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# Department of Defense

# 1995 Sexual Harassment Survey

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# Executive Summary

In March 1994, the Deputy Secretary of Defense asked the Secretary of the Air Force and the Under Secretary of Defense for Personnel and Readiness to develop a sexual harassment policy action plan. This plan was provided in April 1994, and included among its elements (1) the establishment of a Defense Equal Opportunity Council (DEOC) Task Force on Discrimination and Sexual Harassment to review the Military Services' discrimination complaints systems and recommend improvements, and (2) the conduct of a Department-wide sexual harassment survey.

Three survey forms were used in the study. The first survey (Form A) replicated a 1988 DoD-wide survey that produced the first baseline data on sexual harassment in the active-duty Services. The sole purpose of administering Form A was to permit comparisons of the 1988 and 1995 time frames.

The second survey (Form B) differed from the first in three major ways. It provided: (1) an expanded list of potential harassment behaviors that survey respondents could report; (2) an opportunity to report on experiences that occurred outside normal duty hours, not at work, and off the base or installation; and (3) measures of service members' perceptions of the complaint process, reprisal, and training. The main purposes of the second survey were to assess:

- what elements of the active duty military population had unwanted, sex- or gender-related experiences;
- the context, location, and circumstances under which such experiences occurred;
- the extent to which these experiences were reported and, if reported, members' satisfaction with the complaint process and response;
- the extent to which those attempting to report harassment experienced reprisal;
- the amount of training on sexual harassment and members' assessment of the effectiveness of training received;
- service members' views of current policies designed to prevent, reduce, or eliminate sexual harassment, of leadership commitment, and of progress in reducing the incidence of sexual harassment.

The third survey (Form C) was administered to a small sample of active-duty members for research purposes. No results were calculated from this survey. The three surveys were sent to over 90,000 active-duty military members from 15 February to 18 September 1995. Form A was sent to 30,756 personnel, and 13,599 completed it, for a response rate[1] of 46 percent. Because detailed analyses of Form B were planned, the sample size was larger. Form B was sent to 50,394 personnel and 28,296 completed it, for a response rate of 58 percent. Form C was mailed to 9,856 and 5,360 completed it, for a response rate of 56 percent. No military member received more than one survey.

## Major Findings

### *How do 1995 results compare to those obtained in 1988? (Form A)*

Form A, the replication of the 1988 survey, was fielded for the sole purpose of comparing reports of unwanted sexual attention in 1995 and 1988. Senior DoD officials believed these indicator data would be extremely important in answering the overall question, "Have we improved?"

Based on responses to Form A, reports of sexual harassment declined significantly since 1988. In 1988, 22 percent of active-duty military personnel (64% of women and 17% of men) reported one or more incidents of unwanted, uninvited sexual attention while at work during

[1] Response rates are adjusted for eligibility to complete the survey. See Table C-2 for calculation of response rates.

the year prior to the survey. In 1995, 19 percent of personnel (55% of women and 14% of men) reported one or more incidents while at work in the year prior to the survey.

### *Were there differences, across the Services, in reporting unwanted, uninvited sexual attention?*

Overall, rates declined significantly across all Services except the Coast Guard, where there was no significant change. Navy women exhibited the greatest decline in reporting, dropping 13 percentage points, from 66 percent in 1988 to 53 percent in 1995.

In 1988, more women in the Marine Corps than in the other Services reported one or more incidents of unwanted, uninvited sexual attention (75% of active-duty Marine women reported experiencing one or more incidents). Army and Navy women reported at about the same levels (68% and 66%, respectively), Coast Guard was 62 percent, and Air Force was lowest at 57 percent. In 1995, the percentage of women reporting one or more incidents of unwanted, uninvited sexual attention continued to be highest for the Marine Corps (64%, down 11 percentage points from 1988), but the Army rate, at 61 percent (down seven points), is now not statistically different than the Marines. The Navy's incidence rate, at 53 percent (down 13 points), is much lower and not statistically different than that of the Air Force (at 49%, down eight percentage points from 1988). In 1988, 62 percent of Coast Guard women reported experiencing one or more incidents, compared to 59 percent in 1995, not a statistically significant change.

### *Why was a second survey (Form B) used and what was learned from it?*

Form A replicated the 1988 survey and permitted comparisons to that baseline, but the 1988 survey had limitations for use in a 1995 sexual harassment survey. Form B contained new items of interest to Defense policy officials (e.g., how much training was being provided, how effective was the training, opinions of the complaint process). It also contained a considerably expanded list of behaviors that might be checked by a respondent in reporting unwanted sexual attention (e.g., sexist behavior items). To cover the spectrum of behaviors that might be construed as sexual harassment, an extensive, behaviorally-based incident reporting list, consisting of 25 items (versus the 10 items used in 1988), was developed and used in Form B. After the data were collected, the 25 items were factor analyzed and reported in five broad categories: (1) Crude/Offensive Behavior (e.g., unwanted sexual jokes, stories, whistling, staring); (2) Sexist Behavior (e.g., insulting, offensive and condescending attitudes based on the gender of the person); (3) Unwanted Sexual Attention (e.g., unwanted touching, fondling; asking for dates even though rebuffed); (4) Sexual Coercion (e.g., classic *quid pro quo* instances of job benefits or losses conditioned on sexual cooperation); and (5) Sexual Assault (e.g., unsuccessful attempts at and having sex without the respondent's consent and against his or her will).

Form B more than doubled the possible categories of reporting and broadened the circumstances under which incidents that might be considered to be harassment could be reported to include off-duty hours, off-base, etc. Thus, we expected that the rates would be higher on Form B than on the Form A/1988 survey. Based on responses to the 25 items from Form B, 43 percent of active-duty military (78% of women and 38% of men) indicated they had experienced one or more of the behaviors listed in the survey during the previous 12 months.

Form B also contained many new items designed to help the Department of Defense broaden its understanding of sexual harassment and related behaviors. For example, items were included on where such behaviors were occurring and to whom. Results of new items on Form B are summarized below under "Other Findings."

### *Did service members consider the experiences they reported to be sexual harassment?*

Many did not. Because numerous new items were included on the Form B survey, a question was added that asked respondents if they considered any of the behaviors they checked in the 25-item list "sexual harassment." Although 78 percent of women and 38 percent of men checked one or more items, only 52 percent of women and nine percent of men both checked one or more items *and* indicated they considered at least some of those experiences to be sexual harassment.

### *Did service members think sexual harassment in the military had declined?*

Yes, nearly three-quarters of military members with six to 10 years of service indicated harassment was occurring less often than a few years ago. Fewer women than men expressed this opinion (60% vs. 76%). Women in the Navy and Coast Guard (71% and 70%) were more likely than women in the other Services to report sexual harassment had declined.

### *Since there were multiple surveys and results for this study, how do they compare?*

In 1988, 64 percent of active-duty women and 17 percent of men reported experiencing one or more instances of sexual harassment based on a 10-item list provided in the survey. In 1995, the same survey (re-labeled Form A) was administered to active-duty service members and 55 percent of women and 14 percent of men reported experiencing one or more instances of unwanted, uninvited sexual attention. In 1995, a new survey (Form B) was also fielded. It was labeled a "Gender Issues" survey and contained an expanded list of 25 items potentially related to sexual harassment, for example, *quid pro quo* items and sexist behavior items. On this survey, 78 percent of women and 38 percent of men reported experiencing one or more incidents on the 25-item list. When the harassment rate is calculated as those who had experienced one or more behaviors involving uninvited, unwanted sex/gender-related attention *and* considered at least some of those behaviors to be sexual harassment, the figures are 52 percent for women and nine percent for men.

## Summary of Major Findings

Based on the data collected in this study, there is evidence that sexual harassment is declining significantly in the active-duty Military Services. Between 1988 and 1995, the percentage of women reporting incidents of sexual harassment declined nine percentage points, and the percentage of men reporting incidents declined three percentage points. On the other hand, sexual harassment remains a major challenge that all the Services must continue to combat.

## Other Findings

### *Who reported they had experienced uninvited, unwanted sex/gender-related behaviors?*

Clearly, as noted earlier, women reported at considerably higher rates than men. In addition, for active-duty military, junior enlisted personnel (E1-E4) were more likely to report they had experienced behaviors than were senior enlisted (E5-E9) or officers. Among junior enlisted, 49 percent reported experiencing one or more such instances compared to 40 percent of senior enlisted and 39 percent of officers. For women, 83 percent of junior enlisted reported experiencing uninvited and unwanted gender-related behaviors, compared to 74 percent for senior enlisted and 75 percent for officers.

The analysis of Form B indicated that black men reported incidents at slightly higher rates than white men (43% vs. 36%). The overall rates for black and white women were not significantly different (76% vs. 78%).

### *Who were the offenders?*

The most frequently cited sources of unwanted

sex/gender-related behaviors, by both women and men, were military co-workers (44% of women and 52% of men), other military personnel of higher rank/grade (43% of women and 21% of men), and other military persons (24% of women and 22% of men). Active-duty women and men were far less likely to mention civilians. For example, only six percent of women and seven percent of men reported civilian co-workers had bothered them.

### *Where and when did the uninvited, unwanted sex/gender-related behaviors occur?*

These behaviors primarily occurred on military installations, at work, and during duty hours. For example, 88 percent of women and 76 percent of men reported that in the situation that had the greatest effect on them, all or most of the uninvited, unwanted sex/gender-related behaviors occurred on a military installation.

In terms of when the reported experiences occurred, 74 percent of women and 68 percent of men reported that all or most of the experiences occurred while at work. In addition, 77 percent of women and 68 percent of men reported that all or most of the experiences occurred during duty hours. Only five percent of women reported none occurred on an installation, 14 percent said none occurred at work, and nine percent said none occurred during duty hours.

### *Did service members report their experiences and, if so, to whom?*

Approximately 24 percent of those who indicated experiencing an incident said they reported the incident (40% of women and 17% of men). Members experiencing these behaviors most often reported the incidents to their immediate supervisor (26% of women and 11% of men), someone else in the chain of command (21% of women and 8% of men), and the supervisor of the person bothering them (18% of women and 8% of men).

### *What actions did organizations take in response to members' reports?*

Fifty percent of women and 22 percent of men reported that the person who bothered them was talked to about the behavior and 20 percent of women and 10 percent of men reported that the person who bothered them was counseled. Fourteen percent of women and four percent of men indicated their complaint was being investigated. However, 39 percent of men and 15 percent of women indicated no action was taken and 23 percent of women and 16 percent of men said their complaint was discounted or not taken seriously. About 10 percent of those who reported their experiences said they did not know what action was taken.

### *If service members did not report their experiences, why not?*

Where members indicated they did not report an incident, women most commonly gave as a reason for not reporting that they took care of the problem themselves (54%). Men, more frequently than women, said that they did not think the matter was important (51% of men and 35% of women). Twenty percent of women and 10 percent of men said they did not think anything would be done. In terms of negative consequences, 25 percent of women and 13 percent of men indicated they did not report because it would make their work situations unpleasant. Seventeen percent of women and eight percent of men thought they would be labeled troublemakers. Thirteen percent of women and 10 percent of men did not want to hurt the person who bothered them.

### *Did service members experience reprisal?*

Some did. In the section of the survey where members who had experienced unwanted behaviors were describing the one situation that had the greatest effect on them, they were asked if they had experienced "a performance

rating that was unfairly lowered." Twenty percent of women and nine percent of men who had experienced such behaviors indicated this had occurred to a small, moderate, or large extent.

All respondents on the survey were asked if they felt "free to report sexual harassment without fear of bad things happening" to them. Eighty percent of women and 86 percent of men said that was true to a small, moderate, or large extent.

### *To what extent were members who said they reported the behaviors to someone satisfied with the complaint process?*

Of those who said they reported their experiences, 35 percent of women and 33 percent of men were dissatisfied with the complaint process overall. About a third were neither satisfied nor dissatisfied and a third were satisfied.

### *Had service members received training and, if so, what was their opinion of the effectiveness of the training?*

Seventy-nine percent of women and 85 percent of men reported receiving sexual harassment training. In terms of how much training had occurred in the last 12 months, 26 percent of women and 34 percent of men reported receiving 4 hours or more of training. Forty percent of women and 42 percent of men reported receiving one to four hours of training. In addition, 98 percent of women and men reported they knew what kinds of words or actions are considered sexual harassment. When asked how effective the training was in reducing or preventing sexual harassment, 54 percent of women and 65 percent of men said "moderately to very effective," 33 percent of women and 27 of men said "slightly," and 12 percent of women and eight percent of men said "not effective."

### *Did service members know how to report sexual harassment? Did they know their formal complaint channels?*

Overall, 87 percent of women and 89 percent of men said they knew the process for reporting sexual harassment, although fewer women (59%) than men (67%) said they understood how to report "to a large extent." Junior enlisted (E1-E4) were less likely to know how to report (83% indicated they knew how), compared to senior enlisted (E5-E9) (92%), and officers (95%). In terms of publicizing of formal complaint channels at their current duty stations, 65 percent of women and 74 percent of men said such channels had been publicized. Only 60 percent of junior enlisted (E1-E4) were aware of formal complaint channels at their duty stations, compared to 79 percent of senior enlisted (E5-E9) and 85 percent of officers. About 55 percent of men and women reported they knew of a specific office that investigated complaints at their duty station.

