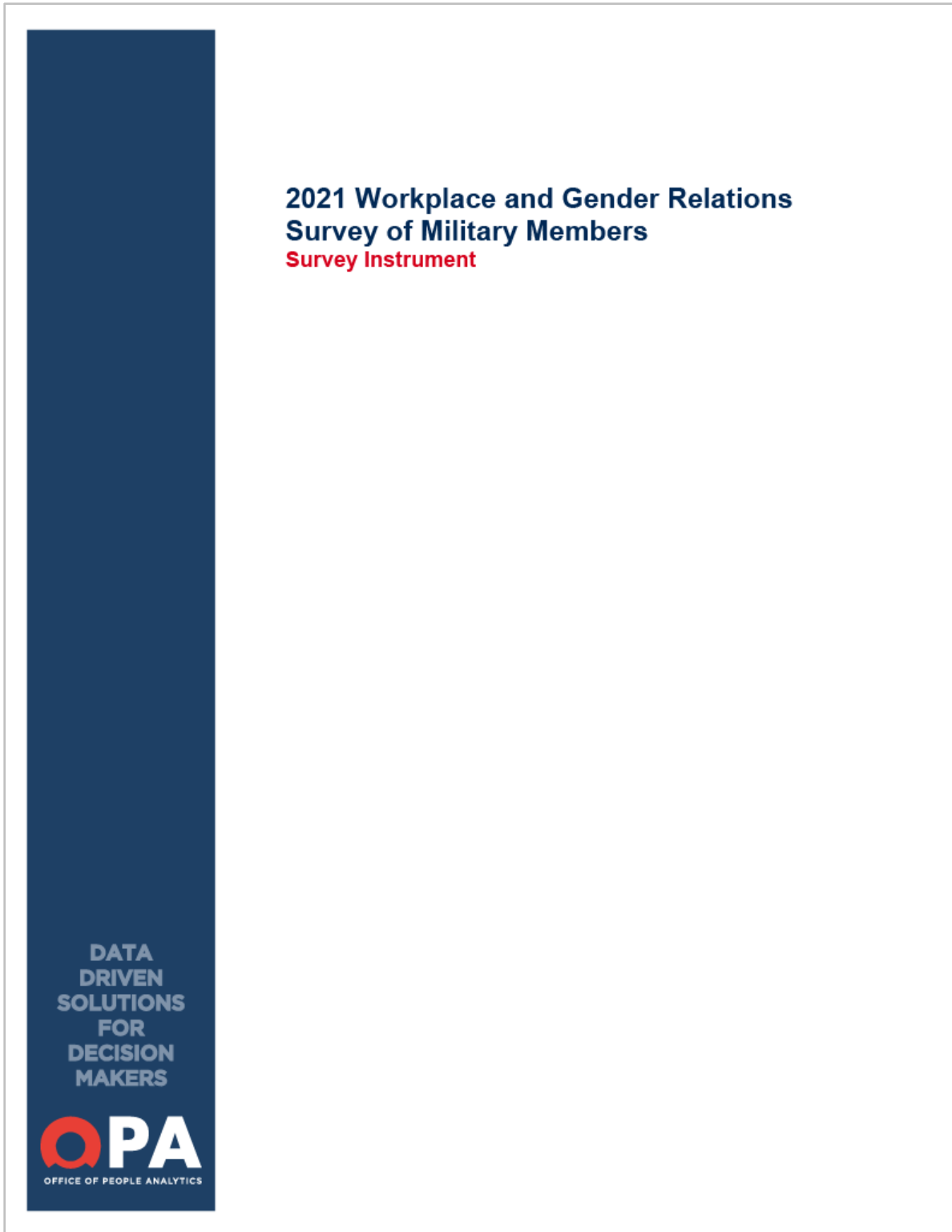
- In addition, OPA routinely conducts “Nonresponse Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from nonresponders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. The *2021 WGR* nonresponse bias analyses are included in the *2021 WGRA SMR* (OPA, 2022a) and the *2021 WGRR SMR* (OPA, 2022b).
- 4. Is 13% a common response rate for other military or civilian surveys?**
- Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. These data, rarely available to survey organizations administering surveys in the civilian sector, are used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.
- 5. Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**
- The *2018 Health Related Behaviors Survey (2018 HRBS)* conducted by the RAND Corporation had an overall weighted response rate of 9.6% (for the Active and Reserve components combined). The HRBS is the DoD’s official survey for describing the overall health and well-being of military members.
- 6. What about surveys that study the total U.S. population? How do they compare?**
- Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the *2010 National Intimate Partner and Sexual Violence Survey (NISVS)*, conducted by the Centers for Disease Control and Prevention (CDC), calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

Appendix K. Survey Instrument

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Survey Instrument




The image shows a survey instrument cover page. It features a dark blue vertical bar on the left side. Inside this bar, at the bottom, is the text "DATA DRIVEN SOLUTIONS FOR DECISION MAKERS" and the OPA logo (Office of People Analytics). The main content area is white and contains the title "2021 Workplace and Gender Relations Survey of Military Members" in bold black text, with "Survey Instrument" in red text below it.

**2021 Workplace and Gender Relations
Survey of Military Members**
Survey Instrument

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

2021 Workplace and Gender Relations Survey of Military Members



**Welcome to the Department of Defense (DoD)
Office of People Analytics (OPA) Survey Portal**


Please enter your [Ticket Number](#):

Don't have a Ticket Number?

Notice: You will be redirected to a secure website under contract with the Data Recognition Corporation in partnership with the Department of Defense. If you have any questions, please contact the Survey Processing Center by calling, toll-free 1-800-881-5307.

[Frequently Asked Questions](#)
[Section 508 Compliance](#)

2021 Workplace and Gender Relations Survey of Military Members



Workplace and Gender Relations Survey of Military Members

Welcome

This survey will assess your views about gender relations in your military workplace and your experiences in the past year with a variety of topics mandated by Congress.

When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation. Read the [FAQ](#) for additional information.

[How do I know this is an official approved DoD survey?](#)

All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The OMB license for this survey is 0704-0615, expiring 03/31/2022.

[Security Protection Advisory](#)

WEBSITE PRIVACY: Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as private. In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the [Privacy Advisory](#) at the beginning of the survey.

This website collects information from your visit to assist the DoD and our survey contractor improve the website and the performance of our web-based surveys. This non-personal information helps to make the site more useful by recognizing the types of technology being used. The data collected are listed below:

1. The Internet Protocol (IP) address for the computer and the server being used on the Internet (for example, www.verizon.com, www.comcast.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as Verizon or Comcast).
2. The device used to access the survey (e.g., PC, tablet, or mobile phone).
3. The type and version of the browser and operating system used to access our site.
4. The date and time this site was accessed.
5. Number of bytes sent and received.
6. The pages visited.

This information is stored permanently for troubleshooting technical problems and for future capacity planning. DoD and its survey contractor use this information to improve the performance of the OPA survey website. None of this information will be revealed publicly or used to identify you or your responses.

[Section 508 Compliance](#)

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. 1724d\) as amended in 1997](#). Send feedback or concerns related to the accessibility of this website to: DoDSection508@osd.mil. For more information about Section 508, please visit the [DoD Section 508 website](#). Last Updated: 03/31/2021

[Frequently Asked Questions / How to Contact Us](#)

2021 Workplace and Gender Relations Survey of Military Members

AGENCY DISCLOSURE NOTICE (ADN)

The public reporting burden for this collection of information, OMB Control Number: 0704-0615, is estimated to average 30 minutes per response, including the time for reviewing the 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 burden reduction suggestions to the Department of Defense (DoD), Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil (OMB Control Number: 0704-0615). 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.

PRIVACY ADVISORY

Participants were identified for the full or abbreviated version of this survey via a process of random selection. These research conditions pose no harm to participants. Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. The Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative. This survey assesses the respondent's perspective regarding experiences of sexual harassment, gender discrimination, and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

ADDITIONAL INFORMATION

10 USC Sections 136, 481, 1782, 2358, 14 USC 1, and Section 570 of the FY13 NDAA, authorize the DoD to conduct this survey. Results will be provided to the DoD, each Military Department, and Members of Congress. Results from these surveys will be posted on the web: <https://www.opa.mil>

The data collection procedures are not expected to involve any risk or discomfort to you. OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender). In order to increase efficiency and to improve the user experience for future OPA surveys, participants identified for this survey were randomly assigned to receive different types of recruitment materials. Some individuals were also randomly assigned to receive both an online and paper version of the survey. These research conditions pose no harm to participants.

In no case will individual identifiable survey responses be reported. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research.

The government and its contractors have a number of policies and procedures to ensure the survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses.

Your responses could be used in future research. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. In many cases, these researchers will be provided with a dataset containing limited demographic information (for example, Service/component and gender). OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances, and only with sponsor approval, OPA may make available datasets with additional demographic variables to a small number of approved researchers. There is some risk individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including - but not limited to - data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

Some findings may be published by the Office of People Analytics (OPA) or in professional journals, or presented at scientific conferences.

2021 Workplace and Gender Relations Survey of Military Members

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- **If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime**, you may want to contact a Sexual Assault Response Coordinator (SARC) or a Victim Advocate (VA).
 - To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
 - Toll-Free: 1-877-995-5247
 - DSN: 877-995-5247
 - Other: 202-540-5962
 - Worldwide: <https://www.safehelpline.org/> or www.sapr.mil/
- **If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it**, you may want to contact your Service's local sexual harassment or equal opportunity office.
 - To reach a hotline for your Service, call:
 - Army: 1-877-995-5247
 - Navy: 1-800-253-0931
 - Marine Corps: 1-703-784-9371
 - Air Force: 1-888-231-4058
 - Space Force: 1-888-231-4058
 - Coast Guard: 1-888-992-7387

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to wgr-survey@mail.mil or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail DHA.R202.PR@mail.mil

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to March 3, 2022. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to take the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have two ways to contact the Survey Operations Center:

- Call: 1-800-881-5307
- E-mail: wgr-survey@mail.mil

FREQUENTLY ASKED QUESTIONS

What is the Health & Resilience (H&R) Program?

- The Health & Resilience (H&R) Division within the Office of People Analytics (OPA) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is 0704-0615, expiring 03/31/2022.

How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, gender).
- This year, Service members who are not part of the randomly selected sample may still elect to participate in an abbreviated version of the survey. The abbreviated survey takes less than five minutes to complete.

2021 Workplace and Gender Relations Survey of Military Members

Why should I participate?

- This is your chance to be heard on issues that directly affect you and your unit, including policies and practices regarding unit culture, unit climate, and gender-related issues.
- Your responses on this survey *make a difference*.

What is wgr-survey@mail.mil?

- The official e-mail address for communicating with military members about the survey. The "wgr" is short for Workplace and Gender Relations Survey.

Why am I being asked to use the web?

- Web administration enables us to collect and share the results faster.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DoD. Once you enter your ticket number, you are redirected to our contractor's site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have three control buttons: *Next*, *Previous*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- OPA reports overall results, as well as results by certain characteristics, such as Service, gender, or race/ethnicity. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

Will my answers be kept private?

- Your response will be kept private to the extent permitted by law.
- If you answer any items in such a way that you indicate distress or being upset, you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

What is a "Certificate of Confidentiality?"

- A "Certificate of Confidentiality" is an additional privacy assurance provided by the Department of Health and Human Services that the identifiable information and responses of a research project's respondents will be protected from compelled disclosure in administrative, legislative, or other investigative proceedings (e.g., protection from a subpoena).
- Section 301(d) of the Public Health Service Act (42 USC 214(d)) authorizes the Secretary of Health and Human Services to provide these Certificates to qualifying biomedical and behavioral research of a sensitive nature.
- While the Certificate protects against involuntary or forced disclosures of information (e.g., a subpoena) that could identify survey respondents, it does not limit voluntary disclosure of this information in matters such as child abuse or a respondent's threatened violence to self or others.

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to March 3, 2022 by sending an e-mail to wgr-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

Will I ever see the results of the survey?