### *What did active-duty service members think of their leadership's efforts to make honest and reasonable efforts to stop sexual harassment?*

When asked their opinion about whether leadership at different levels made honest and reasonable efforts to stop sexual harassment, 53 percent of women and 67 percent of men answered "yes" for senior leadership of their Service, 52 per-cent of women and 67 percent of men answered "yes" for the senior leadership of their installation/ship, and 59 percent of women and 68 percent of men answered "yes" for their immediate supervisor. Ten percent of women and five percent of men said that senior leadership was not making honest and reasonable efforts to stop sexual harassment while about a third said they did not know.

## Summary

These survey results are encouraging. They document a decline in harassment experiences and reflect DoD and the Services' increased emphasis on combating sexual harassment. At the same time the surveys were being developed and fielded, other significant DEOC-related initiatives were implemented. It should be noted the timing of this study precluded measuring the effects of those initiatives. No doubt, the additional initiatives of the DEOC Task Force on Discrimination and Sexual Harassment will advance the ability of the Department of Defense to combat sexual harassment.

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# Introduction

## Historical Overview

The Department of Defense (DoD) has led the nation in expanding opportunities for minority groups. Initial DoD equal opportunity policies and programs that prohibited discrimination of employees and service members on the basis of race, color, and religion were first formulated in the 1940s and were formally codified in 1963 in DoD Directive 5120.36 ("Equal Opportunity in the Armed Forces"). However, it was not until 1970 that "sex" was added to the list of prohibited discriminations, and "sexual harassment" was not a policy focus within the federal government or the Department of Defense until the mid-to-late 1970s, when several national sexual harassment surveys of working women were conducted. The results of these surveys catapulted the issue of sexual harassment to public attention and, by the late 1970s, other sexual harassment surveys were being conducted (e.g., Michigan Employment Security Commission's survey and an unofficial survey of Department of Housing and Urban Development employees) (Defense Equal Opportunity Council [DEOC], 1995).

By 1979, the Office of Personnel Management (OPM) recognized sexual harassment was a problem in the federal workplace and issued "Policy Statement and Definition on Sexual Harassment" to federal departments and agency heads. Sexual harassment was defined as "deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome." Within DoD, the Assistant Secretary of Defense for Manpower, Reserve Affairs and Logistics issued a memorandum to the Military Services and Defense Agencies, asking them to incorporate the new OPM guidance into employee orientations and to provide employees with information on how to obtain redress from sexual harassment.

The first Congressional hearings on sexual harassment in the federal government were held in 1979 and, in 1980, the first hearings on sexual harassment in the military were conducted. These hearings were held by the Subcommittee on Military Personnel of the House Committee on the Armed Services, U.S. House of Representatives. Importantly, 1980 also saw the landmark issuance of the Equal Employment Opportunity Commission's (EEOC) guidelines on sexual harassment, and an overall definition for sexual harassment of American workers was finally established (Equal Employment Opportunity Commission [EEOC], 1980).

By 1980, a concerned Congress asked the U.S. Merit Systems Protection Board (MSPB) to study sexual harassment of federal employees and the results of its first sexual harassment survey of federal civilian workers were released in May 1981. In that survey, 42 percent of women and 15 percent of men reported experiencing one or more incidents of sexual harassment during the 24 months prior to the survey. The report concluded that sexual harassment was a major problem in the federal workplace and recommendations for addressing the problem were provided (U.S. Merit Systems Protection Board [MSPB], 1981). Over the next 14 years, MSPB replicated this survey effort two times, in 1987 and 1994, and found sexual harassment rates had not abated. In the most recent survey, 44 percent of women and 19 percent of men reported experiencing sexual harassment at work. For DoD civilian employees, the percentages were somewhat higher, with 46, 50, and 49 percent of women in the Departments of the Army, Navy, and Air Force, respectively, reporting they had experienced sexual harassment at work (MSPB, 1995).

DoD sexual harassment policy initiatives in the 1980s largely mirrored events in society. Sexual harassment was increasingly emerging as an important issue that affected individuals, the organizations for which they worked and, for DoD, ultimately military performance and readiness. In 1981, Secretary of Defense Caspar Weinberger issued a memorandum encouraging compliance with the 1979 OPM and 1980 EEOC guidance. Secretary Weinberger reiterated similar guidance in May 1985, and again, in December 1986. The December memorandum was issued after the U.S. Supreme Court's decision in *Meritor Savings Bank, FSB v. Vinson, et al.*, that sexual harassment was a violation of Title VII. In this decision, the EEOC's guidelines were adopted by the Court as definitive and two categories of harassment were identified: (1) *quid pro quo*—basing conditions of employment on unwelcome sexual favors; and, (2) hostile environment—conditions that, while not necessarily affecting economic benefits, create a hostile, offensive working environment.

It took until 1987, however, and the issuance of DoD Directive 1350.2 ("The Department of Defense Military Equal Opportunity Program"), for the Department to address military equal opportunity separately from civilian and contractor equal opportunity policies and programs for the first time. This Directive also established a Defense Equal Opportunity Council (DEOC), composed of senior DoD officials, to advise the Assistant Secretary of Defense for Force Management and Personnel on military and civilian equal opportunity initiatives.

In January 1988, a DoD Task Force on Women in the Military recommended that DoD conduct its own sexual harassment survey of active-duty service members inasmuch as DoD-wide self-reported sexual harassment incidence rates among active-duty military women had never been examined. While the Defense Manpower Data Center (DMDC) completed this survey in the 1988-89 time frame, Secretary of Defense Frank Carlucci issued both a policy memorandum that defined sexual harassment and a memorandum that highlighted the results of the 1987 MSPB survey.

After intense internal review, results of the DoD 1988 survey were released in September 1990. Results indicated that 64 percent and 17 percent of active-duty women and men, respectively, reported experiencing one or more instances of unwanted, uninvited sexual attention while at work in the 12 months prior to the survey. The DoD 1988 survey was modeled after the previous MSPB surveys. In one section that was identical to the MSPB surveys, the DoD survey contained a list of 10 behaviors, and asked respondents if they had experienced "unwanted, uninvited whistles, hoots or yells of a sexual nature," "unwanted, uninvited pressure for dates," "unwanted, uninvited pressure for sexual favors," "actual or attempted rape or sexual assault," and so on. The label "sexual harassment" was not used, just behavioral statements. It was from this list that the overall incidence rates were calculated for the Department. The DoD survey also asked respondents their opinions of policies, programs, and leaders and, for those who had experienced unwanted sexual attention in the last 12 months, it asked them to describe in detail the incident that had the greatest effect on them. It was from these detailed reports that important information was gleaned (e.g., who the offenders were, what formal actions were taken, what effect those actions had) (Martindale, 1990).

From the late 1980s through mid-1991, the Department continued providing policy guidance on this issue: (1) in 1988, DoD Directive 1350.2 was revised and the sexual harassment definition was expanded; (2) in 1991, DoD officials continued to examine Service-specific findings from the 1988 survey; (3) in July 1991, Secretary of Defense Dick Cheney issued "Department of Defense Strategies to Eradicate Sexual Harassment in the

Military and Civilian Environment." This memo included the 1988 sexual harassment definition as well as a series of points on how to eliminate sexual harassment throughout the Department.

## 1995 DoD Sexual Harassment Survey

In March 1994, Defense Secretary William Perry issued new equal opportunity guidance. One initiative restructured the Defense Equal Opportunity Council (DEOC) so that it would be chaired by the Deputy Secretary of Defense and Service Secretaries would be members. Subsequently, Deputy Secretary John Deutch, DEOC Chairman, requested that the Secretary of the Air Force and the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) formulate a plan for reducing and eliminating sexual harassment within the military. They developed a five-part plan, which included establishment of a DEOC Task Force on Discrimination and Sexual Harassment, co-chaired by the Secretary of the Air Force and USD(P&R), and composed of senior DoD leaders. The Task Force was charged with review of the Military Services' discrimination complaints systems and formulation of recommendations. Another aspect of the five-part plan was a sexual harassment survey of active-duty military personnel, because one had not been conducted since 1988.

Three surveys were used in the study. The first survey (Form A—shown in Appendix A) replicated the 1988 DoD-wide survey that produced the initial baseline data on sexual harassment in the active-duty Services. The sole purpose of administering the Form A survey was to permit comparisons of the incidence of sexual harassment in the 1988 and 1995 time frames. However, because considerable advances in understanding and measuring sexual harassment had taken place since 1988, these developments were incorporated in the design of a new survey (Form B), to be administered concurrently with the Form A replication.

The second survey (Form B—shown in Appendix B) differed from the first in three major ways. It provided: (1) an expanded list of potential harassment behaviors that survey respondents could report; (2) an opportunity, for the first time, to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and, (3) measures of service members' perceptions of complaint processing, reprisal, and training. The main purposes of the Form B survey were to assess:

- what elements of the active-duty military population had unwanted, gender-related experiences;
- the context, location, and circumstances under which such experiences occurred;
- the extent to which these experiences were reported and, if reported, members' satisfaction with the complaint process and response;
- the extent to which those attempting to report harassment experienced reprisal;
- the amount of training on sexual harassment and members' assessment of the effectiveness of training received;
- service members' views of current policies designed to prevent, reduce, or eliminate sexual harassment, of leadership commitment, and of progress in reducing the incidence of sexual harassment.

The Form B survey incorporated recent psychometric and theoretical advances in sexual harassment research. Survey items measuring sexual harassment were largely based on work by Fitzgerald and her colleagues and were modeled after the *Sexual Experiences Questionnaire* (SEQ) developed by Fitzgerald, et al. (1988). The SEQ is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995).

The third survey (Form C) was administered to a smaller sample of active-duty members for research purposes, to aid in the transition to using one survey in future research. No results were calculated from this survey.

Throughout this report, the authors have tried to minimize using terms such as "harassment" and "harasser" in reporting and discussing results of the survey. This is especially true of the Form B results. There were two reasons for this decision. First, survey respondents were asked only to mark any unwanted, uninvited gender-related behaviors that had occurred during the preceding 12 months. They did so, but many respondents also indicated that not everything they experienced constituted sexual harassment. Second, the term "sexual harassment" carries certain pejorative connotations that a straightforward reporting of data does not.

# Study Methodology

## Survey Design and Administration

The data were collected with the 1995 *Status of the Armed Forces Surveys*, Forms A, B, and C. Each of the three survey populations included the worldwide distribution of Army, Navy, Marine Corps, Air Force, and Coast Guard military personnel with at least six months of active-duty service. Flag rank officers were excluded. The Forms B and C survey populations were personnel on active duty, including members of the National Guard and Reserve Components on active assignments for more than 179 days (AGR/TARS). The Form A survey population was limited to active-duty personnel excluding AGR/TARS to match the population represented by the 1988 survey.

The Form A survey was a replication of the 1988 *Survey of Sex Roles in the Armed Forces*. Form A was administered solely to provide a comparison of prevalence rates for 1988 and 1995, and was not pretested for this administration. Form B was developed specifically for the 1995 survey and incorporated the most recent advances in understanding and measuring of incidents. The Form B survey thus provides the primary source of information on sexual harassment for 1995. The large number of new and revised items in Form B required developing and pretesting several iterative versions of the questionnaire. Form B was pretested at six sites using 18 focus groups with a total of approximately 130 participants. Once the item wording for Form B was determined, Form C was developed as a research tool to link the results of Forms A and B. Form C was pretested on two focus groups of approximately 20 participants.

A non-proportional stratified random sampling design was used for each of the three surveys. Information for constructing the sampling frame was taken from DMDC's October 1994 Active Duty Master File (ADMF) and DMDC's September 1994 Reserve Components Common Personnel Data System (RCCPDS). The ADMF and RCCPDS provided the information for constructing strata and determining the sample size and allocation.

Data collection for each of the surveys was by mail. An introductory letter explaining the survey and soliciting cooperation was sent to individuals in each sample starting 15 February 1995. The introductory letter was followed about six weeks later by a package containing the questionnaire and instructions for completing and returning the survey. A second letter was sent to thank individuals who had already returned the questionnaire and to ask those who had not to complete and return it. At approximately four weeks and eight weeks after the initial survey mailing, second and third questionnaires, with letters stressing the importance of the survey, were mailed to individuals who had not responded to previous mailings.

The three forms of the surveys were sent to over 90,000 active-duty military members from 15 February to 18 September 1995. Form A was sent to 30,756 personnel, and 13,599 completed it, for a response rate of 46 percent. Because detailed analyses of Form B were planned, the sample size was larger. Form B was sent to 50,394 personnel and 28,296 completed it, for a response rate of 58 percent. Form C was mailed to 9,856 and 5,360 completed it, for a response rate of 56 percent. No military member received more than one form of the survey. For detailed information on location, completion, and response rates, see Appendix C.

Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. As with other random-sample surveys that use non-proportional sampling and weighting compensations, most of the parameter estimates of interest take the form of non-linear statistics, and the variances used to test for statistical

significance must be approximated. All variance estimates for this report are based on Taylor series linearizations computed by SUDAAN®.

Further details on the survey methods are provided in Appendix C. For more details on survey administration and datasets, see Edwards, Elig, Edwards, and Riemer (in preparation, a, b, c). Details on sampling and weighting are reported by Mason, Kavee, Wheeless, George, and Riemer (in preparation), with an overview on the sample optimization reported by Mason et al. (1995). For further details on the measurement of sexual harassment, see Drasgow, Fitzgerald, Magley, Waldo, and Zickar (in preparation).

## Analytic Approach

A limited amount of editing of skip patterns and inconsistencies in the Form B data was conducted. For example, a number of respondents indicated they had reported unwanted, sex/gender-related attention to at least one individual or organization, but also marked an item giving a reason for *not* reporting the attention. Conversely, a small number of respondents who claimed they had not reported the unwanted sex/gender-related attention to any individual or organization also marked an item, "Does not apply–I DID report the behavior… " Some recoding of variables was necessary to resolve these kinds of conflicting responses. Analysts using different interpretations and approaches to data quality issues may produce slightly different estimates.

In order to preserve as many cases as possible for analyses, missing data on respondents' self-reported demographics were imputed from DMDC's administrative records. See Edwards et al. (in preparation, a, b, c) for details. All respondent demographics (sex, race/ethnicity, Service, paygrade) presented in this report have been imputed in this manner. The respondent self-report information was considered to be the most accurate or, as in the case of paygrade, the most current information.

The 25-item list of behaviors presented on the Form B questionnaire covered a broad spectrum of situations potentially considered harassment, from telling dirty or offensive jokes, for example, to more egregious incidents, such as sexual assault. While the list was comprehensive in scope, treating the 25 items as separate, independent measures was not practical for analytic purposes. Therefore, factor analyses of the items were conducted to collapse the list into more manageable and substantive groupings. This resulted in identifying five major categories: Crude/Offensive Behaviors (items 71a-d, f, g, l, m), Sexist Behaviors (items 71e, h, i, k), Unwanted Sexual Attention (items 71j, n, q, r), Sexual Coercion (items 71o, p, s-v), and Sexual Assault (items 71w, x). Item 71y (other) was excluded from analyses. Statistically, the two Sexual Assault items fit into the Unwanted Sexual Attention grouping. However, the decision was made to treat these items as a separate group because of the serious nature of the behaviors involved. The terminology of the factors reflects DMDC naming conventions only. Other analysts may choose different terminology, suited to their needs and objectives. See Drasgow et al. (in preparation) for details of the factor analysis.

The sexual harassment survey utilized a nonproportional stratified random sample and data weighting. Many of the standard statistical software packages, such as SPSS® and SAS®, will not properly compute variance estimates from weighted data that have not been collected using a simple random sample. Therefore, all analyses presented in this report have been conducted using SUDAAN® statistical analysis software. The SUDAAN® software accounts for complex sample designs when computing variance estimates and test statistics.

The standard error of a survey estimate is a measure of the variation among estimates from all the possible samples that could be

done. Estimates in this report are displayed with 95% confidence interval "whiskers" that are based on the standard error of the estimate. That is, there is a 95% likelihood that the true number will fall within a certain interval around the estimate. The whiskers seen on the graphics in this report represent the 95% confidence intervals around various estimates of percentages. In tables, the standard error is shown in parentheses below the estimate. The 95% confidence interval is calculated as the percentage plus and minus 1.96 standard errors. Comparisons significant at a level between 90% and 95% are qualified by phrases such as "somewhat" or "some evidence." In general, comparisons that are not statistically significant at least at the 90% confidence level are not discussed or presented in this report.

Sampling error is just one source of error, however. Major sources of non-sampling error are related to the ability of the respondent to recall in detail events in the past year. Other sources of non-sampling error include other types of response mistakes, such as respondents' mismarking the survey form or misunderstanding the questionnaire instructions.

The sole purpose of the Form A survey was to provide a vehicle for replication of and comparisons to the original 1988 sexual harassment survey. These data provide a measure of the progress the military has made in this area since 1988. The Form B questionnaire (with an expanded behaviors list, broader context within which harassment could be reported, and additional questions on the harassment complaint process, training, reprisal, and service satisfaction) was considered the primary research tool for this effort. As such, with the exception of the following section, all results presented in this report are based upon data collected with Form B.

# Major Findings

## 1995 Form A Comparisons to 1988

The 1995 Form A replicated the 1988 sexual harassment survey, in order to permit comparisons of incident rates in the 1988 and 1995 time frames. Overall, members' reports of unwanted sexual attention in 1995 declined significantly from 1988. In 1988, 64 percent of women reported that they had experienced one or more incidents in the 12 months preceding the survey. In 1995, this figure dropped to 55 percent, a decline of nine percentage points. For men, there was a decline from 17 percent in 1988 to 14 percent in 1995. Table 1 shows the cross-year comparisons for women and men, for the ten items in the behavior list.

Major findings shown in Table 1 include:

- The proportion of women experiencing behaviors such as whistles, calls, hoots, and yells declined 15 percentage points between 1988 and 1995, from 38 percent to 23 percent—more than in any other category.
- Unwanted, uninvited sexual touching, pinching, or cornering dropped nine percentage points for women (38% vs. 29%) and three percentage points for men (9% vs. 6%).
- In 1995, 44 percent of women reported being subjected to sexual teasing, jokes, or remarks, down from 52 percent in 1988, an eight percentage-point decline. This category of behaviors was the most commonly reported by men and women in both 1988 and 1995. The percentage of men experiencing unwanted, uninvited sexual teasing, jokes,

Table 1

**Unwanted Sexual Attention, by Type of Behavior, Gender, and Year**

| | Percent | | | |
|---|---|---|---|---|
| | Men | | Women | |
| Behavior | 1988 | 1995 | 1988 | 1995 |
| Rape/assault [a] | — [c] | — [c] | 5 | 4 |
| | (.12) | (.12) | (.35) | (.34) |
| Pressure for sexual favors | 2 | 1 | 15 | 11 |
| | (.27) | (.23) | (.58) | (.55) |
| Touching, cornering, pinching | 9 | 6 | 38 | 29 |
| | (.50) | (.56) | (.78) | (.78) |
| Suggestive looks, gestures | 10 | 7 | 44 | 37 |
| | (.53) | (.54) | (.79) | (.85) |
| Letters, telephone calls | 3 | 2 | 14 | 12 |
| | (.30) | (.36) | (.57) | (.58) |
| Pressure for dates | 3 | 2 | 26 | 22 |
| | (.28) | (.29) | (.70) | (.72) |
| Sexual teasing, jokes, remarks | 13 | 10 | 52 | 44 |
| | (.59) | (.65) | (.79) | (.89) |
| Whistles, calls | 5 | 3 | 38 | 23 |
| | (.36) | (.33) | (.77) | (.70) |
| Attempts [b] | 2 | 2 | 7 | 7 |
| | (.24) | (.30) | (.43) | (.49) |
| Other | 1 | 1 | 5 | 5 |
| | (.15) | (.23) | (.35) | (.46) |

[a] Includes attempts.
[b] The complete response option is "Attempts to get your participation in any other sexual activities."
[c] Less than 0.5 percent.

or remarks decreased three percentage points during this time period, from 13 percent to 10 percent.

- Sexually suggestive looks, gestures, or body language were reported by 44 percent of women in 1988 and 37 percent in 1995. For men, these figures were 10 percent and seven percent, respectively.
- The percentage of women reporting that they had been pressured for sexual favors was 15 percent in 1988 and 11 percent in 1995. The percentage of women pressured for dates also decreased (26% compared to 22%).
- The percentage of women who reported experiencing an attempted or actual rape or sexual assault did not drop significantly between the two survey administrations (5% vs. 4%).

Percentages reporting any type of unwanted, uninvited sexual attention, for each of the Services, are shown in Table 2. In 1988, Service-specific reports of unwanted, uninvited sexual attention varied. For women, incidence rates were highest for Marines (75% reported one or more instances) and lowest for members of the Air Force (57%). For men, incidence rates ranged from 21 percent for Army members to 14 percent for both Air Force and Marine Corps members. In 1995, reports by women of unwanted, uninvited sexual attention declined across all Services, although the decrease for Coast Guard women was not statistically significant. For men, incidence rates declined or remained about the same.

Table 2
**Any Type of Unwanted Sexual Attention, by Service, Gender, and Year**

| | Percent | | | |
|---|---|---|---|---|
| | Men | | Women | |
| Service | 1988 | 1995 | 1988 | 1995 |
| Army | 21 | 14 | 68 | 61 |
| | (.98) | (1.38) | (.98) | (1.54) |
| Navy | 18 | 16 | 66 | 53 |
| | (.91) | (1.69) | (.91) | (1.54) |
| Marine Corps | 14 | 15 | 75 | 64 |
| | (.95) | (1.67) | (.96) | (1.32) |
| Air Force | 14 | 12 | 57 | 49 |
| | (.62) | (1.61) | (.78) | (1.73) |
| Coast Guard | 16 | 13 | 62 | 59 |
| | (.44) | (1.86) | (1.06) | (4.32) |

Although incidence rates for women declined significantly across the Services (excluding the Coast Guard), Navy women exhibited the most precipitous decline. In 1988, 66 percent of active-duty Navy women reported experiencing unwanted, uninvited sexual attention compared to 53 percent in 1995, a 13 percentage-point decline.

## 1995 Form B Results

### Overall Reporting Rates

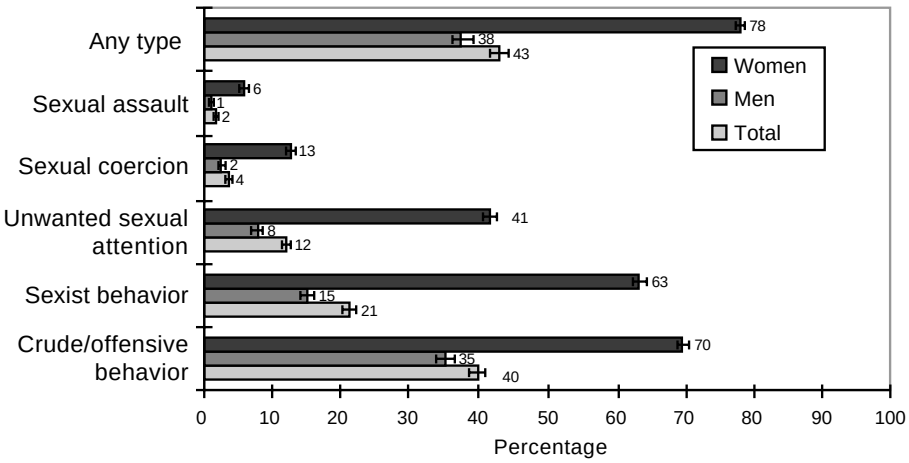
The Form B survey was developed for the overall purpose of broadening the Defense Department's understanding of sexual harassment in the active-duty Military Services in 1995. It was considerably different from Form A in that it: (1) greatly expanded the context for reporting experiences (e.g., off base, not during duty hours) and asked if members considered any of the behaviors they reported to be sexual harassment; (2) contained items on key areas of importance to policy officials (e.g., the complaints process, reprisal, training); and, (3) expanded the former 10-item behavior reporting list to 25 behaviors, including items in new areas (e.g., sexist behavior items).

Figure 1 shows the distribution of unwanted behaviors experienced by women and men, as reported on the 1995 Form B survey. The expanded list of potential harassment behaviors that could be reported virtually ensured that more experiences overall would be reported on this form compared to Form A. Thus, 78 percent of women and 38 percent of men reported experiencing one or more instances of unwanted behavior, with 43 percent for the total active force.

It is important to note, however, that when asked whether they considered any of the behaviors they had experienced to be sexual harassment,

Figure 1

**Unwanted Sex/Gender-related Experiences**




about one-third of women and nearly three-quarters of men said that *none* of their experiences constituted harassment.

Service members most frequently reported experiencing Crude/Offensive Behaviors, such as offensive jokes, remarks, or gestures (70% of women and 35% of men). Although women were significantly more likely than men to report having experienced each type of behavior, the greatest gender difference in reporting was in the Sexist Behaviors category. Sexist Behaviors consist of sexist remarks, condescending treatment, and other behaviors of a verbal or non-verbal nature that convey offensive attitudes based on gender, such as "made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)." Sixty-three percent of women and 15 percent of men said they had experienced this type of harassment in the 12 months preceding the survey, a difference of 48 percentage points.