- OPA posts survey results on the following website: <https://www.opa.mil>

2021 Workplace and Gender Relations Survey of Military Members

GLOSSARY

Term	Description
OPA	The Office of People Analytics (OPA) was established in 2016 to develop cutting-edge analytical methods and solutions for more effective personnel management in the Department of Defense (DoD). OPA's divisions comprise experts in various fields such as statistics, psychology, applied social science, information technology, and marketing outreach.
[Ask if....]	All [Ask if] text refers to the survey skip logic. Any question that has this text will only be shown to those who meet the criteria within the brackets based on their previous responses. Any question that does not have [Ask if] text was seen by all respondents.
Day of Week	The web survey was programmed to display the current day of the week for each individual participant based on when they first accessed the survey.
X Date	The web survey was programmed to display the current date minus one year to accurately reflect the previous 12 months for each individual participant based on when they first accessed the survey.
[workplace][military workplace]	The web survey used dynamic text tailored to each respondent based on the population. The first bracket contains the text shown to members in the Active component and the second bracket contains the text shown to members in the Reserve component.
MEO_FLAG	Flag created from positive endorsement of at least one of the following questions, including meeting [Ask if] criteria to see these questions: Q23, Q29, Q30, Q31, Q32, Q33, Q34, Q35, Q36, Q37, Q38, Q39, Q40, Q41, Q42, Q43, Q44, Q45, Q46, Q47, Q48a, Q48b, Q48c, Q49, Q50a, Q50b, Q50c, Q51, Q52, Q53, Q54, or Q55. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered sexual harassment or gender discrimination.
USCFLAG	Flag created from positive endorsement of at least one of the following items: Q73a, Q73b, Q73c, Q73d, or Q73e. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered unwanted sexual contact.
USCCOUNT	Flag created from positive endorsement of at least one of the following items to denote how many different behaviors were endorsed: Q73a, Q73b, Q73c, Q73d, or Q73e.
USCRPTFLAG	Flag created from positive endorsement of at least one of the following questions to denote an unwanted event reported to a military authority: Q89 or Q90.

2021 Workplace and Gender Relations Survey of Military Members

BACKGROUND INFORMATION

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank. Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

1. Were you [on active duty][a member of the National Guard or a Reserve component] on **December 6, 2021**?
 - Yes
 - No, I was separated or retired
2. Are you...?
 - Male
 - Female
3. [Ask if [POPFLG] = "Active Duty"] In the past 12 months, have you been deployed longer than 30 consecutive days?
 - Yes, currently deployed
 - Yes, deployed in the past 12 months, but not currently deployed
 - No
4. [Ask if [POPFLG] = "Active Duty" and (Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed")] Where are/were you deployed?
 - CONUS
 - OCONUS
5. What is your current relationship status? *Mark one.*
 - Married
 - Living with a romantic partner (for example, a boyfriend or girlfriend)
 - In a committed romantic relationship, but not living together
 - Divorced and not currently in a relationship
 - Widowed and not currently in a relationship
 - Never married and not currently in a relationship
 - Other or prefer not to say

ACTIVATION STATUS

In this survey, the term "activation" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under Title 10 for Full Mobilization, Voluntary Active Duty, Partial Mobilization, or Presidential Callup, National Guard members on Full-Time National Guard Duty in a Title 32 status providing operational support, or National Guard members on State Active Duty. It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members performing inactive duty for training (IDT), or members performing annual training.

6. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] In the past 12 months, have you been... Mark "Yes" or "No" for each item. Please include activations that started more than 12 months ago and continued into the past 12 months.

	No
	Yes
a. Federally activated (in a Title 10 status)? <i>If you have been Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select "No."</i>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Activated in a Title 32 status?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Activated for State Active Duty?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

YOUR MILITARY WORKPLACE

7. [Ask if [POPFLG] = "Active Duty"] Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?
 - Very likely
 - Likely
 - Neither likely nor unlikely
 - Unlikely
 - Very unlikely

2021 Workplace and Gender Relations Survey of Military Members

TIME REFERENCE

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please do NOT include any events that occurred before [Day_of_Week], [X Date].

Please try to think of any important events in your life that occurred near [X Date] such as birthdays, weddings, or family activities. These events can help you remember which things happened before [X Date] and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

8. Do you currently live in the same house or building that you did on [X Date]?
- Yes
 No
 Do not remember
9. Are you the same rank today that you were on [X Date]?
- Yes
 No
 Do not remember
10. Were you married or dating someone on [X Date]?
- Yes
 No
 Do not remember

11. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] The next part of this survey asks about experiences that happened while you were on **military duty**, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

GENDER-RELATED EXPERIENCES IN THE MILITARY

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [X Date].

When the questions say "**someone from work**," please include **any person(s)** you have contact with as part of your **military duties**. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your **military work**.

Remember, all the information you share will be kept confidential.

12. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means **any person(s)** you have contact with as part of your **military duties**. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your **military work**.

13. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to? For example, by calling you a fag or gay, a dyke or butch.
- Yes
 No

2021 Workplace and Gender Relations Survey of Military Members

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

15. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? *Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).*
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

16. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

17. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

18. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

19. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?
- Yes
 No
20. [Ask if Q19 = "Yes"] Did this make you uncomfortable, angry, or upset?
- Yes
 No

2021 Workplace and Gender Relations Survey of Military Members

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

21. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? *These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."*
- Yes
 No
22. [Ask if Q21 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

23. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

24. [Ask if Q23 = "No response" or Q23 = "No"] Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset? *This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.*
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

25. Since [X Date], has someone from work made you feel as if you would get some [workplace][military workplace] benefit in exchange for doing something sexual? *For example, they hinted that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.*
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

26. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the [workplace][military workplace] if you did NOT do something sexual? *For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.*
- Yes
 No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

27. Since [X Date], did you hear someone from work say that your gender is NOT as good at your particular job, or that your gender should be prevented from having your job?
- Yes
 No

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"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

28. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

29. [Ask if Q12 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

30. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? *If you are not sure, choose the best answer.*

- Yes
- No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like someone of your gender is supposed to. For example, by calling you a fag or gay, a dyke or butch.

31. [Ask if Q13 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

32. [Ask if Q13 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if someone had said these things to them? *If you are not sure, choose the best answer.*

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

33. [Ask if Q14 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

34. [Ask if Q14 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these gestures? *If you are not sure, choose the best answer.*

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

35. [Ask if Q15 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

36. [Ask if Q15 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by seeing these sexually explicit materials? *If you are not sure, choose the best answer.*

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

37. [Ask if Q16 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

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38. [Ask if Q16 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by hearing about these sexual activities? *If you are not sure, choose the best answer.*

Yes
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by asking you questions about your sex life or sexual interests.

39. [Ask if Q17 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

Yes
 Not applicable, they did not know I or someone else wanted them to stop
 No

40. [Ask if Q17 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** if they had been asked these questions? *If you are not sure, choose the best answer.*

Yes
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

41. [Ask if Q18 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

Yes
 Not applicable, they did not know I or someone else wanted them to stop
 No

42. [Ask if Q18 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** if these remarks had been directed to them? *If you are not sure, choose the best answer.*

Yes
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by **taking or sharing sexually suggestive pictures or videos** of you when you did not want them to.

43. [Ask if Q19 = "Yes" and Q20 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** if it happened to them? *If you are not sure, choose the best answer.*

Yes
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

44. [Ask if Q21 = "Yes" and Q22 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

Yes
 Not applicable, they did not know I or someone else wanted them to stop
 No

45. [Ask if Q21 = "Yes" and Q22 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by these unwanted attempts? *If you are not sure, choose the best answer.*

Yes
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by **touching you unnecessarily**.

46. [Ask if (Q23 = "No response" or Q23 = "No") and Q24 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

Yes
 Not applicable, they did not know I or someone else wanted them to stop
 No

47. [Ask if (Q23 = "No response" or Q23 = "No") and Q24 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by this unnecessary touching? *If you are not sure, choose the best answer.*

Yes
 No

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You indicated that, after [X Date], someone from work made you feel as if you would get some **workplace benefit in exchange for doing something sexual**.

48. [Ask if Q25 = "Yes"] What led you to believe that you would get a [workplace][military workplace] benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time that they expressed sexual interest	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

49. [Ask if Q25 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

Yes
 No

You indicated that, after [X Date], someone from work made you feel as if you would get **punished or treated unfairly in the workplace if you did NOT do something sexual**.

50. [Ask if Q26 = "Yes"] What led you to believe that you would get punished or treated unfairly in the [workplace][military workplace] if you did NOT do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

51. [Ask if Q26 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

Yes
 No

You indicated that, after [X Date], someone from work said that **your gender is not as good** at your particular job, or that **your gender should be prevented from having your job**.

52. [Ask if Q27 = "Yes"] Do you think their beliefs about your gender ever **harm**ed or **limited** your [career][military job/career]? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

Yes
 No

53. [Ask if Q27 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

Yes
 No

You indicated that, after [X Date], someone from work **mistreated, ignored, excluded, or insulted** you because of your gender.

54. [Ask if Q28 = "Yes"] Do you think this treatment ever **harm**ed or **limited** your [career][military job/ career]? For example, did it hurt your evaluation/ fitness report, affect your chances of promotion or your next assignment?

Yes
 No

55. [Ask if Q28 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

Yes
 No

GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, you may have experienced more than one upsetting situation. Please think about the one situation since [X DATE] that had the biggest effect on you—the one you consider to be the worst or most serious.

56. [Ask if [MEO_FLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] Which of the following experiences happened during the upsetting situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Repeatedly told sexual jokes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Repeatedly suggested that you do not act like someone of your gender is supposed to	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Repeatedly made sexual gestures or sexual body movements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Yes	No
d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Repeatedly told you about their sexual activities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Repeatedly asked you questions about your sex life or sexual interests.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made repeated sexual comments about your appearance or body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Took or shared sexually suggestive pictures or videos of you when you did not want them to.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Touched you in a sexual way.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Touched you in any way other than sexually that made you uncomfortable, angry, or upset.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel like you would get some workplace benefit in exchange for doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Said that your gender is not as good at your job, or that your gender should be prevented from having your job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Mistreated, ignored, excluded, or insulted you because of your gender.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. [Ask if [MEO_FLAG] = "True"] How many people were involved in this upsetting situation?

- One person
- More than one person

58. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way...

- All men?
- All women?
- A mix of men and women?

59. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way a military member?

- Yes, they all were
- Yes, some were, but not all
- No, none were military
- Not sure

60. [Ask if [MEO_FLAG] = "True"] At the time of the upsetting situation, was/were any of the person(s)... Mark all that apply.

- Your immediate military supervisor?
- Someone else in your chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member not in your unit?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you not in your unit?
- Subordinate(s) or someone you manage as part of your military duties?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- None of the above
- Not sure

61. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, about how long did this continue?

- It happened one time
- About one week
- About one month
- A few months
- A year or more

62. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [MEO_FLAG] = "True"] Thinking about this upsetting situation, did it ever occur... Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."

	Yes	No
a. At a military installation/ship, armory, National Guard or Reserve unit site, or another military work location?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. While you were performing a drill period (inactive duty training [IDT])?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were activated in a Title 10 (Federal Authority) status?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Yes	No
g. While you were activated for State Active Duty?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)? ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in recruit training/basic training?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While at an official military function (either on- or off-base)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Online on social media or via other electronic communications?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

63. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [MEO_FLAG] = "True"] When did this upsetting situation occur? *Mark all that apply.*

- While you were out with friends or at a party that was NOT an official military function
- While you were at work during duty hours
- While you were in your or someone else's home or quarters
- None of the above
- Do not recall

64. [Ask if [MEO_FLAG] = "True"] At any point during the upsetting situation, were there any military members present who could have stepped in to help you (for example, by speaking up to address the situation)?

- Yes, and someone did step in
- Yes, but no one stepped in
- No, there were no military members present

65. [Ask if [MEO_FLAG] = "True"] Did you make a complaint about this upsetting situation to any of the following military individuals or offices? *Mark "Yes" or "No" for each item. Mark "Yes" if you discussed this situation with any of these individuals or offices, even if you did not make a formal complaint.*

	Yes	No
a. Someone in your chain of command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
b. Someone in the chain of command of the offender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. [Ask if [CSERVICE] = "Army"] SHARP staff or office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Inspector General's office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A military hotline or advice line dedicated to receive MEO or SHARP complaints	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DoD provides three types of Military Equal Opportunity (MEO) complaint options:

- **Anonymous complaints** are provided to a commanding officer or supervisor and allow for reporting of harassment allegations without requiring the individual to provide any personally identifiable information.
- **Informal complaints** are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint.
- **Formal complaints** are allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.

66. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] What type of complaint did you make?

- Anonymous complaint
- Informal complaint
- Formal complaint
- Not sure

67. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] What actions were taken in response to your complaint? *Mark one answer for each item.*

	Do not know	Yes	No
a. The person you told took no action	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The rules on harassment were explained to everyone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone talked to the person(s) to ask them to change their behavior	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your work station, schedule, or duties were changed to help you avoid the person(s)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Do not know		
	No		
	Yes		
e. The person(s) who took the upsetting action was/were moved or reassigned so that you did not have as much contact with them	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The person(s) stopped their upsetting behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You were encouraged to drop the issue	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You were discouraged from filing a formal complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. The person(s) who did the upsetting behavior took action against you for complaining. For example, their upsetting behavior became worse or they threatened you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Your coworkers treated you worse, avoided you, or blamed you for the problem	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You were punished for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
h. The complaint process overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

68. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] How satisfied or dissatisfied were you with the following aspects of the complaint process? Mark one answer for each item.

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. Availability of information about how to follow-up on a complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Availability of information about the complaint process and timeliness	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Availability of information about victim support resources.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treatment by personnel handling your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Amount of time it took/is taking to resolve your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. How well you were/are kept informed about the progress of your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

69. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] How satisfied or dissatisfied were you with the outcome of your complaint?
- Very satisfied
 - Satisfied
 - Neither satisfied nor dissatisfied
 - Dissatisfied
 - Very dissatisfied
 - Does not apply, it is still in process
 - Does not apply, I do not know the outcome of my complaint

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You indicated that you **did not** make a complaint about this upsetting situation.

70. [Ask if [MEO_FLAG] = "True" and (Q65 a = "No" or Q65 b = "No" or Q65 c = "No" or Q65 d = "No" or Q65 e = "No" or Q65 f = "No") and (Q65 a <> "Yes" and Q65 b <> "Yes" and Q65 c <> "Yes" and Q65 d <> "Yes" and Q65 e <> "Yes" and Q65 f <> "Yes")] What were your reasons for **NOT** making a complaint about this upsetting situation? *Mark all that apply.*

- The offensive behavior stopped on its own.
- You asked the person to stop and they did.
- You thought it was not serious enough to make a complaint.
- You did not think anything would be done.
- You did not trust the process would be fair.
- You thought you might get in trouble for something else you did.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You were worried about negative consequences from the person(s) who did it.
- You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- You took other actions to handle the situation.
- Some other reason

71. [Ask if [MEO_FLAG] = "True"] Would you consider the upsetting situation to have been... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Racial/Ethnic harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Religious harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Harassment based on your sexual orientation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Harassment based on your gender identity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED EXPERIENCES

72. Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences may vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience. They can happen to anyone.

When answering these questions, **please include experiences no matter who did it to you or where it happened.** It could be done to you by anyone; for example, Service members, Civilians, someone you knew, or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened **AFTER** [X Date]. You will have an opportunity to describe experiences that happened **BEFORE** [X Date] later in the survey.

Remember, all the information you share will be kept confidential.

73. **Since [X Date],** have you experienced any of the following intentional sexual contacts that **were against your will or which occurred when you did not or could not consent** in which someone... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

74. [Ask if Q73 a = "Yes" or Q73 b = "Yes" or Q73 c = "Yes" or Q73 d = "Yes" or Q73 e = "Yes"] Did the person(s) who did this to you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Do it for a sexual reason?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do it to abuse or humiliate you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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75. [Ask if Q73 a = "Yes" or Q73 b = "Yes" or Q73 c = "Yes" or Q73 d = "Yes" or Q73 e = "Yes"] Did the person(s) who did this to you... Mark "Yes" or "No" for each item.

	Yes	No
a. Use, or threaten to use, physical force to make you comply?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Threaten you (or someone else) in some other way such as using their position of authority or getting you in trouble with authorities?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Do it while you were passed out, asleep, unconscious, or so drunk, high or drugged that you could not understand what was happening or could not show them that you were unwilling?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers, you indicated that you had at least one unwanted experience since [X Date].

76. [Ask if [USCFLAG] = "True"] Thinking about the past 12 months, please give your best estimate of how many separate occasions you had these unwanted experiences.

Time(s)

77. [Ask if [USCFLAG] = "True" and Q76 > 1] Were all of these events done by the same person(s)?

- Yes, each incident involved the same person(s)
- No, these events involved different people
- Not sure

78. [Ask if [USCFLAG] = "True"] Was/Were any of the person(s) who did this to you... Mark all that apply.

- Your current or former spouse?
- Someone you have a child with?
- Your current or former significant other (for example, a boyfriend or girlfriend)?
- A person you were casually intimate with, but not in an exclusive relationship with?
- A friend or acquaintance?
- A family member or relative?
- A stranger?
- Someone from work?
- Someone you met on a dating application or website?
- None of the above
- Not sure

UNWANTED EXPERIENCE WITH BIGGEST EFFECT

The following questions ask about the unwanted event that had the biggest effect on you. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

79. [Ask if [USCFLAG] = "True" and Q76 > 1 and [USCCount] > 1 and [MATCHING BEHAVIOR] = "Yes"] Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The items that follow will ask for additional information about the unwanted event that had the biggest effect on you. Please focus on the one unwanted event that you consider to be the worst or most serious.

80. [Ask if [USCFLAG] = "True"] Was/Were the person(s) who did this to you...

- All men?
- All women?
- A mix of men and women?
- Not sure

81. [Ask if [USCFLAG] = "True"] Was/Were any of the person(s) who did this to you a military member?

- Yes, they all were
- Yes, some were, but not all
- No, none were military
- Not sure

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82. [Ask if [USCFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*
- Your immediate military supervisor?
 - Someone else in your chain of command (excluding your immediate military supervisor)?
 - Some other higher ranking military member in your unit?
 - Some other higher ranking military member **not in your unit**?
 - Military member of the same rank as you in your unit?
 - Military member of the same rank as you **not in your unit**?
 - Subordinate(s) or someone you manage as part of your military duties?
 - DoD/Government civilian(s) working for the military?
 - Contractor(s) working for the military?
 - None of the above
 - Not sure

83. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True"] At the time of the unwanted event... *Mark one answer for each item.*

	Do not know		
	Yes		No
a. Were you new to the unit (i.e., arrived within the prior 120 days)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were any of the persons who did this to you new to the unit (i.e., arrived within the prior 120 days)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were you preparing to leave the unit (for example, a permanent change of station, transfer to another unit, or separating from the military)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Were any of the persons who did this to you preparing to leave the unit?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

84. [Ask if [USCFLAG] = "True" and Q76 > 1] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*
- Your current or former spouse?
 - Someone you have a child with?
 - Your current or former significant other (for example, a boyfriend or girlfriend)?
 - A person you were casually intimate with, but not in an exclusive relationship with?
 - A friend or acquaintance?
 - A family member or relative?
 - A stranger?
 - Someone from work?
 - Someone you met on a dating application or website?
 - None of the above
 - Not sure

85. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] Did the unwanted event occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."*

	Yes		No
a. At a military installation/ship, armory, National Guard or Reserve unit site, or another military work location?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
d. While you were performing a drill period (inactive duty training [IDT])?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
e. While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
f. While you were activated in a Title 10 (Federal Authority) status?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
g. While you were activated for State Active Duty?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)?...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
i. While you were in recruit training/basic training?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
k. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	No
	Yes
i. While at an official military function (either on- or off-base)?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

86. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] When did this/these unwanted event(s) occur? *Mark all that apply.*

- While you were out with friends or at a party that was NOT an official military function.
- While you were at work during duty hours.
- While you were in your or someone else's home or quarters.
- None of the above
- Do not recall

87. [Ask if [USCFLAG] = "True"] Did the offender(s)... *Mark "Yes" or "No" for each item.*

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

88. [Ask if [USCFLAG] = "True"] Thinking about this unwanted event, overall how satisfied or dissatisfied were you with responses and services you received from the following individuals and service providers? *Mark one answer for each item. If you have not interacted with the individual or service provider, please mark "Not applicable."*

	Not applicable
	Very dissatisfied
	Dissatisfied
	Neither satisfied nor dissatisfied
	Satisfied
	Very satisfied
a. Your unit commander/director ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Command Master/Senior Chief) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

	Not applicable
	Very dissatisfied
	Dissatisfied
	Neither satisfied nor dissatisfied
	Satisfied
	Very satisfied
c. Your immediate military supervisor ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. A Sexual Assault Response Coordinator (SARC) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
e. A Uniformed Victim Advocate (UVA) or Victim Advocate (VA) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
f. DoD Safe Helpline (877-995-5247) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
g. A medical provider (for example, someone from a military medical treatment facility or civilian treatment facility) / A mental health provider (for example, counselor) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
h. Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
i. A chaplain ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
j. Military law enforcement personnel ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

DoD provides two types of sexual assault reports.

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

89. [Ask if ([POPFLG] = "Active Duty" and [USCFLAG] = "True")] Did you report this unwanted event to the military? *This could have been either a restricted or unrestricted report.*

- Yes
- No

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DoD provides two types of sexual assault reports.

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

90. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] Did you report this unwanted event? *This could have been a restricted report, an unrestricted report, or a report to civilian law enforcement.*

- Yes, to military authorities
- Yes, to civilian law enforcement
- Yes, to both military authorities and civilian law enforcement
- No

DoD provides two types of sexual assault reports.

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

91. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] Did you initially make...

- A restricted report?
- An unrestricted report?
- Unsure what type of report I initially made?

92. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and Q91 = "A restricted report"] What happened with your restricted report? *Mark one.*

- It remained restricted and I am not aware of any investigation that occurred
- I chose to convert it to unrestricted
- I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your chain of command and they initiated an investigation)
- Unable to recall

93. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and Q91 = "A restricted report"] If making a restricted report was not an option, what would you have done? *Mark one.*

- Made an unrestricted report
- Sought civilian confidential resources
- Not reported
- Not sure

94. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] After reporting this unwanted event, to what extent were you provided the following? *Mark one answer for each item.*

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Accurate up-to-date information on your case status	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Information to address your confidentiality concerns (for example, your right to privacy)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/ Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Information on your right to request an expedited transfer.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Information about Victim's Rights (DD Form 2701).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Information about medical and/or behavioral healthcare and treatment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

95. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] After reporting this unwanted event, to what extent were you provided the following from your leadership? Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
a. They made me feel supported.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They expressed concern for my well-being.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They provided me the flexibility to attend appointments related to my sexual assault as needed.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. They discouraged gossip in my work environment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

96. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Did Not Report to a Military Authority"] What were your reasons for NOT reporting the unwanted event to a military authority? Mark all that apply.

- You thought it was not serious enough to report.
- You did not think your report would be kept confidential.
- You did not think anything would be done.
- You did not trust the process would be fair.
- You thought you might get in trouble for something else you did.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You were worried about potential negative consequences from the person(s) who did it.
- You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you a troublemaker).
- Some other reason

97. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True"] Would you consider this unwanted event to be sexual assault?

- Yes
- No

98. [Ask if [POPFLG] = "Active Duty" and Q87 a = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were sexually harassed by the same person(s). Which of the following describe their harassing behaviors? Mark "Yes" or "No" for each item.