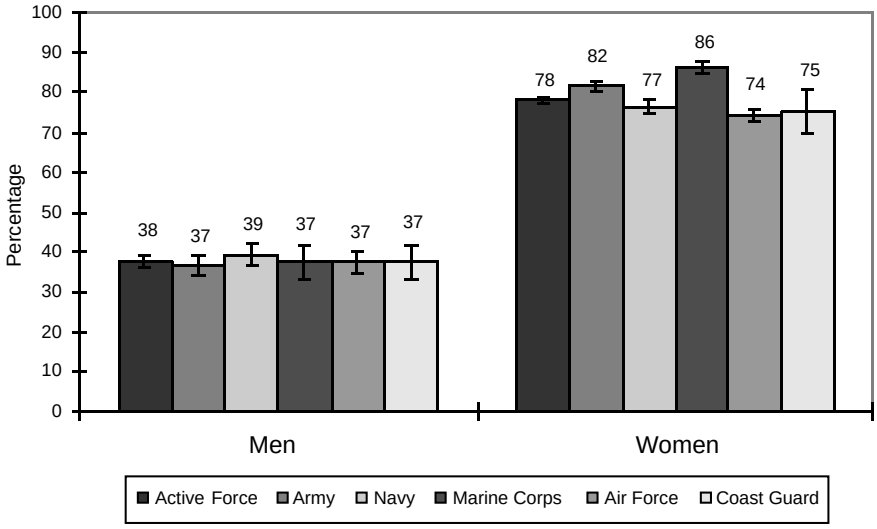
Unwanted Sexual Attention, such as attempts to establish a romantic sexual relationship despite efforts to discourage it, was reported by 41 percent of women and eight percent of men. Sexual Coercion, such as job benefits (or losses) contingent on sexual cooperation, was reported by comparatively lower proportions of women and men (13% and 2%, respectively). Six percent of women and less than one percent of men reported experiencing actual or attempted rape in the 12 months prior to being surveyed.

## Reporting Rates by Service

Overall reporting rates varied little for men across the Services (approximately 38%). For women, however, 86 percent serving in the Marines reported one or more experiences, followed by 82 percent of Army women. About three-quarters of the women in the Navy, Air Force, and Coast Guard reported experiencing one or more behaviors on the Form B list (Figure 2).

Figure 2

**Any Type of Unwanted Sex/Gender-related Experiences, by Service**

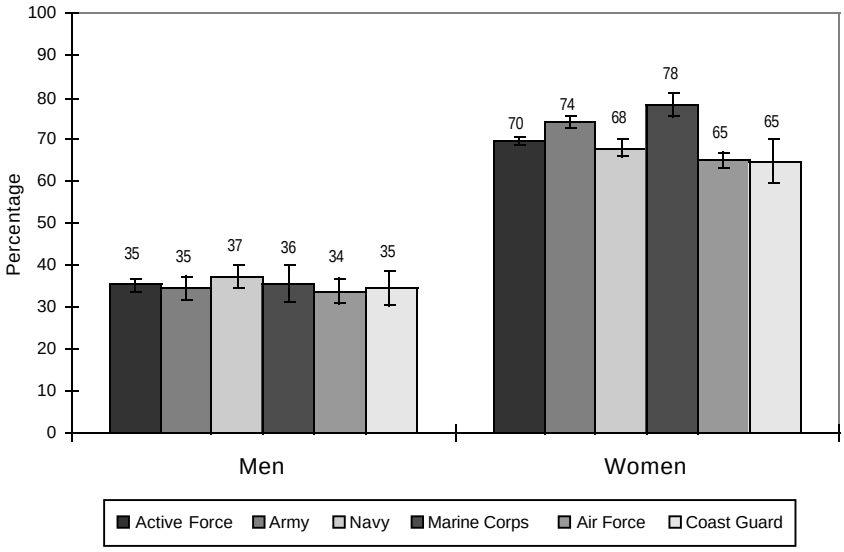


### *Crude/Offensive Behavior*

The category of Crude/Offensive Behavior includes survey items on unwanted sexual jokes, stories, whistling, and staring. For example, "Repeatedly told sexual stories or jokes that were offensive to you" is a survey item included in this category of behaviors. Both women and men most frequently reported experiencing behaviors of this nature. For women, reporting was highest for Marines (78%), followed by members of the Army (74%) (Figure 3). Across all Services, about one-third of active-duty military men reported experiencing Crude/Offensive Behavior.

Figure 3

**Crude/Offensive Behavior, by Service**




### *Sexist Behavior*

This category of behaviors consists of items relating to offensive actions and comments or condescending treatment based on respondents' gender, whether male or female. The item "Treated you 'differently' because of your sex (for example, mistreated, slighted, or ignored you)" is an example.

After the Crude/Offensive Behaviors category, both women and men were most likely to report experiences of this type. Seventy-eight percent of Marine Corps women, 67 percent of Army women, 62 percent of Navy women, 59 percent of Air Force women, and 65 percent of Coast Guard women reported experiencing Sexist Behaviors (Figure 4). About 15 percent of men across the Services reported such behaviors.

### *Unwanted Sexual Attention*

This category includes unwanted attempts to touch, fondle, or kiss as well as efforts to establish a sexual relationship. "Continued to ask you for dates, drinks, dinner, etc., even though you said 'No' " is an item representing this group of behaviors. Women in the Marine Corps (52%) and Army (47%) more frequently said that they had experienced Unwanted Sexual Attention in the preceding 12 months than women in the three other

Figure 4

**Sexist Behavior, by Service**

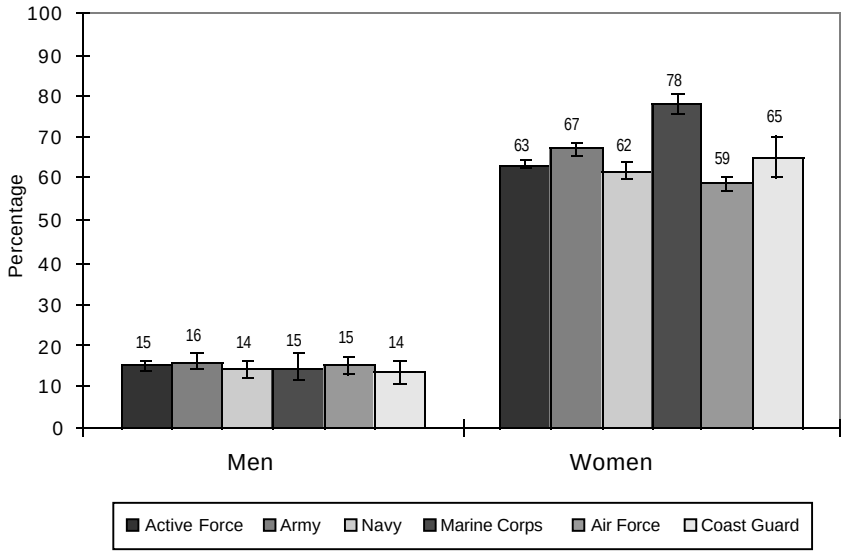
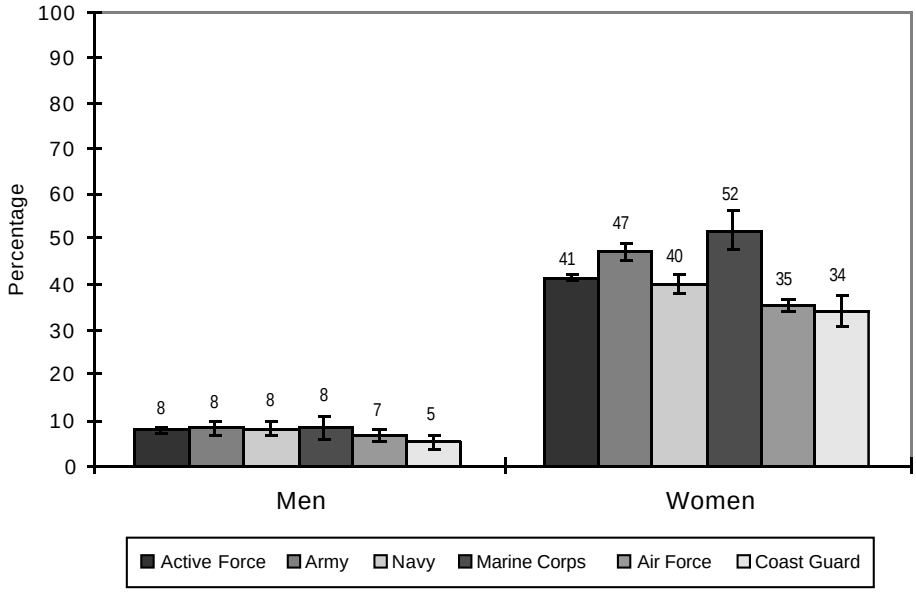


Figure 5

**Unwanted Sexual Attention, by Service**




Services (Figure 5). Navy women followed with 40 percent reporting in this category. Air Force and Coast Guard rates for women were not significantly different at 35 percent and 34 percent, respectively. Overall, about eight percent of men reported experiencing Unwanted Sexual Attention.

### *Sexual Coercion*

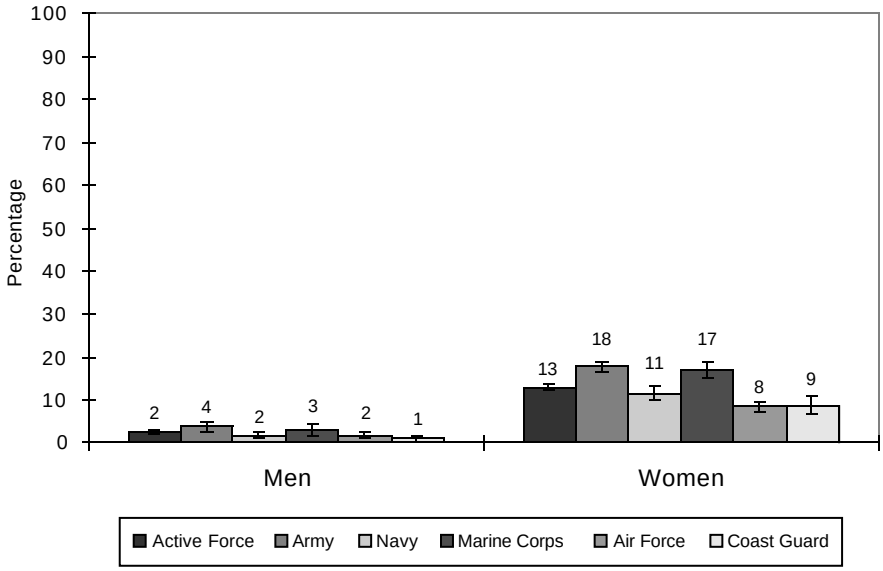
This category includes the classic *quid pro quo* behaviors, including instances of job benefits (or losses) conditioned on sexual cooperation. For example, "Implied faster promotions or better treatment if you were sexually cooperative" and "Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)" are items included in the category of Sexual Coercion. Women in the Marines Corps and the Army, at 17 percent and 18 percent respectively, exhibited slightly higher rates of Sexual Coercion than women in the other Services (Figure 6). Eleven percent of Navy women, eight percent of Air Force women and nine percent of women in the Coast Guard reported experiencing a Sexually Coercive behavior or behaviors. Overall, two percent of men reported experiencing Sexual Coercion.

### *Sexual Assault*

This category includes two items denoting actual and attempted rape. Nine percent of women in the Marines, eight percent of women in the Army, six percent of Navy women, and four percent each of Air Force and Coast Guard

Figure 6

**Sexual Coercion, by Service**



women reported a rape or attempted rape (Figure 7). One percent of men reported such experiences.

### Characteristics of Targets[2]

Figure 8 shows targets' racial/ethnic distribution for the five categories and the overall index of Any Type (category). At the time of the survey, or more incidents in the 12 months preceding the survey.

The largest difference occurred in the category of Crude/Offensive Behaviors, with black service members reporting at a rate of 47 percent and white members at 38 percent, a difference of nine percentage points. Only marginal black-white differences were found for the categories Sexual Assault and Sexist Behaviors.

When tabulated separately for women and men, some of the racial differences in reporting rates become less pronounced (Table 3).

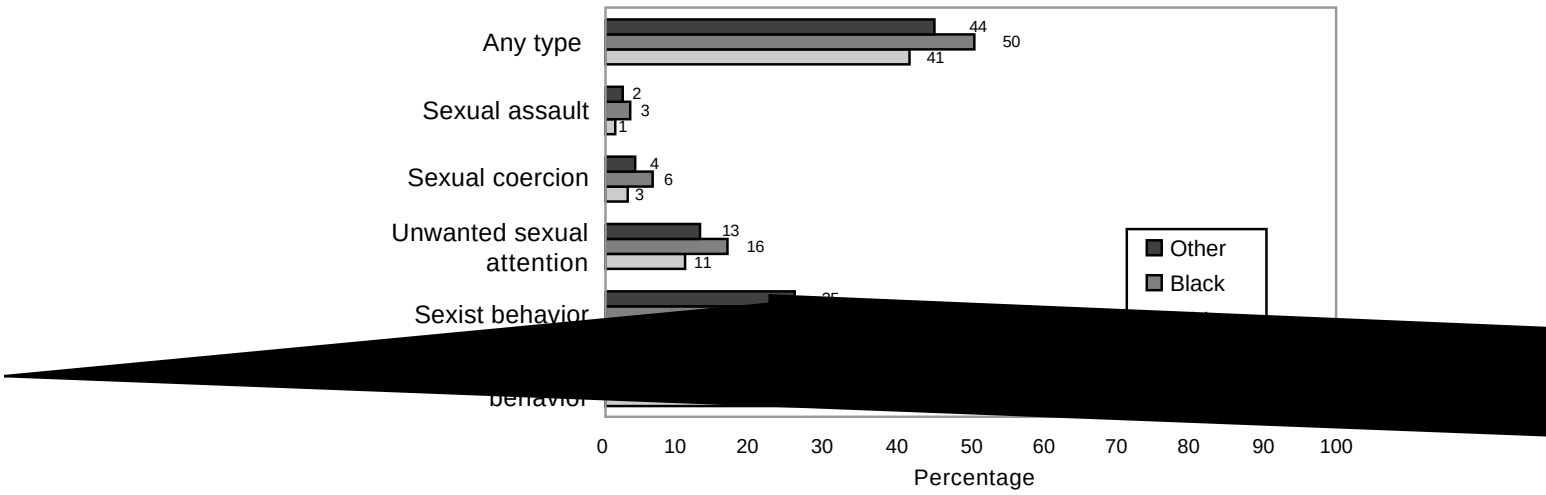


Table 3

**Unwanted Sex/Gender-related Experiences, by Type of Behavior, Gender, and Race**

| | Percent | | | |
|---|---|---|---|---|
| | Men | | Women | |
| Behavior | White | Black | White | Black |
| Any type | 36 (.90) | 43 (2.04) | 78 (.62) | 76 (.61) |
| Sexual assault | 1 (.16) | 3 (.70) | 5 (.41) | 7 (.38) |
| Sexual coercion | 2 (.26) | 4 (.84) | 11 (.50) | 15 (.54) |
| Unwanted sexual attention | 7 (.50) | 10 (1.23) | 39 (.72) | 44 (.78) |
| Sexist behavior | 14 (.66) | 16 (1.54) | 66 (.70) | 57 (.85) |
| Crude/offensive behavior | 34 (.89) | 42 (2.03) | 69 (.66) | 69 (.68) |

active force at the time the survey was conducted. Senior enlisted members constituted an additional 46 percent, and 17 percent of the force were officers. Junior members consistently reported experiences at higher rates than did senior enlisted members (E5-E9) and, in most categories, officers as well (Figure 9). For women, 83 percent of junior enlisted reported experiencing uninvited and unwanted gender-related behaviors, compared to 74 percent for senior enlisted and 75 percent for female officers.

Forty-six percent of junior enlisted members experienced Crude/Offensive behaviors, the largest category of reporting. Comparable figures for senior enlisted members and officers were 37 percent and 34 percent, respectively.

Junior enlisted also reported receiving Unwanted Sexual Attention at nearly twice the rate of both senior enlisted and officers (17% vs. 9% and 8%, respectively). The category Sexual Coercion, the classic *quid pro quo* experiences, was reported by this group about two times more frequently than by senior enlisted members and three times more frequently than by officers (6% vs. 3% and 2%, respectively).

While a greater proportion of junior enlisted than senior enlisted experienced Sexist Behaviors (24% vs. 19%) in the 12 months preceding the survey, the difference between the proportions for junior enlisted members and officers was not significant; 21 percent of officers reported experiencing behaviors in this category.

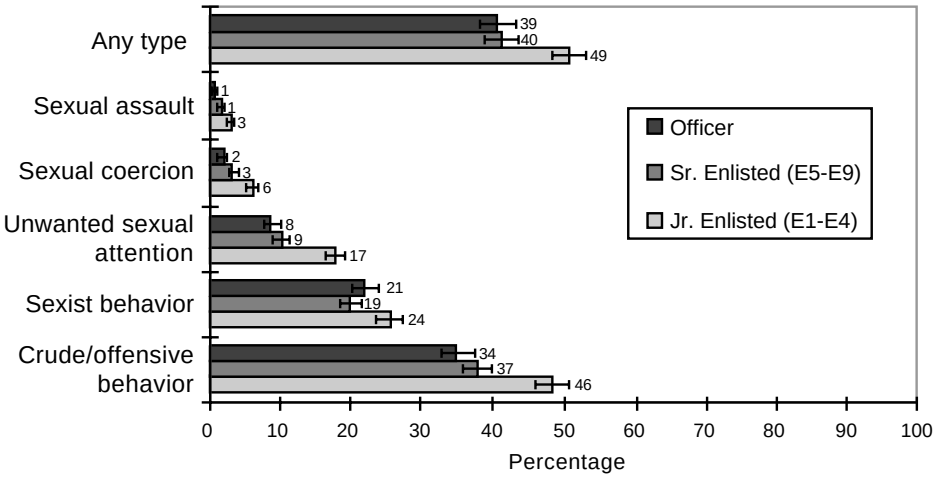
## The Circumstances in Which Unwanted Behaviors Occurred

Respondents who indicated that they had experienced one or more of the behaviors in the 25-item list offered in Form B were asked to think about the one situation, occurring in the preceding 12 months, which had the greatest effect on them.

A series of questions pertaining to this event were then presented in order to gather specific details about the circumstances that tended to surround the experiences. These details provide answers to questions such as: Who were the offenders? When did the experiences occur? Did the situation take place on or off base? Was the

Figure 9

**Unwanted Sex/Gender-related Exeriences, by Paygrade of the Target**



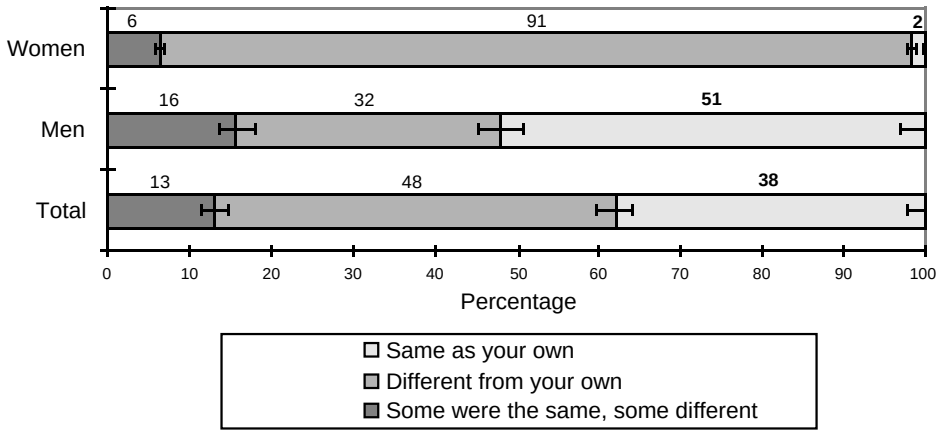
experience reported, and, if so, to whom? The next three sections provide a summary of these details about the one situation.

### *Characteristics of Offenders*

Information was collected on the gender of the offender(s). Figure 10 shows that, overwhelmingly, service women reported men as the offenders; 91 percent of women said that the offender(s) was a male. An additional six percent experienced a situation involving both sexes, while only two percent said that other women were the offender(s). Just over one-half of service men reported men as the offenders. Another 16 percent noted that some of the offenders were male and some were female. Approximately one-third of the men said the offenders were women.

Figure 10

**Gender of the Offender(s) in the One Situation**

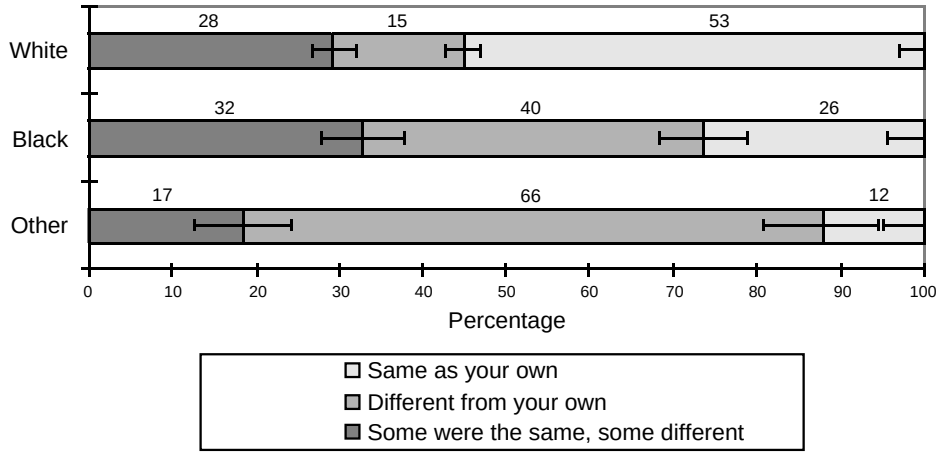



With 51 percent of the men reporting that other men were the offenders, it is important to examine what behaviors were reported by men in the situation that affected them most. Almost all (about 97%) of the 51 percent who said the offenders were male, reported that the situation included behaviors in the category of Crude/Offensive Behaviors. This category consists of behaviors such as crude stories or jokes or offensive remarks or gestures, and were frequently reported by both service men and women (35% and 70%, respectively). However, given that men constitute 87 percent of the active force, it is not unexpected that, for men reporting experiences in the Crude/Offensive Behaviors category, the offender(s) is often another man.

Respondents were also asked about the racial/ethnic identity of the person or persons who had bothered them during this incident (Figure 11). Fifty-three percent of white service men and women indicated that offenders were of the same racial/ethnic background as their own. Fifteen percent

Figure 11

**Race/Ethnicity of the Offender(s) in the One Situation**



said they had been bothered by someone of a background that was different from their own. Over one-quarter reported that offenders were of various racial and ethnic backgrounds.

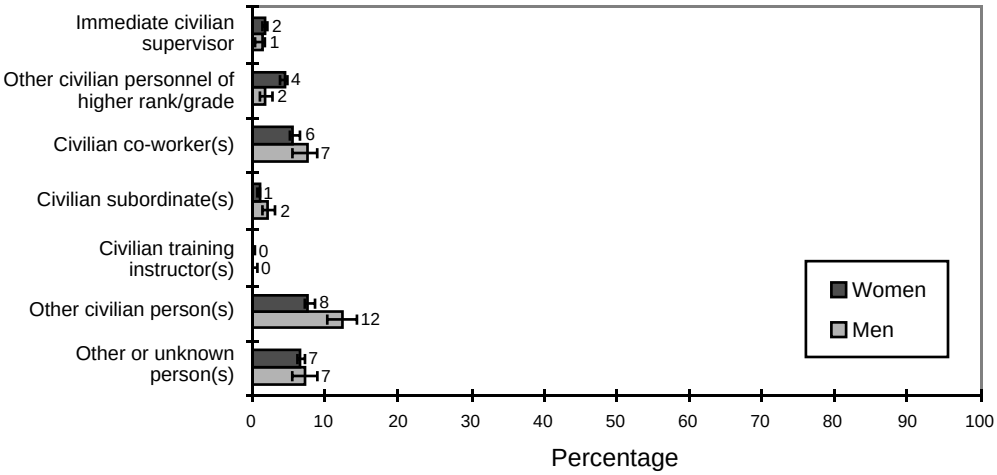
Black service members were more likely to say that the racial/ethnic background of the offender(s) was different rather than the same as their own (40% vs. 26%). This is not surprising, considering the proportion of black service members. At the time of this survey, blacks constituted approximately 20 percent of the active-duty military population.

Both men and women cited other military members as the major source of the unwanted attention (Figure 12). Men were most likely to report that military co-workers had bothered them (52%). Similar proportions of service women said that either co-workers or military personnel of higher rank or grade were involved (44% and 43%). Military supervisors were mentioned by 18 percent of women and 11 percent of men.

Active-duty military women and men were far less likely to mention civilians (Figure 13). For example, only six percent of women and seven percent of men reported that civilian co-workers had bothered them.