	Yes	No
a. Told sexual jokes or stories.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Made repeated attempts to establish an unwanted romantic or sexual relationship with you, made sexual comments about your body, or repeatedly asked about your sex life.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Touched you in a sexual way or in any way that made you uncomfortable, angry or upset.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other sexually harassing behavior(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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[Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes" and Q98 d = "Yes"]
 You indicated experiencing some other sexually harassing behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

99. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes"] About how long before the unwanted event did the sexual harassment begin?
- The same day
 - About one week
 - About one month
 - A few months
 - A year or more

100. [Ask if [POPFLG] = "Active Duty" and Q87 a = "Yes"] Did you make a complaint about this sexual harassment experience to any of the following military individuals or offices? *Mark all that apply.*
- Someone in your chain of command
 - Someone in the chain of command of the offender
 - Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints
 - [Ask if [CSERVICE] = "Army"] SHARP staff or office
 - Inspector General's office
 - A military hotline or advice line dedicated to receive MEO or SHARP complaints
 - No, I did not make a complaint to any of the above individuals

101. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes" and (Q100 a = "Marked" or Q100 b = "Marked" or Q100 c = "Marked" or Q100 d = "Marked" or Q100 e = "Marked" or Q100 f = "Marked")] When did you make the sexual harassment complaint?
- Before the unwanted event
 - After the unwanted event
 - Do not recall

102. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 b = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were stalked by the same person(s). Which of the following describe their stalking behaviors? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Showed up at your home or workplace unannounced or uninvited	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Followed you or waited for you at places.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sent you unwanted messages, emails, or phone calls	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Used social media to track or follow you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other stalking behavior(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 b = "Yes" and Q102 e = "Yes"]
 You indicated experiencing some other stalking behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

103. [Ask if [USCFLAG] = "True"] At the time of the unwanted event, were you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Under orders that restricted you to your home because of the COVID-19 pandemic?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Under orders that restricted or prohibited departure from or entry to the military installation or ship you work on because of the COVID-19 pandemic?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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OUTCOMES ASSOCIATED WITH THE UNWANTED EVENT

104. [Ask if [USCFLAG] = "True"] Thinking about the unwanted event, has your [leadership][military leadership], or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.*
- Demoted you or denied you a promotion
 - Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
 - Rated you lower than you deserved on a performance evaluation
 - Denied you an award you were previously eligible to receive
 - Reduced your pay or benefits without doing the same to others
 - Reassigned you to duties that do not match your current grade
 - Made you perform additional duties that do not match your current grade
 - Transferred you to a different unit or installation without your request or agreement
 - Ordered you to one or more command-directed mental health evaluations
 - Disciplined you or ordered other corrective action
 - Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
 - Some other action that negatively affected, or could negatively affect, your position or career
 - Does not apply, you have not experienced any of the above
105. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q104 a = "Marked" or Q104 b = "Marked" or Q104 c = "Marked" or Q104 d = "Marked" or Q104 e = "Marked" or Q104 f = "Marked" or Q104 g = "Marked" or Q104 h = "Marked" or Q104 i = "Marked" or Q104 j = "Marked" or Q104 k = "Marked" or Q104 l = "Marked")] Do you have reason to believe that any of the actions you marked in the previous item were **only** based on your report of sexual assault (i.e., not based on your conduct or performance)?
- Yes
 - No
 - Not sure
106. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q104 a = "Marked" or Q104 b = "Marked" or Q104 c = "Marked" or Q104 d = "Marked" or Q104 e = "Marked" or Q104 f = "Marked" or Q104 g = "Marked" or Q104 h = "Marked" or Q104 i = "Marked" or Q104 j = "Marked" or Q104 k = "Marked" or Q104 l = "Marked") and Q105 = "Yes"] Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.*
- They were trying to get back at you for making a report (unrestricted or restricted).
 - They were trying to discourage you from moving forward with your report.
 - They did not believe you.
 - They were mad at you for causing a problem for them.
 - They did not understand the situation.
 - They were trying to help you.
 - They were following established protocol by temporarily reassigning you during recovery.
 - They were friends with the person(s) whom you indicated committed the sexual assault.
 - They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (for example, underage drinking).
 - Some other reason
 - Not sure
107. [Ask if [USCFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*
- Made insulting or disrespectful remarks or made jokes at your expense in public
 - Excluded you or threatened to exclude you from social activities or interactions
 - Ignored you or failed to speak to you (for example, gave you "the silent treatment")
 - You did not experience any of the above
108. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q107 a = "Marked" or Q107 b = "Marked" or Q107 c = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?
- Yes
 - No
 - Not sure

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109. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q107 a = "Marked" or Q107 b = "Marked" or Q107 c = "Marked")] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to discourage you from moving forward with your report or discourage others from reporting.
- They were trying to make you feel excluded.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

110. [Ask if [USCFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*

- Made insulting or disrespectful remarks or made jokes at your expense to you in private
- Showed or threatened to show private images, photos, or videos of you to others
- Bullied you or made intimidating remarks about the assault
- Was physically violent with you or threatened to be physically violent
- Damaged or threatened to damage your property
- Some other negative action
- Does not apply, you did not experience any of the above

111. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- Yes
- No
- Not sure

112. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to discourage you from moving forward with your report, or discourage others from reporting.
- They were trying to abuse or humiliate you.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

113. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Were any of your military peers and/or coworkers (including DoD civilians) who took these actions in a position of authority/leadership over you?

- Yes
- No
- Not sure

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UNWANTED EXPERIENCES

114. [Ask if [USCFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] Earlier in the survey you indicated that you experienced at least one unwanted event in which someone...

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

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the past 12 months, and which events happened earlier.

115. [Ask if [USCFLAG] = "True"] Thinking about when the most recent event occurred, how certain are you that it occurred in the past 12 months? *If the event occurred over a long time, think about whether it has happened since [X Date].*

- Definitely occurred **SINCE** [X Date]
- Not sure if it occurred **BEFORE OR AFTER** [X Date]
- Definitely occurred **BEFORE** [X Date]

116. [Ask if [USCFLAG] = "True"] What was the date of your **MOST RECENT** unwanted event like this?

Month

Year

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened **more than one year ago, BEFORE [X Date]**. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

117. **Before [X Date]**, did you ever experience any of the following intentional sexual contacts that were **against your will or which occurred when you did not or could not consent** in which someone... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse , but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object , but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

118. [Ask if Q117 a = "Yes" or Q117 b = "Yes" or Q117 c = "Yes" or Q117 d = "Yes" or Q117 e = "Yes"] Did any of these unwanted experiences happen... Mark "Yes" or "No" for each item.

	Yes	No
a. Before you joined the military?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. After you joined the military?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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119. [Ask if ((Q117 a = "Yes" or Q117 b = "Yes" or Q117 c = "Yes" or Q117 d = "Yes" or Q117 e = "Yes") and Q118 b = "Yes")] Did you report any of these unwanted sexual experiences to the military? Mark one.

- Yes, a restricted report that remained restricted
- Yes, an unrestricted report
- Yes, a restricted report that I chose to convert to an unrestricted report
- Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway
- Yes, unsure what type of report I made
- No, I have never filed a report

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations in the past 12 months. These situations could have taken place at your military work or outside of the military workplace.

120. [Ask if [POPFLG] = "Active Duty"] In the past 12 months, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. Observe someone who "crossed the line" with their sexist comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encounter a group or individual being hazed or bullied?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. See someone making unwanted sexual advances on someone?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. See horseplay or roughhousing that "crossed the line" or appeared unwanted? ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encounter someone who drank too much and needed help?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See someone grabbing, pushing, or insulting someone?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone who was taking advantage of someone who was passed out?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. See a situation you thought was a sexual assault or could have led to a sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Hear someone say people who take risks are at fault for being sexually assaulted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The following questions will ask whether you observed a variety of situations involving someone from your military workplace in the past 12 months.

121. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] In the past 12 months, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. Observe someone from your military workplace who "crossed the line" with their sexist comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encounter a group or individual from your military workplace being hazed or bullied?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. See someone from your military workplace making unwanted sexual advances on someone?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. See horseplay or roughhousing by someone from your military workplace that "crossed the line" or appeared unwanted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encounter someone from your military workplace who drank too much and needed help?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See someone from your military workplace grabbing, pushing, or insulting someone?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone from your military workplace who was taking advantage of someone who was passed out?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. See a situation involving someone from your military workplace you thought was a sexual assault or could have led to a sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Hear someone from your military workplace say people who take risks are at fault for being sexually assaulted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

122. [Ask if (Q120 a = "Yes" or Q120 b = "Yes" or Q120 c = "Yes" or Q120 d = "Yes" or Q120 e = "Yes" or Q120 f = "Yes" or Q120 g = "Yes" or Q120 h = "Yes" or Q120 i = "Yes" or Q121 a = "Yes" or Q121 b = "Yes" or Q121 c = "Yes" or Q121 d = "Yes" or Q121 e = "Yes" or Q121 f = "Yes" or Q121 g = "Yes" or Q121 h = "Yes" or Q121 i = "Yes")] How did you respond to the situation(s) you observed? Mark all that apply.

- I spoke up to address the situation.
- I told someone else about it while it was happening.
- I told someone else about it after it happened.
- I created a distraction.
- I talked to those involved to see if they were okay.
- I intervened in some other way.
- I did not intervene.

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WORKPLACE CULTURE AND CLIMATE

123. In the past 12 months, to what extent have you witnessed people in your unit... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Promote a unit climate based on mutual respect and trust?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Refrain from sexist comments and behaviors? ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Recognize and immediately correct incidents of sexual harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

124. During the past 12 months, how often have you experienced any of the following behaviors, where your [coworkers or immediate supervisor][military coworkers or immediate military supervisor]... *Mark one answer for each item.*

	Very often	Often	Sometimes	Once or twice	Never
a. Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were excessively harsh in their criticism of your work performance?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gossiped/talked about you?.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Used insults, sarcasm, or gestures to humiliate you?....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Yelled when they were angry with you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

125. How much do you agree or disagree with the following statements regarding your current military workplace? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. It would be risky for me to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A sexual harassment complaint would not be taken seriously.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A sexual harassment complaint would be thoroughly investigated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I would feel comfortable reporting a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Sexual harassment is not tolerated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Individuals who sexually harass others get away with it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I would be afraid to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Penalties against individuals who sexually harass others at work are strongly enforced.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Actions are being taken to prevent sexual harassment ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

126. How much do you agree or disagree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you are sexually assaulted, you can trust the military system to protect your privacy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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127. [Ask if [POPFLG] = "Active Duty"] How much do you agree or disagree with the following statements about your immediate supervisor? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your supervisor evaluates your work performance fairly	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

128. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] To what extent does your immediate supervisor... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Encourage members to challenge sexual harassment and gender discrimination when they witness it?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encourage members to challenge sexist behaviors when they witness them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Create a culture of prevention by encouraging members, witnesses, and bystanders to report situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

129. My immediate supervisor... Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Promotes responsible alcohol use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Would correct individuals who refer to coworkers as "honey," "babe," or "sweetie," or use other unprofessional language at work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Would stop individuals who are talking about sexual topics at work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, rubbing someone's shoulders).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encourages individuals to help others in risky situations that could result in harmful outcomes (examples of harmful outcomes include sexual assault, violence, suicide)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

130. [Ask if [POPFLG] = "Active Duty"] Are you currently assigned to a military unit where women are less than 10% of your military coworkers?

- Yes
- No

WELL-BEING

131. How much do you agree or disagree with the following statements? Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I tend to bounce back quickly after hard times.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. I have a hard time making it through stressful events.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
c. It does not take me long to recover from a stressful event.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. It is hard for me to snap back when something bad happens.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. I usually come through difficult times with little trouble.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. I tend to take a long time to get over set-backs in my life.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

132. During the past 12 months, due to the COVID-19 pandemic, to what extent were you personally affected by... *Mark one answer for each item.*

	Not at all				
	Small extent				
	Moderate extent				
	Large extent				
	Very large extent				
a. Orders to remain at home?...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Restrictions from leaving your military installation or ship?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Restrictions from visiting off-base establishments (for example, restaurants, bars, clubs, or other places where people gather)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Restrictions from visiting on-base establishments (for example, restaurants, clubs, the bowling alley)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Restrictions from attending social gatherings of a certain size (for example, 10 or more)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Having to primarily work from home?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Requirements to social distance (for example, stay a certain distance away from others) while you were at work?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. A personal decision to avoid social gatherings with friends, peers, or coworkers?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SOCIAL PERCEPTIONS & EXPERIENCES

133. [Ask if [POPFLG] = "Active Duty"] Please indicate the degree to which you agree or disagree with each statement. *Mark one answer for each item.*

	Strongly disagree				
	Somewhat disagree				
	Slightly disagree				
	Slightly agree				
	Somewhat agree				
	Strongly agree				
a. Many women have a quality of purity that few men possess.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Women should be cherished and protected by men.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Women seek to gain power by getting control over men.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Every man ought to have a woman whom he adores.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Men are incomplete without women.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Women exaggerate problems they have at work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Once a woman gets a man to commit to her, she usually tries to put him on a tight leash.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. When women lose to men in a fair competition, they typically complain about being discriminated against.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Many women get a kick out of teasing men by seeming sexually available and then refusing male advances.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Women, compared to men, tend to have a superior moral sensibility.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Men should be willing to sacrifice their own well-being in order to provide financially for the women in their lives.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Feminists are making unreasonable demands of men.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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HOW ARE WE DOING?