Figure 13

**Civilian/Unknown Status of the Offender(s) in the One Situation**




### *Place and Time of Occurrence*

Both women and men said their experiences in the one situation largely occurred on military installations, at work, and during duty hours. Eighty-eight percent of female service members and 76 percent of male members said that all or most of their experiences occurred at a military installation (Figure 14). Only five percent of the

Figure 12

**Military Status of the Offender(s) in the One Situation**

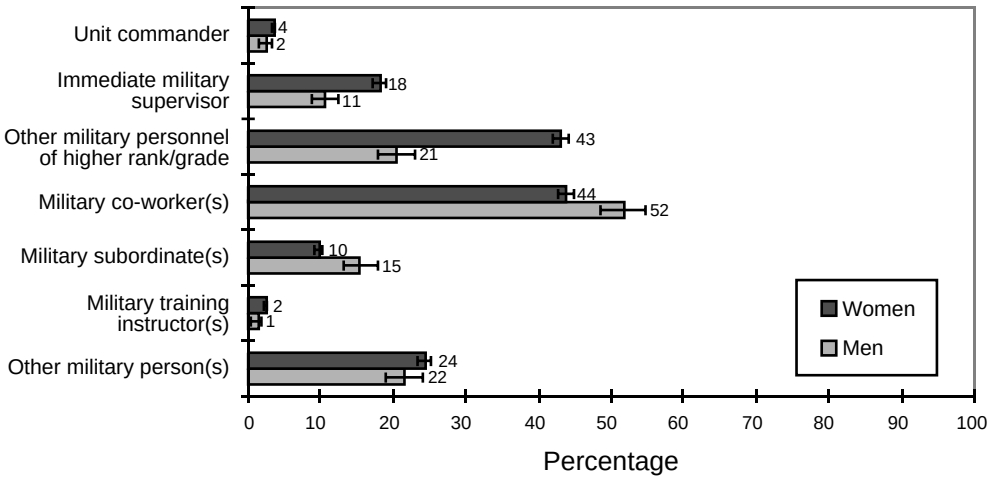
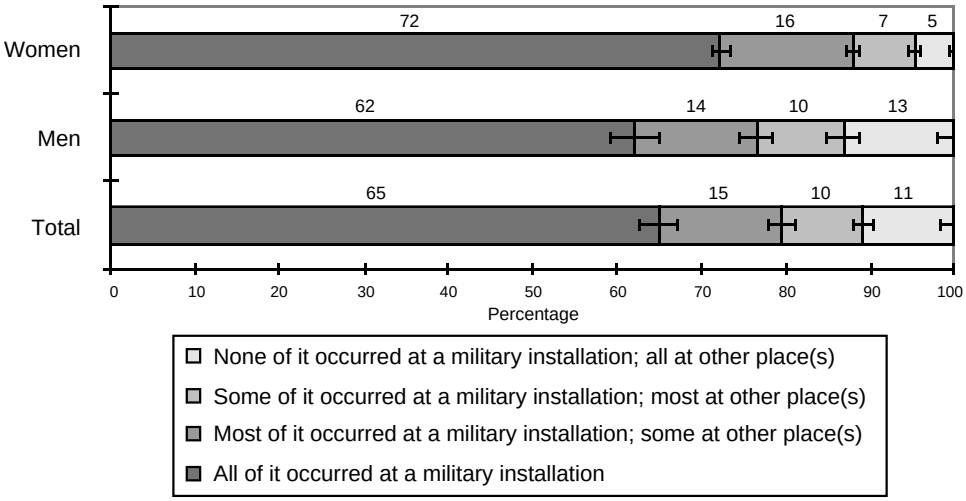


Figure 14

**Occurrence of the One Situation at a Military Installation**




women and 13 percent of the men said that none of their experiences occurred at an installation.

Similarly, nearly three-quarters of women and over two-thirds of men indicated that most or all of the unwanted behaviors had occurred at work (Figure 15). About equal proportions of women and men (13% and 12%, respectively) said that only some of the experiences took place at work. Fourteen percent of women and 20 percent of men indicated the situation did not occur at work.

Service members also reported that the unwanted behaviors primarily occurred during duty hours (Figure 16). Seventy-seven percent of women and 68 percent of men indicated that most or all of the situation took place during duty hours. Nine percent of women and 19 percent of men said that none did.

Almost a third of service women—significantly more than service men—indicated that when the situation took place they had been serving in a work environment where personnel of their gender were uncommon (Figure 17); six percent of service men said the same. In addition, 16 percent of women also reported that, at the time of the event, they were serving in a specialty not usually held by their gender. Similar proportions of women and men (18% for women, 17% for men) were in an assignment related to training when the situation they reported on occurred.

Figure 15

**Occurrence of the One Situation at Work**

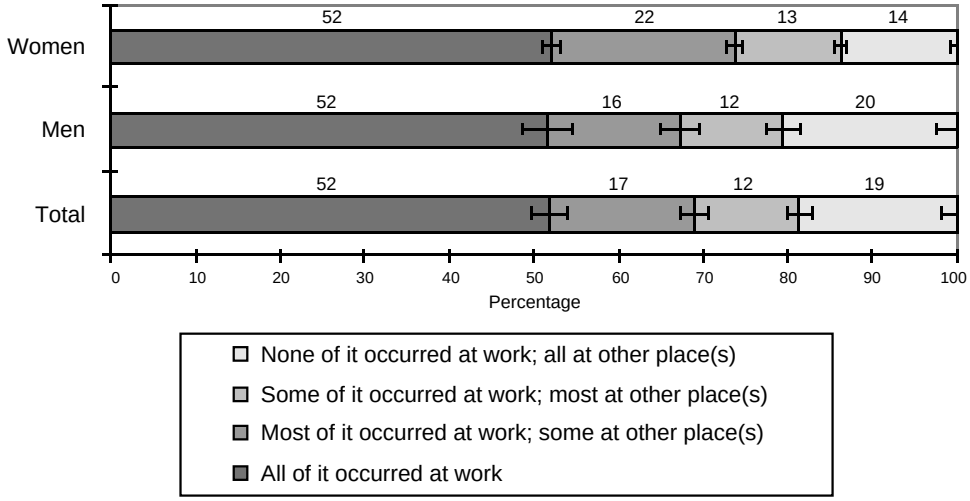
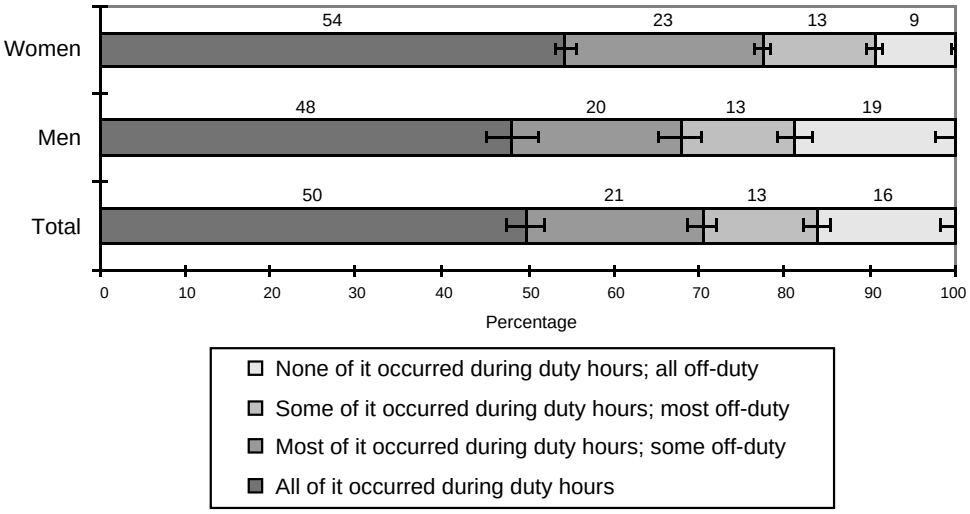


Figure 16

**Occurrence of the One Situation During Duty Hours**




Air Force (23%), and Navy (23%) personnel.

Rates for women were examined further, as they comprised the largest proportion of those both experiencing harassment and reporting it. Findings show that female officers were significantly less likely than either junior or senior enlisted women to report instances of harassment (Table 5). This difference was reflected across racial/ethnic groups.

## Reporting of Experiences

Overall, approximately 24 percent of targets chose to report experiences in the one situation to someone; women were more likely to report than were men (40% and 17%, respectively). Across the Services, members of the Marine Corps were least likely to report incidents, with a reporting rate of 14 percent (Table 4). This was significantly different from the rates for Army (28%),

If reported, incidents were most frequently brought to the attention of the immediate supervisor (26% of women reporting, 11% of men reporting), someone else in the chain of command (21% of women, 8% of men), the supervisor of the harasser (18% of women, 8% of men), or the commanding officer (7% of women, 3% of men) (Figure 18).

Figure 17

**Percentage Who Said That When the One Situation Occurred, They Were…**

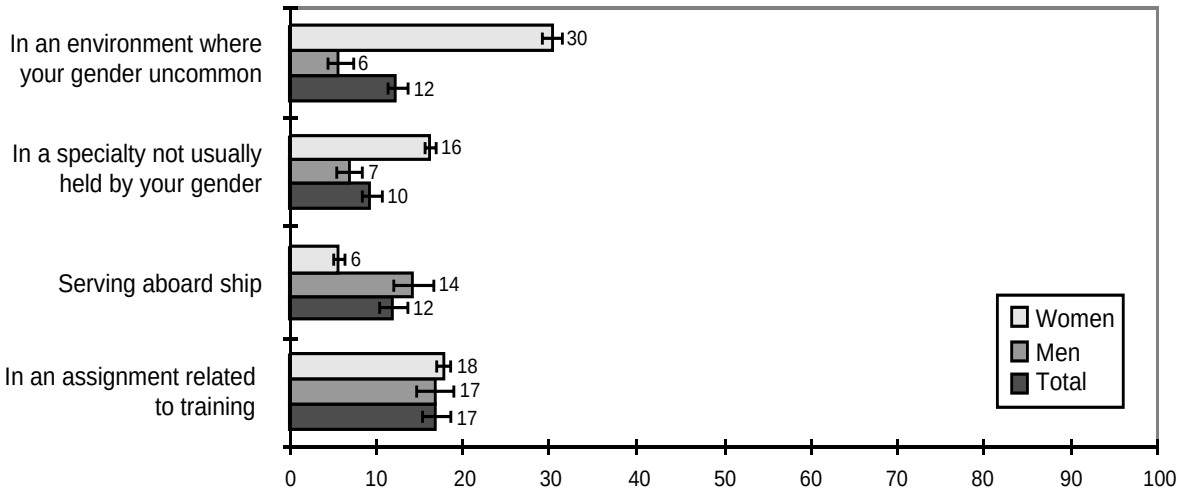


Table 4
**Percentage of Targets Who Reported Their Experiences, by Service**

| Service | Percent |
|---|---|
| Army | 28 (1.80) |
| Navy | 23 (1.86) |
| Marine Corps | 14 (2.49) |
| Air Force | 23 (1.64) |
| Coast Guard | 22 (2.65) |

Table 5
**Percentage of Female Targets Who Reported Their Experiences, by Race and Paygrade**

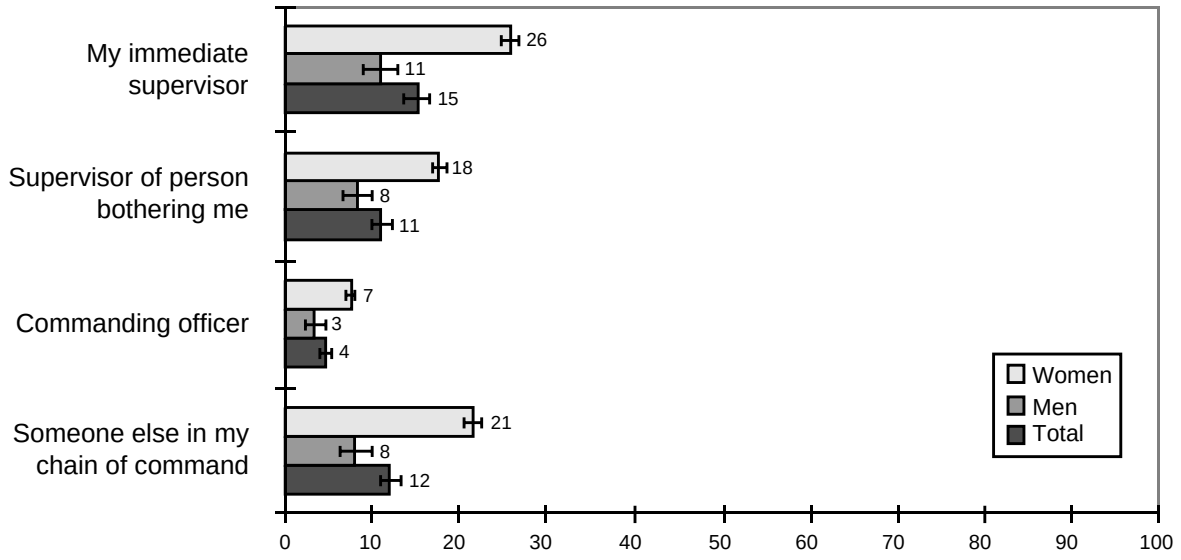
| Race | Junior Enlisted | Senior Enlisted | Officer |
|---|---|---|---|
| White | 45 (1.63) | 41 (.87) | 29 (1.53) |
| Black | 41 (1.70) | 38 (1.10) | 25 (2.18) |
| Other | 45 (3.02) | 42 (2.37) | 31 (2.44) |

Other resources to whom targets reported their experiences included:

- law enforcement officials (3% of women, 1% of men)
- special office for complaints (7% of women, 3% of men)
- an Inspector General's office (3% of women, 2% men)
- a Judge Advocate's office (2% of women, 1% of men)
- members of Congress (1% of women, 1% of men)
- other persons in office (6% of women, 2% of men)

When asked about the organizational response to complaints of harassment, more

Figure 18
**Percentage of Targets Who Reported Their Experiences to the Chain of Command**



than twice as many women as men said that the person who bothered them was talked to about the incident (50% of women reporting, 22% of men reporting) (Table 6). Also, 20 percent of women and 10 percent of men said the person who bothered them was counseled. Fourteen percent of women said the complaint was investigated; only four percent of men noted this. Similarly, women were far less likely than men to say that no action was taken on their complaints (15% vs. 39%, respectively).