134. In your opinion... *Mark one answer for each item.*

	Do not know
	More of a problem today
	About the same as 2 years ago
	Less of a problem today
a. Has sexual harassment in the military become more or less of a problem over the last 2 years?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Has sexual assault in the military become more or less of a problem over the last 2 years?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

135. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] Have you had any military training during the past 12 months on topics related to... *Mark "Yes" or "No" for each item.*

	No
	Yes
a. Sexual assault?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Sexual harassment?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

ADDITIONAL BACKGROUND INFORMATION

136. Are you Spanish/Hispanic/Latino?

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

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

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

138. As a result of your race/ethnicity... *Mark "Yes" or "No" for each item.*

	No
	Yes
a. Do you believe you have experienced harassment (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

No

Yes

b. Do you believe you have experienced **discrimination** (someone from work treated you unfairly or they would have treated someone of a different race/ethnicity better) in your military workplace?

139. Do you consider yourself to be...? *Mark one.*

- Heterosexual or straight
- Gay or lesbian
- Bisexual
- Something else
- Prefer not to answer

140. What sex were you assigned at birth, on your original birth certificate? *Mark one.*

- Male
- Female

141. Do you currently describe yourself as male, female, or transgender? *Mark one.*

- Male
- Female
- Transgender
- None of these

142. [Ask if [POPFLG] = "Active Duty" and [CSERVICE] = "Air Force"] Are you currently serving as a member of the Space Force? *Mark one.*

- Yes
- No

TAKING THE SURVEY

143. [Ask if [USCFLAG] = "True" or Q118 b = "Yes"] The DoD is conducting a study to hear from survivors about their experiences and challenges with the military sexual assault response system. The goal of this study is to make this system better for you and others. Would you like to learn more about this study? *If yes, we will e-mail you in the future with information about the new study.*

- Yes
- No

2021 Workplace and Gender Relations Survey of Military Members

144. Thank you for participating in the survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not enter personally identifiable information. Your feedback is useful and appreciated.

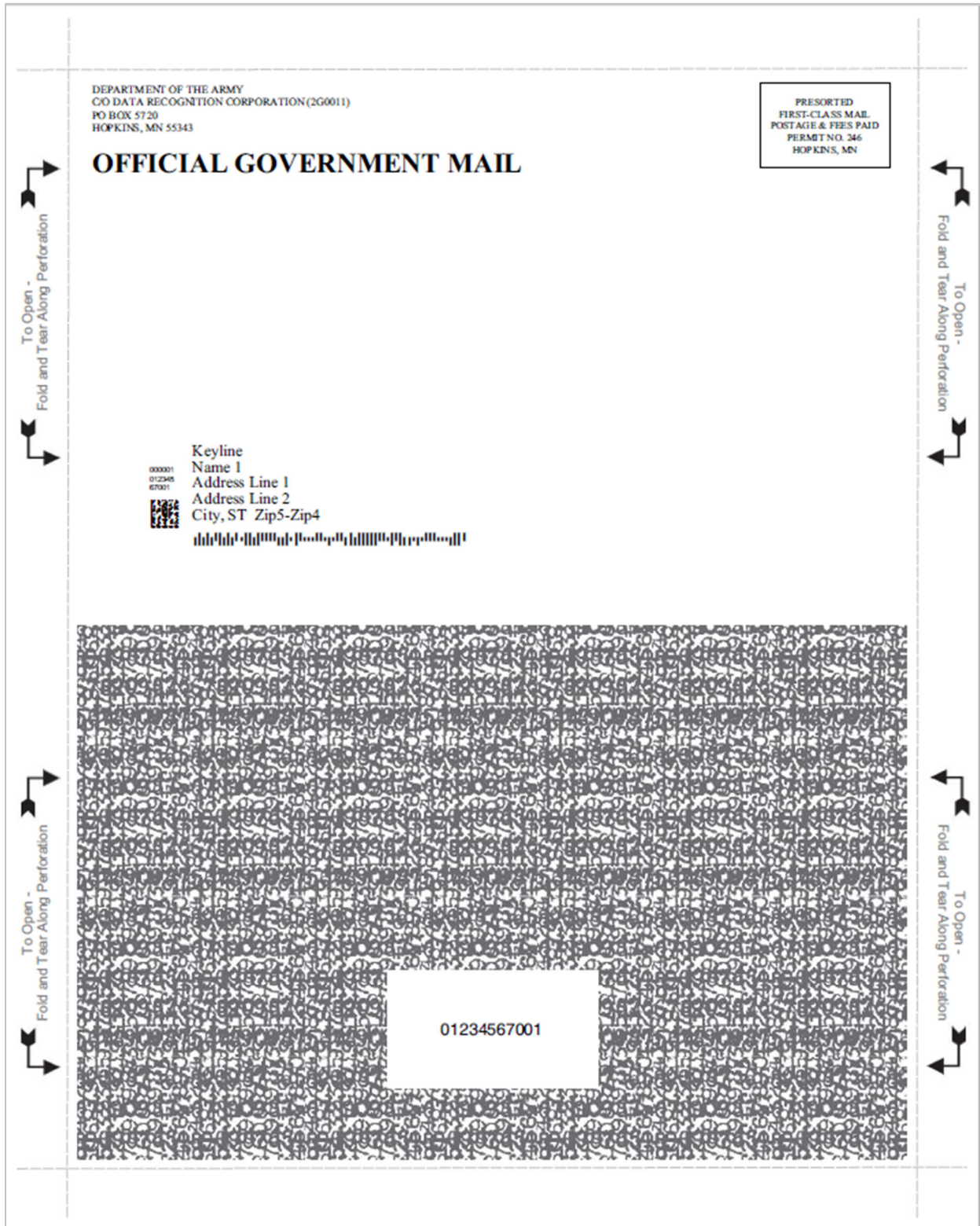
145. [Ask if Q1 = "No, I was separated or retired"]
Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the "Previous" button and check your answer(s).
To submit your answers click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail wgr-survey@mail.mil

Appendix L. Survey Outreach

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Survey Outreach





UNITED STATES ARMY
THE CHIEF OF STAFF

November 30, 2021

Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4

Dear (Rank) Name,

People are the Army, and I am committed to the health and well-being of all Soldiers. That is why I am personally contacting you to learn more about your experience in the Army. Please take this opportunity to add your voice to help the work we are doing to improve the lives of every Soldier.

To participate:



1. Go to DoDSurveys.mil on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey **by December 15, 2021** to be removed from the contact list

Your feedback is important and participation is considered **Official Business**. You can respond during the duty day, or any time convenient to you, on **any government or personal device**. Participation is voluntary and all individual responses are confidential and will not be shared with your commanders.

Your response matters. By responding, you help shape the policies, programs, and training that impact you and your fellow Soldiers. If we do not hear from you, we will contact you again by mail and email to remind you of this opportunity.

I know that you are very busy, so I deeply appreciate you taking your time to complete this survey. Thank you for your service and your commitment to our Army and our Nation.

People First - Winning Matters - Army Strong!

James C. McConville
General, U.S. Army
Chief of Staff of the Army

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of active duty members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 372-2014 from any DoD or other government telephone with DSN. If you do not have access to a DSN telephone line, and if you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.

01234567001



20277

DEPARTMENT OF THE NAVY
CO DATA RECOGNITION CORPORATION (2G0011)
PO BOX 5720
HOPKINS, MN 55343

PRESORTED
FIRST-CLASS MAIL
POSTAGE & FEES PAID
PERMIT NO. 246
HOPKINS, MN


OFFICIAL GOVERNMENT MAIL

To Open -
Fold and Tear Along Perforation

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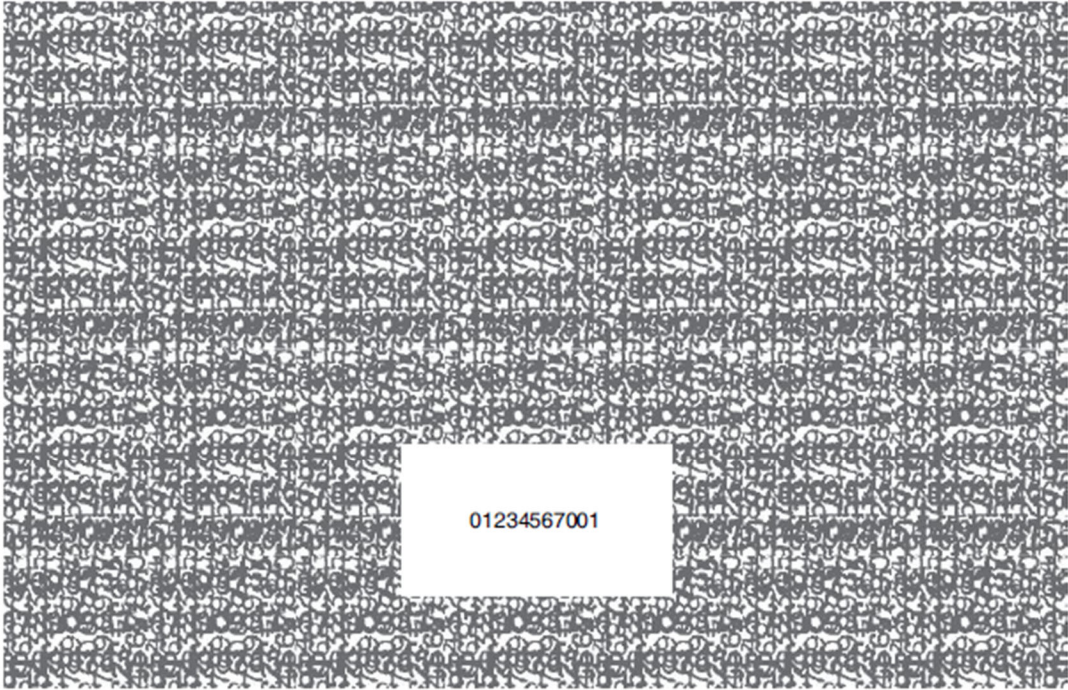
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Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



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Fold and Tear Along Perforation





DEPARTMENT OF THE NAVY
CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

November 30, 2021

Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4

Dear (Rank) Name,

Our Sailors are our most important resource, and I am committed to the health and well-being of every Sailor in our fleet. That is why I am personally contacting you to learn about your experiences in the Navy. This is your chance to add your voice to work we are doing to improve the lives of every Sailor.

To participate:



1. Go to DoDSurveys.mil on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey by **December 15, 2021** to be removed from the contact list

Your feedback is important and participation is considered **Official Business**. You can respond during the duty day, or any time convenient to you, on **any government or personal device**. Participation is voluntary and all individual responses are confidential and will not be shared with your commanders.

Your response matters. By responding, you help shape the policies, programs, and training that impact you and your fellow Sailors. If we do not hear from you, we will contact you again by mail and email to remind you of this opportunity.

I know that you are very busy, so I deeply appreciate you taking your time to complete this survey. Thank you for your service and your commitment to our fleet and our Nation.

People First,

Michael M. Gilday
Admiral, U.S. Navy
Chief of Naval Operations

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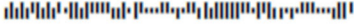
UNITED STATES MARINE CORPS
CO DATA RECOGNITION CORPORATION (2G0011)
PO BOX 5720
HOPKINS, MN 55343

PRESORTED
FIRST-CLASS MAIL
POSTAGE & FEES PAID
PERMIT NO. 246
HOPKINS, MN

OFFICIAL GOVERNMENT MAIL

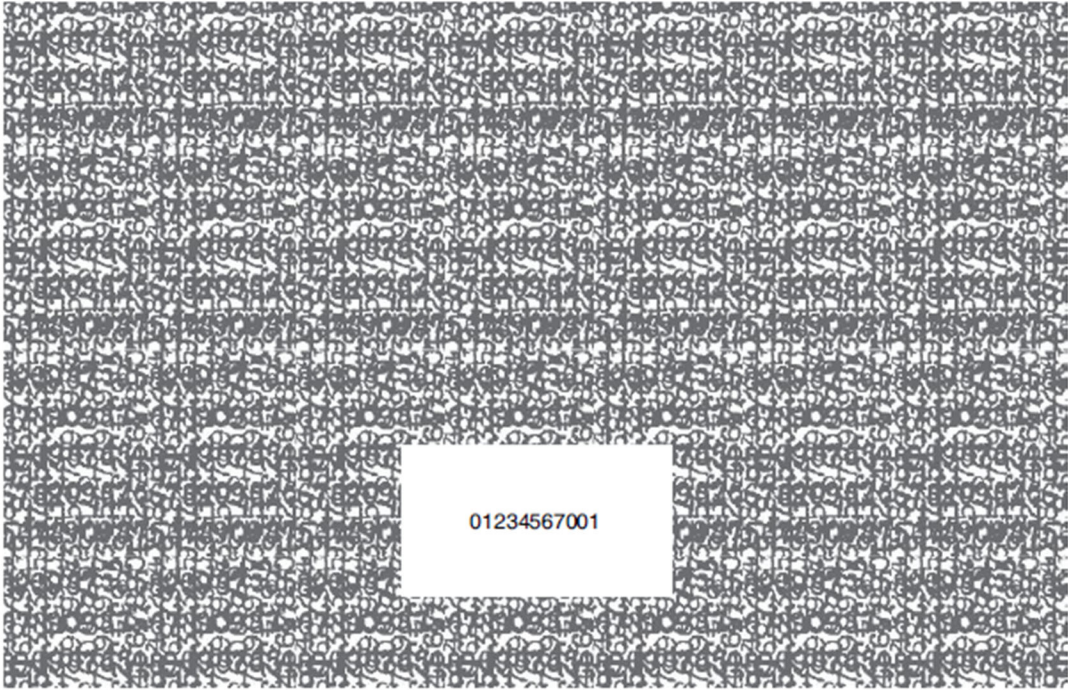
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 Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4


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Fold and Tear Along Perforation





DEPARTMENT OF THE NAVY
 HEADQUARTERS UNITED STATES MARINE CORPS
 3000 MARINE CORPS PENTAGON
 WASHINGTON, D.C. 20350-3000

November 30, 2021

Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4

Dear (Rank) Name,

The strength of our Corps comes from the individual Marine. I, along with senior leadership, am committed to the health and well-being of all Marines. This includes ensuring your workplaces are free from sexual harassment and sexual assault. As an organization, we remain focused on reinforcing positive, constructive behaviors while eliminating behaviors that threaten our readiness to remain a ready and lethal fighting force.

To support our efforts in protecting the well-being and healthy work environments for all Marines, I invite you to take the congressionally mandated Workplace and Gender Relations Survey.

To participate:



1. Go to **DoDSurveys.mil** on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey **by December 15, 2021** to be removed from the contact list

This survey helps me and senior leadership develop an understanding of the prevalence of sexual assault and sex-based Military Equal Opportunity violations that affects Marines' lives. **We need your voices** to help us gather more information that will assist us in addressing these ongoing issues. Participation in the survey is voluntary and survey results are reported in aggregate only, meaning data is not shared with commanders or senior leadership. **Your responses will remain confidential.**

I know you are very busy, so I truly appreciate you taking the time to complete this survey. Thank you for your service and your commitment to the Marine Corps and to our Nation.

Semper Fidelis,

General David H. Berger,
 Commandant of the Marine Corps

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
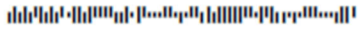
DEPARTMENT OF THE AIR FORCE
C/O DATA RECOGNITION CORPORATION(2G0011)
PO BOX 5720
HOPKINS, MN 55343

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HOPKINS, MN

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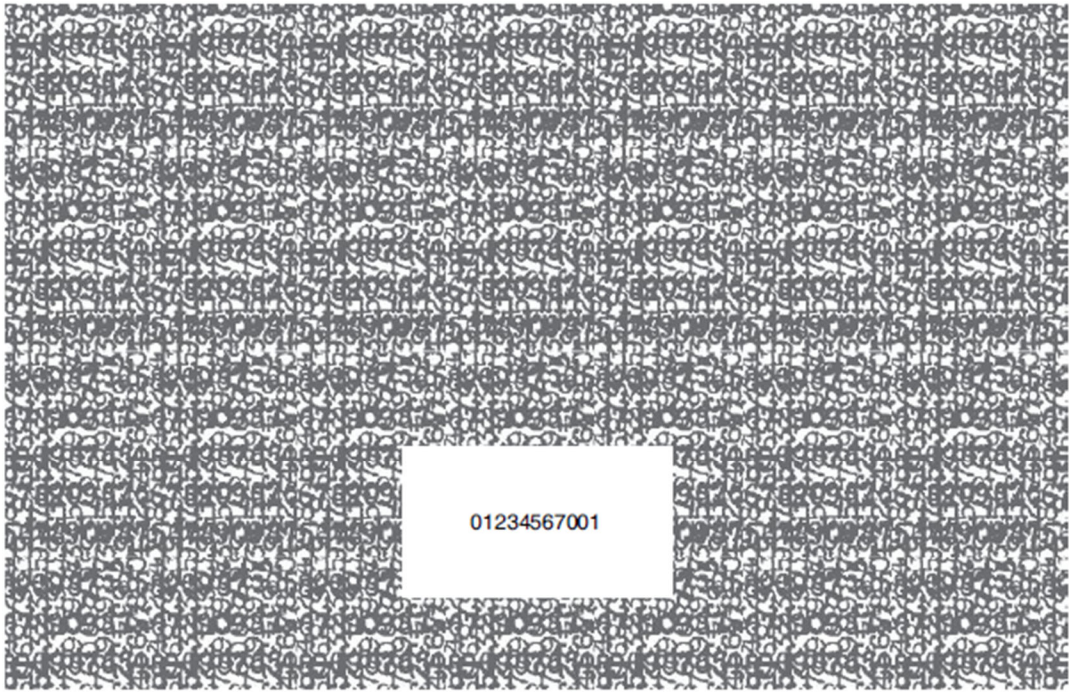
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Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4
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DEPARTMENT OF THE AIR FORCE
 HEADQUARTERS UNITED STATES AIR FORCE
 WASHINGTON, DC

November 30, 2021

Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4

Dear (Rank) Name,

People are our number one priority. That is why we are contacting you to learn about your experience serving in the military. This is your chance to voice concerns directly to our senior leadership teams. Your feedback will help us make informed decisions to improve your life and the lives of your fellow Airmen, Guardians, and their families.

To participate:



1. Go to DoDSurveys.mil on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey **by December 15, 2021** to be removed from the contact list

Your feedback is important and participation is considered **Official Business**. You can respond during the duty day, or any time convenient to you, on **any government or personal device**. Participation is voluntary and all individual responses are confidential and will not be shared with your commanders.

Your response matters. The feedback you provide will be combined with feedback from others in the Air Force and Space Force and will be used to directly shape programs, trainings, and policies that impact you and the members of your team.

Our sincere apologies to USSF Specialists and Sergeants if we used your old USAF ranks. Thank you for your patience as we continue to resolve our many system challenges. We value your input and appreciate your participation.

We know that you are very busy, so we deeply appreciate you taking your time to complete this survey. Thank you for your service and your commitment. We are proud to serve with you.

Charles Q. Brown, Jr.
 General, USAF
 Chief of Staff

John W. Raymond
 General, USSF
 Chief of Space Operations

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 372-2014 from any DoD or other government telephone with DSN. If you do not have access to a DSN telephone line, and if you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.

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20230

NATIONAL GUARD BUREAU
CO DATA RECOGNITION CORPORATION (2G0011)
PO BOX 5720
HOPKINS, MN 55343

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POSTAGE & FEES PAID
PERMIT NO. 246
HOPKINS, MN

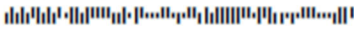
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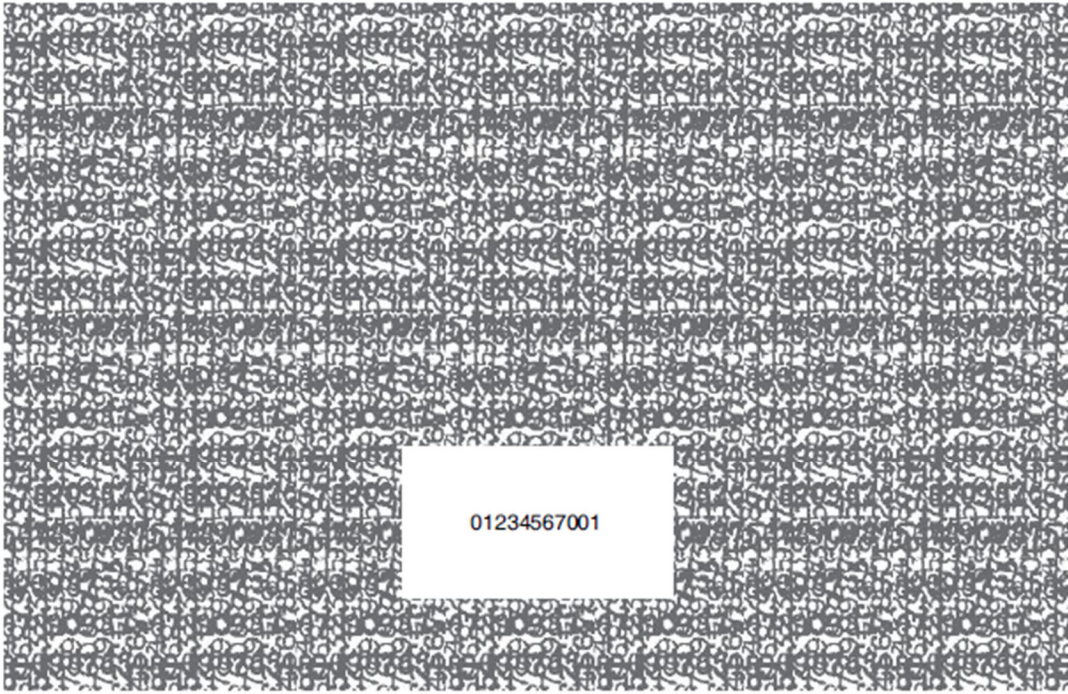
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Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



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Fold and Tear Along Perforation





NATIONAL GUARD BUREAU
 1636 DEFENSE PENTAGON
 WASHINGTON DC 20301-1636

November 30, 2021

Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4

Dear (Rank) Name,

This was a challenging year for many, including those of us that Serve in the National Guard. That is why I am personally contacting you to learn more about your experience serving this past year. I am fully committed to the health and well-being of those who serve, and I would greatly appreciate if you joined my efforts to help improve the lives of Soldiers and Airmen in the National Guard.

To participate:



1. Go to **DoDsurveys.mil** on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey **by December 15, 2021** to be removed from the contact list

Your response matters. This survey is so important that it is considered **Official Business** and can be completed during the duty day on **any government or personal device.**

Your individual responses will be kept strictly **confidential** and will not be shared with your commanders. Your participation in this survey is completely voluntary and will be used by me and my leadership team to make improvements to the National Guard and to shape programs and training that impact you and your fellow Soldiers and Airmen.

This has been a difficult year for many of us and I know that we are all very busy. I deeply appreciate you taking your time to help me understand more about your life in the National Guard.

Thank you for helping us to be "Always Ready, Always There!"