Table 6

**Organizational Responses to Complaints**

| Response | Percent | | |
|---|---|---|---|
| | Total | Men | Women |
| Encouraged to drop complaint | 8 (1.05) | 7 (1.71) | 10 (.59) |
| Complaint not taken seriously | 19 (1.58) | 16 (2.54) | 23 (.93) |
| Supervisor (or others in chain of command) was hostile | 10 (1.20) | 8 (1.91) | 12 (.81) |
| Co-workers were hostile | 6 (.83) | 4 (1.34) | 9 (.56) |
| Reassigned against my will | 1 (.44) | 1 (.72) | 2 (.19) |
| Harasser was talked to | 33 (1.79) | 22 (2.77) | 50 (1.02) |
| Complaint was/is being investigated | 8 (.85) | 4 (1.31) | 14 (.69) |
| Granted a requested transfer | 3 (.56) | 2 (.88) | 5 (.41) |
| Harasser was transferred | 5 (.76) | 4 (1.22) | 7 (.49) |
| Harasser was counseled | 14 (1.30) | 10 (2.05) | 20 (.91) |
| Other | 17 (1.63) | 18 (2.67) | 16 (.70) |
| No action was taken | 30 (2.18) | 39 (3.46) | 15 (.69) |
| Don't know | 10 (1.21) | 10 (1.97) | 9 (.60) |

Negative reactions were noted by many of the complainants. Ten percent of women and seven percent of men were encouraged to drop their complaints. Twenty-three percent of women and 16 percent of men indicated that they felt their complaints were not taken seriously. Twelve percent of women and eight percent of men said that individuals in their chain of command became hostile toward them and, similarly, nine percent of women and four percent of men said that co-workers were hostile. Seven percent of women and four percent of men indicated the harasser was transferred, while five percent of women and two percent of men requested and received transfers for themselves. A small percentage (2% or less for both genders) reported they were transferred against their will after making a harassment complaint. About 10 percent indicated that they did not know what action had been taken.

Although 18 percent of the women and men who filed reports of harassment felt their military careers would be negatively affected, most individuals believed their chances of having successful military careers would be unaffected. Eighty percent of men and women claimed reporting the harassment would have no effect on their careers, and an additional two percent actually expected their career opportunities to improve. Although these high rates are encouraging, it is important to remember that nearly one-fifth believed reporting the harassment would have negative consequences for their military careers.

### *Reasons for Not Reporting Incidents*

When the incident went unreported, women most commonly gave as a reason for not reporting that they took care of the problem themselves (54%) (Table 7). Men, more frequently than women, said that they did not think the matter was important (51% vs. 35%).

Table 7

**Targets' Reasons for Not Reporting Incidents**

| Reason | Percent | | |
|---|---|---|---|
| | Total | Men | Women |
| Not important enough | 48 (1.35) | 51 (1.73) | 35 (.72) |
| It would take too much time | 4 (.53) | 4 (.68) | 6 (.30) |
| Took care of it myself | 49 (1.35) | 47 (1.73) | 54 (.72) |
| Unsure what to do | 4 (.48) | 3 (.61) | 8 (.40) |
| Person not assigned to my duty station | 4 (.50) | 3 (.65) | 5 (.30) |
| Didn't know the person | 2 (.36) | 2 (.46) | 3 (.25) |
| Wanted to fit in with my group | 7 (.69) | 7 (.89) | 9 (.39) |
| Thought I would be labeled troublemaker | 10 (.72) | 8 (.92) | 17 (.52) |
| It would make work unpleasant | 16 (.93) | 13 (1.19) | 25 (.68) |
| Didn't want to hurt the harasser | 11 (.84) | 10 (1.08) | 13 (.49) |
| Too afraid | 3 (.37) | 2 (.46) | 6 (.35) |
| Too embarrassed | 7 (.65) | 6 (.82) | 11 (.46) |
| Talked out of it by a peer | — [a] | — [a] | 1 (.10) |
| Talked out of it by a supervisor | — [a] | — [a] | — [a] |
| Harasser was my supervisor | 4 (.47) | 3 (.60) | 7 (.34) |
| My evaluation would suffer | 5 (.58) | 5 (.74) | 8 (.35) |
| Thought I would not be believed | 4 (.47) | 3 (.58) | 9 (.59) |
| Thought nothing would be done | 12 (.83) | 10 (1.06) | 20 (.66) |
| Other | 11 (.84) | 11 (1.08) | 12 (.44) |

[a] Less than 0.5 percent.

Twice as many women as men said that they did not think anything would be done about the situation (20% vs. 10%, respectively), while three times as many felt that they would not be believed (9% for women vs. 3% for men). Seven percent of service women and three percent of service men chose not to report because the harasser was their supervisor. Eight percent of women and five percent of men thought that their performance evaluations would suffer as a result of reporting.

Women (17%) were more inclined than men (8%) to fear being labeled a troublemaker. Twenty-five percent of women and 13 percent of men felt that their work situations would become unpleasant, while nine percent of women and seven percent of men indicated they wanted to fit in with their work groups.

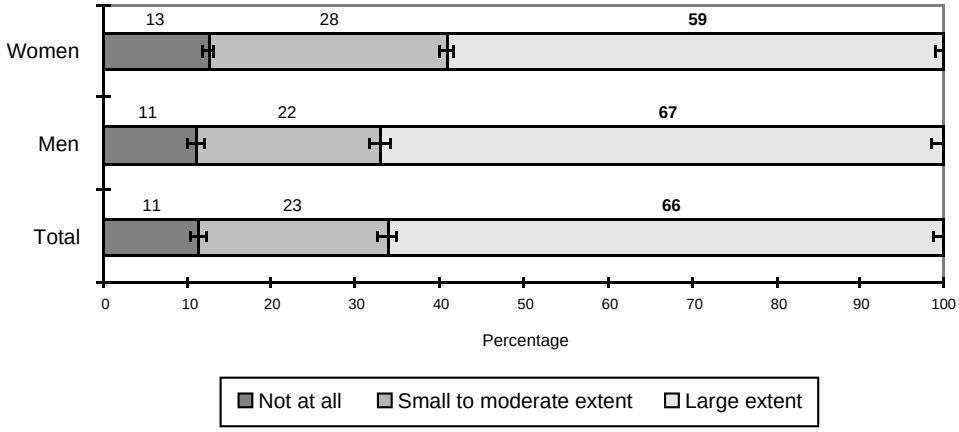
A small proportion of targets listed fear (6% of women and 2% of men) and embarrassment (11% of women and 6% of men) as reasons for not reporting, although some were concerned about potentially hurting the individual who harassed them (13% of women and 10% of men) by making a report.

## The Harassment Complaint Process

Service members largely felt that they understood the process for reporting incidents of sexual harassment.

Figure 19

**Extent of Understanding of the Harassment Reporting Process, by Gender**

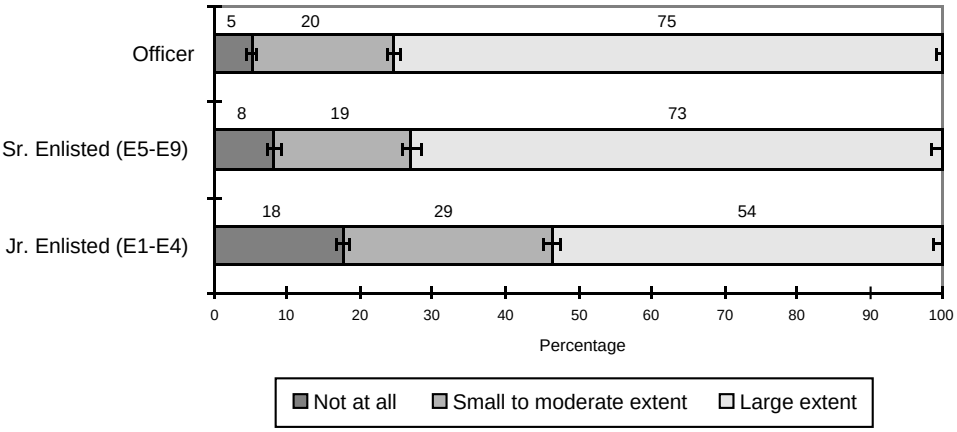



Almost 90 percent, overall, said that to a small, moderate, or large extent they understood the complaint process (Figure 19). Only 11 percent indicated that they had no understanding of this process.

Women were somewhat less likely than men to say they had an understanding of the process, with 59 percent indicating they understood the harassment complaint process to a large extent, while 67 percent of men said the same. Likewise, junior enlisted members were less likely than both senior enlisted members and officers to report that they understood the process (Figure 20). Almost one-fifth of junior members felt they

Figure 20

**Extent of Understanding of the Harassment Reporting Process, by Paygrade**



had no grasp of the process compared to eight percent of senior enlisted members and five percent of officers.

Placement in an assignment overseas did not affect the likelihood that service members would know and understand the sexual harassment complaint process. Military members stationed outside the continental United States (OCONUS) reported in almost identical proportions to those stationed within the continental United States (CONUS) that they understood. About two-thirds of CONUS and OCONUS service members felt they understood the process to a large extent.

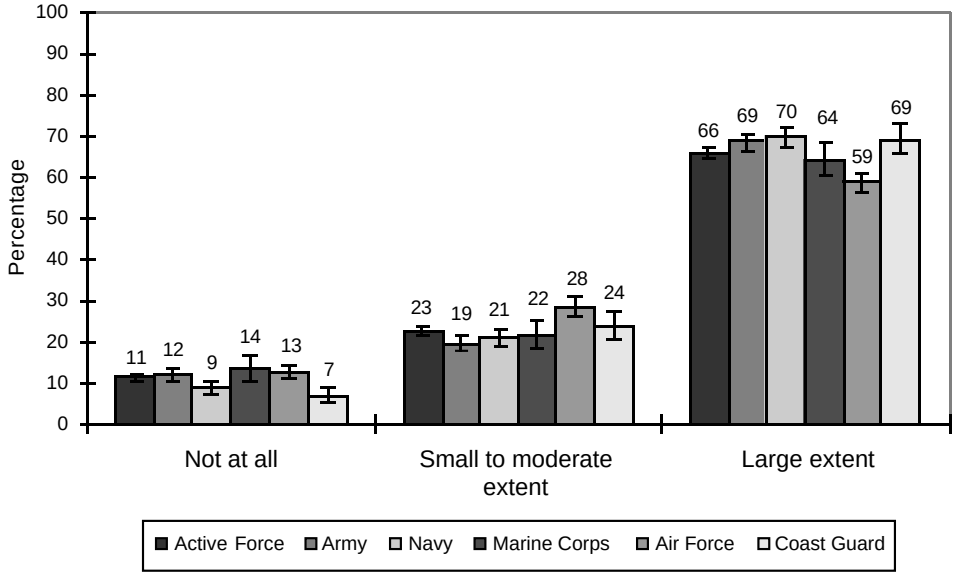
Few Service-specific differences were found on this item (Figure 21), although Air Force members were somewhat less likely than other Service members to indicate they understood the harassment reporting process to a large extent. Also, Coast Guard members were somewhat more likely to know the reporting process with only seven percent saying they did not understand it at all.

Service members were also asked whether specific complaint channels, such as harassment hotlines, were available at their current duty stations. Most noted that these avenues for reporting harassment did exist, although a large proportion of women and men did not know about the availability of certain channels at their duty stations. For example, 29 percent of service members were unsure whether harassment complaint hotlines had been publicized at their current duty stations, but 60 percent said that they had (Table 8). Additionally, service women were less likely than service men to say that hotlines had been publicized (51% vs. 61%). Almost three-quarters of the force said that formal complaint channels had been publicized, but about a fifth were unsure. Again, women were less likely to report that channels had been publicized (65% vs. 74%). A large proportion of service members (39%) did not know whether a specific office had been established at their duty stations to investigate sexual harassment complaints. Just over half (56%) knew such offices existed.

Junior enlisted members (E1-E4) were frequently unsure of the complaint options

Figure 21

**Extent of Understanding of the Harassment Reporting Process, by Service**



that were available to them at their duty stations. Compared to both senior enlisted and officers, junior members were significantly more likely to say that they did not know whether any of the specific complaint channels discussed here existed at their current duty stations (Table 9). Of each of these potential complaint options, members were most likely to report that formal complaint channels had been publicized and least likely to report that a specific office had been established to investigate complaints.