Daniel R. Hokanson
 General, U.S. Army
 Chief of the National Guard Bureau

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01234567001



2021



UNITED STATES ARMY
THE SERGEANT MAJOR

November 30, 2021
Ticket Number: UXXXXXX

000001
012345
67001

Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



Dear (Rank) Name,

My duty is to take care of Soldiers. That is why I am personally writing to remind you of a unique opportunity to help me accomplish this goal. If you have already completed this survey, I thank you. If not, you can respond at any time. This survey is considered **Official Business** and can be taken online on any government or personal device or by filling out the enclosed survey form:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.



Or fill out the survey and mail it back in the pre-paid envelope.

This is my Squad

Your squad will only be successful if each of us takes ownership and does our part. Thousands of Soldiers have already responded. Help shape the policies, programs, and training that impact you and your squad.

Response is Confidential

Your individual response is protected by a federal Certificate of Confidentiality and cannot be shared with anyone in your unit or command. Participation is voluntary.

Your response matters

I understand the sacrifices many of us have made this year, and every year, to serve our country, our communities, and our families. I want you to know that your service is greatly appreciated and that your feedback matters.

It's an honor to serve alongside you,

Michael A. Grinston
Sergeant Major of the Army

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.



202 96

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UNITED STATES ARMY
THE SERGEANT MAJOR

November 30, 2021
Ticket Number: UXXXXXX

000001
012345
67001
Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



Dear (Rank) Name,

My duty is to take care of Soldiers. That is why I am personally writing to remind you of a unique opportunity to help me accomplish this goal. If you have already completed this survey, I thank you. If not, please do so as soon as you can. This survey is considered **Official Business** and can be completed on any government or personal device:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.

This is my Squad

Your squad will only be successful if each of us takes ownership and does our part. Thousands of Soldiers have already responded. Help shape the policies, programs, and training that impact you and your squad.

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Michael A. Grinston
Sergeant Major of the Army

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202 95

01234567001



DEPARTMENT OF THE NAVY
 CHIEF OF NAVAL OPERATIONS
 2000 NAVY PENTAGON
 WASHINGTON, D.C. 20350-2000

December 31, 2021
 Ticket Number: UXXXXXX

000001
 012345
 67001



Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4



Dear (Rank) Name,

To compete and win in war, we need to constantly increase our operational readiness. Today, I am writing to remind you of a unique opportunity to help me and your commanders build a better fleet. If you have already completed this survey online, I thank you. If not, this survey is considered **Official Business** and can be completed online or with the enclosed survey form.



Go to **DoDsurveys.mil** on any computer, tablet, or smartphone.



Or fill out the survey and mail it back in the pre-paid envelope.

Shape the Navy's future

Operational readiness requires that we all do our part. Add your voice to the thousands of Sailors that have already responded and help shape the policies, programs, and training that impact you.

Response is confidential

Your individual response is protected by a federal Certificate of Confidentiality and cannot be shared with anyone in your unit or command. Participation is voluntary.

Your response matters

I understand the sacrifices many of us have made this year, and every year, to serve our country, our communities, and our families. I want you to know that your service is greatly appreciated and that your feedback matters.

Thank you for your prompt response and for your service to your country!

Michael M. Gilday
 Admiral, U.S. Navy
 Chief of Naval Operations

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.



20278

01234567001



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

December 31, 2021
Ticket Number: UXXXXXX

000001
012345
67001
Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



Dear (Rank) Name,

To compete and win in war, we need to constantly increase our operational readiness. Today, I am writing to remind you of a unique opportunity to help me and your commanders build a better fleet. If you have already completed this survey online, I thank you. If not, this survey is considered **Official Business** and can be completed on any government or personal device now:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.

Shape the Navy's future

Operational readiness requires that we all do our part. Add your voice to the thousands of Sailors that have already responded and help shape the policies, programs, and training that impact you.

Response is confidential

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Your response matters

I understand the sacrifices many of us have made this year, and every year, to serve our country, our communities, and our families. I want you to know that your service is greatly appreciated and that your feedback matters.

Thank you for your prompt response and for your service to your country!

Michael M. Gilday
Admiral, U.S. Navy
Chief of Naval Operations

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.



20278

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DEPARTMENT OF THE NAVY
 HEADQUARTERS UNITED STATES MARINE CORPS
 3000 MARINE CORPS PENTAGON
 WASHINGTON, D.C. 20350-3000

January 4, 2021
 Ticket Number: UXXXXXX

000001
 012345
 67001



Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4



Dear (Rank) Name,

My duty is to take care of Marines. That is why I am personally writing to remind you of a unique opportunity to help me accomplish this goal. If you have already completed this survey, I thank you. If not, please respond as soon as you can. This survey is considered **Official Business** and can be taken online on any government or personal device or by filling out the enclosed survey form:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.



Or fill out the survey and mail it back in the pre-paid envelope.

We need your response

In the Marines, we accomplish any mission we are given. This survey is our mission. Today, I need you to add your voice to the thousands of your fellow Marines that have already responded. Your participation is voluntary and appreciated.

Response is confidential

Your responses on this survey will be kept confidential and will never be shared with anyone in your unit or command. This survey has received a federal "Certificate of Confidentiality."

Your response matters

Your input will be added to responses from other Marines to help our senior leaders and members of Congress shape future policies, programs, and trainings that impact you and your fellow Marines.

Thank you for your prompt response and for your service.

Semper Fidelis,

Troy E. Black
 Sergeant Major of the Marine Corps

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202 98

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DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, D.C. 20350-3000

January 4, 2021
Ticket Number: UXXXXXX

000001
012345
67001
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



Dear (Rank) Name,

My duty is to take care of Marines. That is why I am personally writing to remind you of a unique opportunity to help me accomplish this goal. If you have already completed this survey, I thank you. If not, please respond as soon as you can. This survey is considered **Official Business** and can be taken online on any government or personal device:



Go to DoDsurveys.mil on any computer, tablet, or smartphone.

We need your response

In the Marines, we accomplish any mission we are given. This survey is our mission. Today, I need you to add your voice to the thousands of your fellow Marines that have already responded. Your participation is voluntary and appreciated.

Response is confidential

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Your response matters

Your input will be added to responses from other Marines to help our senior leaders and members of Congress shape future policies, programs, and trainings that impact you and your fellow Marines.

Thank you for your prompt response and for your service.

Semper Fidelis,

Troy E. Black
Sergeant Major of the Marine Corps

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202 98

01234567001



DEPARTMENT OF THE AIR FORCE
 HEADQUARTERS UNITED STATES AIR FORCE
 WASHINGTON, DC

January 4, 2021
 Ticket Number: UXXXXXX

000001
 012345
 67001

Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4



Dear (Rank) Name,

Our duty is to take care of Service members and their families and to provide you with the quality of service and quality of life that you deserve. We are writing to remind you of a unique opportunity to help us accomplish this goal. If you have already completed this survey, we thank you. If not, you can respond at any time. Our sincere apologies to USSF Specialists and Sergeants if we used your old USAF ranks. Thank you for your patience as we continue to resolve our many system challenges. We value your input and appreciate your participation.

This survey is considered **Official Business** and can be taken on duty using any government or personal device or by filling out the enclosed survey form:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.



Or fill out the survey and mail it back in the pre-paid envelope.

Shape the Future

We thank the thousands of Airmen and Guardians who have already taken the survey. Add your voice to help shape the future direction of the Air Force and Space Force.

Response is Confidential

Your individual response is protected by a federal certificate of confidentiality and cannot be shared with anyone in your unit or command. Participation is voluntary.

Your response Matters

We understand the sacrifices many of us have made this year, and every year, to serve our country, our communities, and our families. We want you to know that your service is greatly appreciated and that your feedback matters.

Proud to serve with you,

JoAnne S. Bass
 Chief Master Sergeant of the Air Force

Roger A. Towberman
 Chief Master Sergeant of the Space Force

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.

01234567001

202 96



DEPARTMENT OF THE AIR FORCE
 HEADQUARTERS UNITED STATES AIR FORCE
 WASHINGTON, DC

January 4, 2021
 Ticket Number: UXXXXXX

000001
 012345
 67001

Keyline
 Name 1
 Address Line 1
 Address Line 2
 City, ST Zip5-Zip4



Dear (Rank) Name,

Our duty is to take care of Service members and their families and to provide you with the quality of service and quality of life that you deserve. We are writing to remind you of a unique opportunity to help us accomplish this goal. Our sincere apologies to USSF Specialists and Sergeants if we used your old USAF ranks. Thank you for your patience as we continue to resolve our many system challenges. We value your input and appreciate your participation.

If you have already completed this survey, we thank you. If not, this survey is considered **Official Business** and can be taken on duty using any government or personal device:



Go to DoDSurveys.mil on any computer, tablet, or smartphone.

Shape the Future

We thank the thousands of Airmen and Guardians who have already taken the survey. Add your voice to help shape the future direction of the Air Force and Space Force.

Response is Confidential

Your individual response is protected by a federal certificate of confidentiality and cannot be shared with anyone in your unit or command. Participation is voluntary.

Your response Matters

We understand the sacrifices many of us have made this year, and every year, to serve our country, our communities, and our families. We want you to know that your service is greatly appreciated and that your feedback matters.

Proud to serve with you,

JoAnne S. Bass
 Chief Master Sergeant of the Air Force

Roger A. Towberman
 Chief Master Sergeant of the Space Force

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.



202 96

01234567001



NATIONAL GUARD BUREAU
1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

January 4, 2021
Ticket Number: UXXXXXX

000001
012345
67001



Keyline
Name 1
Address Line 1
Address Line 2
City, ST Zip5-Zip4



Dear (Rank) Name,

My duty is to take care of the Soldiers and Airmen who serve in the National Guard. That is why I am writing to remind you of a unique opportunity to help me accomplish my mission. If you have already completed this survey, I thank you. If not, please respond as soon as you can. This survey is considered **Official Business** and can be taken online on any government or personal device or by filling out the enclosed survey form:



Go to **DoDSurveys.mil** on any computer, tablet, or smartphone.



Or fill out the survey and mail it back in the pre-paid envelope.

Shape the National Guard's future

In the National Guard, each of us does our part to help our Nation and each other. Thousands of your fellow National Guard members have already responded. Add your voice today to shape the future of the Guard and the policies, programs, and trainings that impact you and your unit.

Response is confidential

Your individual response is protected by a federal Certificate of Confidentiality and cannot be shared with anyone in your unit or command. Participation is voluntary.

Your response matters

I understand the sacrifices many of us have made this year, and every year, to serve our country, our community, and our family. I want you to know that your service is greatly appreciated and that your feedback matters.

It's an honor to serve alongside you,

Tony L. Whitehead
Senior Enlisted Advisor
National Guard Bureau

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.




20297

01234567001

Did You Know?

Your participation helps us take care of military members and their families. We must. Our people deserve it, our strength depends on it.



Scan to visit **DoDsurveys.mil** to confidentially share your opinion



DEPARTMENT OF DEFENSE
 C/O DATA RECOGNITION CORPORATION (2G0011)
 PO BOX 5720
 HOPKINS, MN 55343

PRESORTED
 FIRST-CLASS MAIL
 POSTAGE & FEES PAID
 PERMIT NO. 246
 HOPKINS, MN

IMPORTANT: Response due February 23rd

I have contacted you several times to participate in an important survey. **Time is running out.** If you have not already done so, please do so **now**.



Scan the code or go to **DoDsurveys.mil** on any computer, tablet, or smartphone.



We need to hear from you by February 23rd for your responses to impact policy and life in your unit.

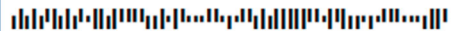
Thank you for completing this voluntary survey.



Mark S. Breckenridge, Director
 Office of People Analytics

TestOEL *****Test
 KEYLINE
 FIRST NAME LAST NAME
 C/O DATA RECOGNITION CORPORATION
 (2G0011)
 ADDRESS LINE 2
 CITY, ST 12345-6789

000001
 012345
 87001



OMB No. 0704-0615; Approval Expires 03/31/2022

Don't Miss Your Chance.
Thousands have already responded.
Now it is your turn. Respond Today!



Scan to visit **DoDsurveys.mil** to confidentially share your opinion



DEPARTMENT OF DEFENSE
 C/O DATA RECOGNITION CORPORATION (2G0011)
 PO BOX 5720
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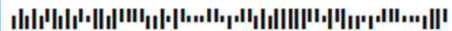
Thank you for completing this voluntary survey.



Mark S. Breckenridge, Director
 Office of People Analytics

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 KEYLINE
 FIRST NAME LAST NAME
 C/O DATA RECOGNITION CORPORATION
 (2G0011)
 ADDRESS LINE 2
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000001
 012345
 87001




OMB No. 0704-0615; Approval Expires 03/31/2022

What Do You Think?

“From my perspective, I see my Service trying very hard to create changes within the culture.”
—Junior Officer



Scan to visit DoDsurveys.mil to confidentially share your opinion



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HOPKINS, MN 55343

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PERMIT NO. 246
HOPKINS, MN

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Thank you for completing this voluntary survey.



Mark S. Breckenridge, Director
Office of People Analytics

TestOEL *****Test

KEYLINE

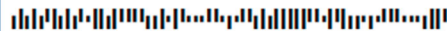
FIRST NAME LAST NAME

C/O DATA RECOGNITION CORPORATION
(2G0011)

ADDRESS LINE 2

CITY, ST 12345-6789

000001
012345
87001



OMB No. 0704-0615; Approval Expires 03/31/2022

What Do You Think?

“Assault is assault. Harassment is harassment. And I think there should be more moral courage at the end of the day addressing that.” – Junior Officer




Scan to visit DoDSurveys.mil to confidentially share your opinion




DEPARTMENT OF DEFENSE
C/O DATA RECOGNITION CORPORATION (2G0011)
PO BOX 5720
HOPKINS, MN 55343


IMPORTANT: Response due February 23rd

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Scan the code or go to DoDSurveys.mil on any computer, tablet, or smartphone.





We need to hear from you by February 23rd for your responses to impact policy and life in your unit.

Thank you for completing this voluntary survey.





Mark S. Breckenridge, Director
Office of People Analytics

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PERMIT NO. 246
HOPKINS, MN

000001
012345
67001

TestOEL*****Test
KEYLINE
FIRST NAME LAST NAME
C/O DATA RECOGNITION CORPORATION
(2G0011)
ADDRESS LINE 2
CITY, ST 12345-6789

OMB No. 0704-0615: Approval Expires 03/31/2022

In Your Opinion,

**has sexual harassment in the military
become more or less of a problem?**



Scan to visit **DoDsurveys.mil** to
confidentially share your opinion



DEPARTMENT OF DEFENSE
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PO BOX 5720
HOPKINS, MN 55343

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PERMIT NO. 246
HOPKINS, MN

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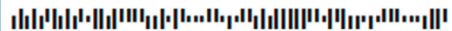
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Mark S. Breckenridge, Director
Office of People Analytics

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FIRST NAME LAST NAME
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CITY, ST 12345-6789

000001
012345
67001



OMB No. 0704-0615; Approval Expires 03/31/2022

From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Monday, December 13, 2021 10:32 AM
To: Sample, Pat
Subject: OFFICIAL Notification: DoD call for feedback (ANNC)
Signed By: wgr-survey@mail.mil

Private First Class Sample,

This has been a difficult year for many of us. That is why I'm personally inviting you to share your thoughts and opinions about your experiences this past year serving in the military.

It's easy to participate:

Step 1: Go to DoDsurveys.mil on any computer, tablet, or smartphone
Step 2: Enter your unique Ticket Number: ANNC
Step 3: Provide your feedback

Your participation is so important to the [Service] that this effort is considered Official Business. You may provide feedback during the duty day using any government issued or personal computer or mobile device, including your smartphone.

Your participation is voluntary and greatly appreciated. Because this effort is commissioned by Congress, we will send additional postal mail and e-mail reminders. If you respond by December 20th, I will remove you from our list of [Service-specific] scheduled to participate.

Thank you for your service.

Sincerely,

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Sunday, December 19, 2021 11:09 PM
To: Sample, Pat
Subject: Invitation to participate: Military Workplace and Gender Relations Survey (REMIND1)
Signed By: wgr-survey@mail.mil

Corporal Sample,

As you may have heard from your friends and fellow [Service-specific], it is time to take the Workplace and Gender Relations Survey of Military Members. This survey is commissioned by Congress to help your senior leadership develop a better understanding of a variety of issues that directly impact you and those you serve with.

To participate, go to: DoDSurveys.mil
Your unique Ticket Number: REMIND1

You can take the survey on any government or personal computer or mobile device. This survey is considered Official Business meaning you can take it either on- or off-duty.

Protecting your privacy is important to me. I want all [Service-specific] to have an opportunity to share their honest thoughts and opinions. I can assure you that responses will be kept confidential and will not be shared with anyone in your organization, including your commander or senior leadership. When your responses are combined with others, it will help senior leaders make informed decisions that will help you and the people you serve with. Your participation is voluntary, but your participation will ensure that we gain the most accurate picture.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Saturday, January 8, 2022 4:50 AM
To: Sample, Pat
Subject: Has Sexual Harassment in the military become more or less of a problem? (REMIND2)
Signed By: wgr-survey@mail.mil

Private Sample,

In your opinion, has sexual harassment in the military become more or less of a problem?

Now is your opportunity to confidentially share your opinions on this topic and more with [Service-specific] senior leaders, DoD leadership, and members of Congress to inform policy decisions, improve trainings, and address issues that impact you and those you serve with.

TO PARTICIPATE: Go to DoDSurveys.mil from any personal or government computer or mobile device to add your voice to the thousands of [Service-specific] who have already responded. You can even respond from your smartphone.

Your personal and secure Ticket Number is REMIND2. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

We rely on accurate information from people like you to know what is really going on throughout the Force. I hope you share your honest feedback with us today, both positive and negative.

Thank you for your time and for providing your honest feedback.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Military Workplace Gender Relations <wgr-survey@mail.mil>
Sent: Tuesday, January 18, 2022 8:23 AM
To: Sample, Pat
Subject: Time is running out to impact [Service] policy (REMIND3)
Signed By: wgr-survey@mail.mil

Sergeant Sample,

The strength of our military comes from the people who serve. We must remain focused on reinforcing positive, constructive behaviors while eliminating behaviors that threaten our readiness or our ability to act as a unified, lethal fighting force. Ensuring our formations and military community are free from sexual harassment, sexual assault, and gender discrimination is vital.

To support our efforts in protecting the health and well-being of all who serve, I am writing to remind you to take the congressionally-mandated Workplace and Gender Relations Survey.

To take the survey:

1. Go to <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: REMIND3
3. To have your voice heard we need your response by January 31st

Adding your voice to thousands of others across the military will help us better understand and address ongoing issues impacting you, your teammates, and your Service. Participation in the survey is voluntary. Survey results are reported for groups only, meaning your answers are combined with others to produce statistics, and not shared with your commanders or senior leadership. Your responses are kept completely confidential.

Time is running out to help us achieve this important mission. I know you are very busy, so I truly appreciate you taking the time to complete this survey.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Military Workplace Gender Relations <wgr-survey@mail.mil>
Sent: Friday, February 4, 2022 12:43 AM
To: Sample, Pat
Subject: OFFICIAL NOTICE: Response PAST DUE (REMIND4)
Signed By: wgr-survey@mail.mil

OFFICIAL NOTICE: Response PAST DUE

Corporal Sample,

Because your feedback is important, we are providing an extension to participate in the Workplace and Gender Relations Survey of Military Members.

Thousands of [Service-specific] have already responded. Respond by February 23rd to add your voice.

To participate, go to: <https://www.DoDsurveys.mil>
Your unique Ticket Number: REMIND4

Previous DoD surveys have been used to address important issues that affect you and other [Service-specific] like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions. In fact, the results will go all the way to Congress.

This effort is considered Official Business, meaning you can provide confidential feedback while on duty or during your free time using any government or personal computer or mobile device.

Your participation is voluntary and your responses will be kept completely confidential. No one in your organization, including your commander or senior leadership, will be able to identify you, or link you to the feedback you provide.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>
Sent: Friday, February 18, 2022 9:29 PM
To: Sample, Pat
Subject: Immediate action requested (REMIND5)
Signed By: wgr-survey@mail.mil

Corporal Sample,

I'm writing to remind you that your opportunity to participate in the Workplace and Gender Relations Survey is running out. The survey is your opportunity to communicate directly with leaders in the [Service], the DoD, and members of Congress about our experiences serving in the military.

To take the survey:

1. Go to <https://www.DoDsveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: REMIND5
3. We've extended the deadline so that you can participate. Please do so by March 3, 2022

Your feedback is completely confidential. When your voice is added to the thousands of Service members that have already responded, senior leaders will be better informed to take actions that benefit you and those who serve alongside you.

This survey is considered Official Business and can be completed while on duty or during your free time. You can take the survey on any government or personal computer or mobile device. Thank you in advance for participating in this survey.

Very Respectfully,

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 3, 2022.

From: Mark Breckenridge SES DODHRA DPAC <wgr-survey@mail.mil>
Sent: Sunday, February 27, 2022 12:58 AM
To: Sample, Pat
Subject: ACTION REQUESTED: Deadline approaching (REMIND6)
Signed By: wgr-survey@mail.mil

Private Sample

I'm writing you today because your opportunity to participate in the Workplace and Gender Relations Survey of Military Members is running out. The survey closes on March 3rd.

Thousands of Soldiers have already responded—this is your last chance to add your voice.

To participate, go to: <https://www.DoDsurveys.mil>
Your unique Ticket Number: REMIND6

Data from previous DoD surveys have been used to address important issues that affect you and other Soldiers like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions about the appropriate policies and training to serve you better. Your participation matters.

Let me assure you that your responses are completely confidential. Your answers will never be linked to you, or identifiable by anyone in your chain of command. Your participation is voluntary, but this survey is considered Official Business, meaning you can complete it while on duty or during your free time on any government or personal computer or mobile device.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

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REPORT DOCUMENTATION PAGE

*Form Approved
OMB No. 0704-0188*

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) 01-09-2022		2. REPORT TYPE Final Report		3. DATES COVERED (From - To) December 2021-March 2022	
4. TITLE AND SUBTITLE 2021 Workplace and Gender Relations Survey of Military Members: Overview Report				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S) Breslin, Rachel A., Klahr, Ashlea; Hylton, Kimberly; White, Alycia; Petusky, Mark				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Office of People Analytics 4800 Mark Center Drive, Suite 06E22 Alexandria, VA 22350-4000				8. PERFORMING ORGANIZATION REPORT NUMBER OPA Report No. 2022-182	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Sexual Assault Prevention and Response Office 4800 Mark Center Drive, Suite 07G21 Alexandria, VA 22350-4000				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 The Workplace and Gender Relations (WGR) survey informs the DoD's prevention and response efforts for sexual misconduct and gender discrimination by providing a robust system of surveillance for monitoring the estimated prevalence of gender discrimination, sexual harassment, and sexual assault as well as identifying the factors that contribute to risk. This report provides an overview of the results of the 2021 Workplace and Gender Relations Survey of Military Members (2021 WGR). The report presents prevalence estimates for gender discrimination, sexual harassment, and unwanted sexual contact in the Active and Reserve components and key insights regarding the characteristics of incidents that occurred in the prior year.					
15. SUBJECT TERMS Sexual assault, sexual harassment, unwanted sexual contact, gender discrimination					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			Klahr, Ashlea M.
UU	UU	SAR	SAR	228	19b. TELEPHONE NUMBER (Include area code) 571-372-1789

Reset

INSTRUCTIONS FOR COMPLETING SF 298

- 1. REPORT DATE.** Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.
- 2. REPORT TYPE.** State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.
- 3. DATES COVERED.** Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.
- 4. TITLE.** Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.
- 5a. CONTRACT NUMBER.** Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.
- 5b. GRANT NUMBER.** Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.
- 5c. PROGRAM ELEMENT NUMBER.** Enter all program element numbers as they appear in the report, e.g. 61101A.
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