Table 8

**Knowledge of Actions Taken at Current Duty Station to Reduce Occurrences of Sexual Harassment, by Gender**

| Response | Percent | | |
|---|---|---|---|
| | Total | Men | Women |
| *Publicizing the availability of hotlines for sexual harassment complaints* | | | |
| Yes | 60 (.66) | 61 (.75) | 51 (.51) |
| No | 12 (.44) | 11 (.50) | 18 (.37) |
| Don't know | 29 (.61) | 28 (.70) | 30 (.47) |
| *Publicizing the availability of formal complaint channels* | | | |
| Yes | 73 (.60) | 74 (.68) | 65 (.52) |
| No | 8 (.37) | 7 (.42) | 13 (.35) |
| Don't know | 19 (.54) | 19 (.61) | 22 (.49) |
| *Establishing a specific office . . . which has authority to investigate complaints regarding sexual harassment* | | | |
| Yes | 56 (.67) | 56 (.77) | 55 (.52) |
| No | 5 (.30) | 5 (.34) | 6 (.34) |
| Don't know | 39 (.66) | 39 (.76) | 39 (.50) |

Table 9

**Knowledge of Actions Taken at Current Duty Station to Reduce Occurrences of Sexual Harassment, by Paygrade**

| Response | Percent | | |
|---|---|---|---|
| | Junior Enlisted | Senior Enlisted | Officer |
| *Publicizing the availability of hotlines for sexual harassment complaints* | | | |
| Yes | 47 (1.15) | 67 (.10) | 68 (1.16) |
| No | 16 (.84) | 10 (.63) | 8 (.64) |
| Don't know | 37 (1.11) | 23 (.90) | 24 (1.07) |
| *Publicizing the availability of formal complaint channels* | | | |
| Yes | 60 (1.12) | 79 (.87) | 85 (.87) |
| No | 11 (.70) | 7 (.55) | 4 (.46) |
| Don't know | 29 (1.04) | 14 (.75) | 11 (.77) |
| *Establishing a specific office . . . which has authority to investigate complaints regarding sexual harassment* | | | |
| Yes | 46 (1.14) | 62 (1.04) | 64 (1.21) |
| No | 6 (.57) | 4 (.42) | 4 (.46) |
| Don't know | 48 (1.15) | 34 (1.02) | 32 (1.18) |

Regardless of the availability of these complaint channels, across all Services about one-third of members who had experienced and reported an incident were dissatisfied with the complaint process. Thirty percent were satisfied and another 36 percent had no opinion of the process. Satisfaction levels did not vary by gender.

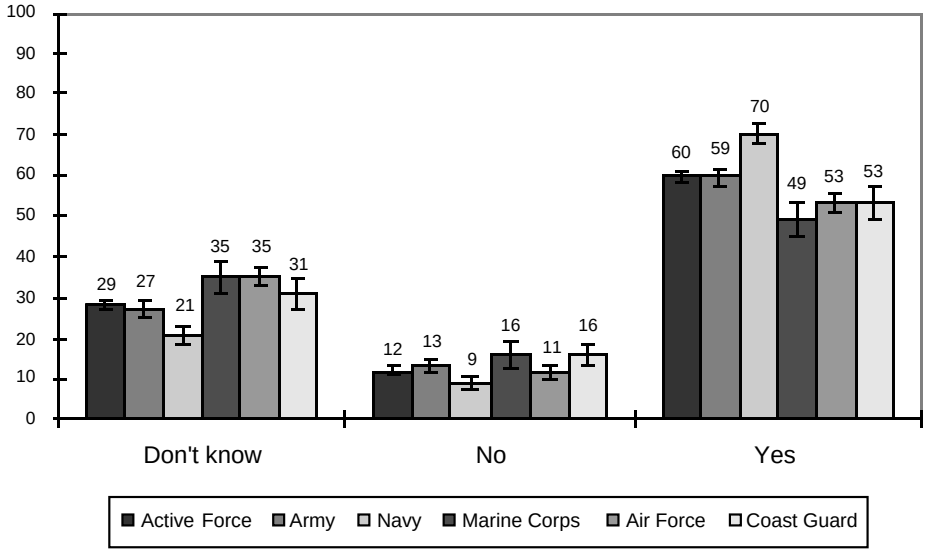
### *Service Differences*

It should be noted that equal opportunity programs vary across the Services. For example, on smaller bases, there may not be specific

offices to investigate complaints. Further, the Services vary in their use of hotlines for complaints handling. Survey results indicate that members of the Navy were particularly aware of the existence of complaint hotlines at their duty stations (70%) compared to members in the other Services (Figure 22). Army members were next most likely to indicate that this avenue for complaints existed (59%).

Figure 22

**Percentage of Members Indicating Whether Complaint Hotlines Had Been Publicized, by Service**




Members of the Marine Corps were more likely than members of other Services to say that they did not know whether or not formal complaint channels had been publicized (27%) (Figure 23). About three-quarters of the members in each of the other Services said that formal complaint channels had been publicized.

Army and Air Force members were more likely than those in the other Services to note that they had a specific office available to them for the investigation of complaints (62% and 61%, respectively) (Figure 24). Navy and Coast Guard members were about equally

Figure 23

**Percentage of Members Indicating Whether Formal Complaint Channels Had Been Publicized, by Service**

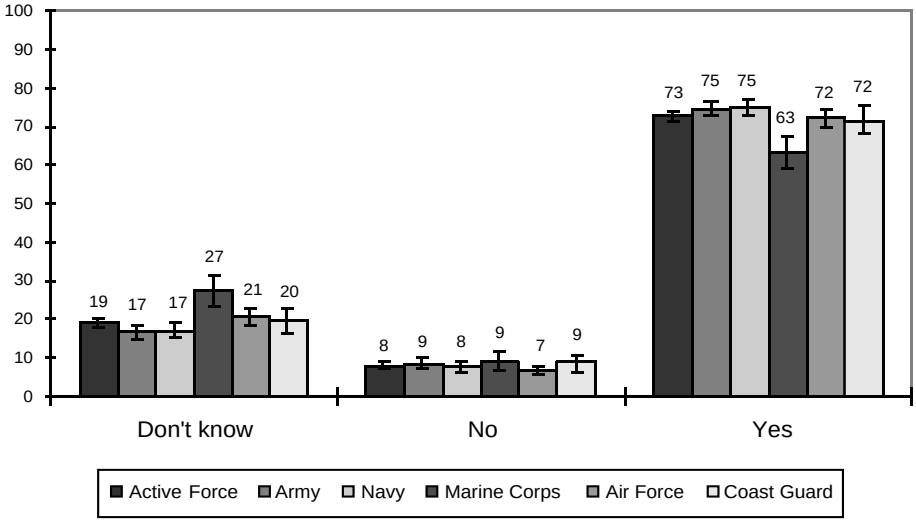
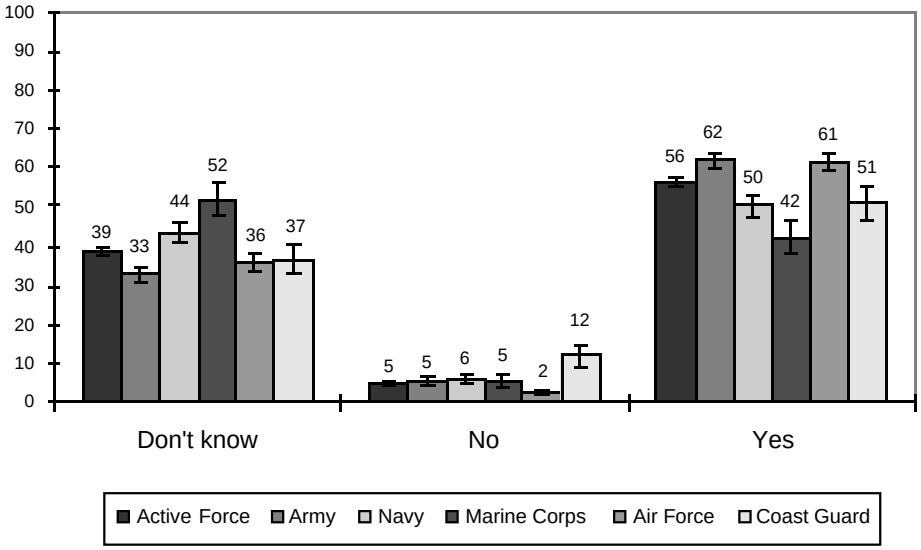


Figure 24

**Percentage of Members Indicating Whether a Specific Office Had Been Established to Investigate Complaints, by Service**




likely to say this (50% for the Navy and 51% for Coast Guard). Marines were least likely to know if an office existed at their duty stations (42%).

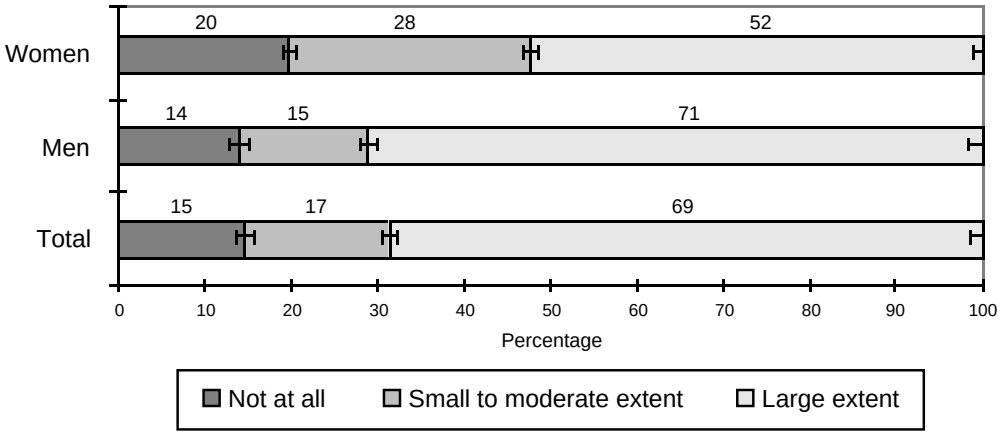
## Reprisal

For the most part, service members felt free to report sexual harassment without fear of reprisal. Sixty-nine percent of members, overall, said that to a large extent they felt free to report sexual harassment without fear of bad things happening to them (Figure 25). Seventeen percent said that this was true to a small or moderate extent. Only 15 percent indicated that they did not feel at all free to report sexual harassment. Thus, the majority—86 percent—felt some degree of freedom in reporting instances of sexual harassment.

However, a significant gender difference was evident. Women were significantly more likely than men to say that they did not feel free to report harassment without bad things happening (20% for women, 14% for men), and were nearly two times more likely than men to say that they felt free to report only to a small or moderate extent (28% for women and 15% for men). Results did not vary significantly across the Services.

Figure 25

**Extent to Which Members Feel Free to Report Sexual Harassment Without Fear of Bad Things Happening**



Perhaps not surprisingly, targets of sexual harassment were somewhat less likely than members overall to feel they could report an incident without negative consequences. Eighty-one percent of targets (Figure 26) felt free, at least to a small extent, to report harassment compared to 86 percent overall (Figure 25). Again, women who had been targets were more likely than men who had been targets to fear reprisal; nearly one-quarter of the women and about a fifth of the men said that they did not feel they could report harassment without fearing reprisal (Figure 26).

Service women were more likely than service men to believe they experienced a lowered performance rating as a result of their harassment experience. Twenty percent of women, compared to only nine percent of men, indicated their performance ratings were unfairly lowered to some extent as a result of their experience (Table 10).

Responses for women also varied by Service. Women in the Army (25%), Marine Corps (23%), and Coast Guard (25%) were somewhat more likely to report that they felt they had received lowered performance ratings as a result of their experiences (Figure 27). The comparable proportions for female members in the Navy and Air Force were 17 percent and 14 percent, respectively.

Table 10

**Extent to Which Targets Said They Experienced a Performance Rating That Was Unfairly Lowered**

| | Percent | | |
|---|---|---|---|
| Extent | Total | Men | Women |
| Large extent | 5 (.45) | 4 (.61) | 8 (.29) |
| Small/moderate extent | 7 (.52) | 5 (.70) | 12 (.44) |
| Not at all | 88 (.67) | 91 (.90) | 80 (.49) |

Some targets faced retaliation as a result of reporting their experiences. Of those who reported, 10 percent noted that their supervisor (or others in the chain of command) was subsequently hostile, and one percent said that they had been reassigned against their will (Table 11).

## Sexual Harassment Training Issues

It appears that considerable sexual harassment training is occurring across the Services, and members indicated they know what kinds of words and actions constitute sexual harassment. Ninety-eight percent of both women and men claimed that, at least to some extent, they know what sexual harassment is (Figure 28). The majority, over 80 percent, were confident to a large extent that they could identify

Figure 26

**Extent to Which Targets Feel Free to Report Sexual Harassment Without Fear of Bad Things Happening**

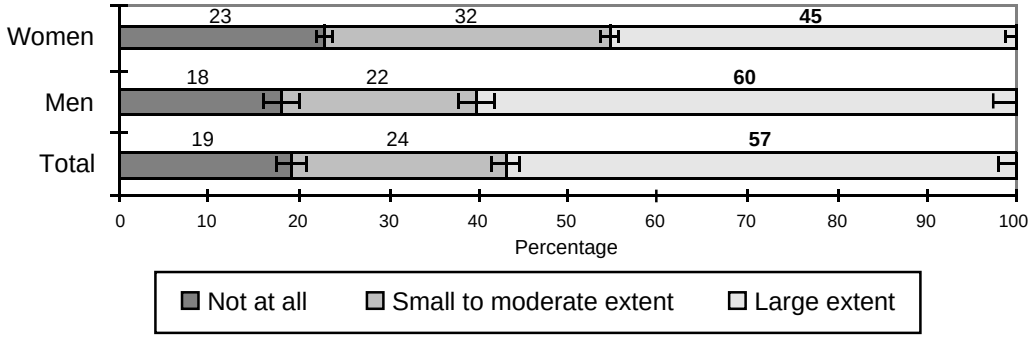


Figure 27

**Extent to Which Female Targets Said They Experienced a Performance Rating That Was Unfairly Lowered, by Service**

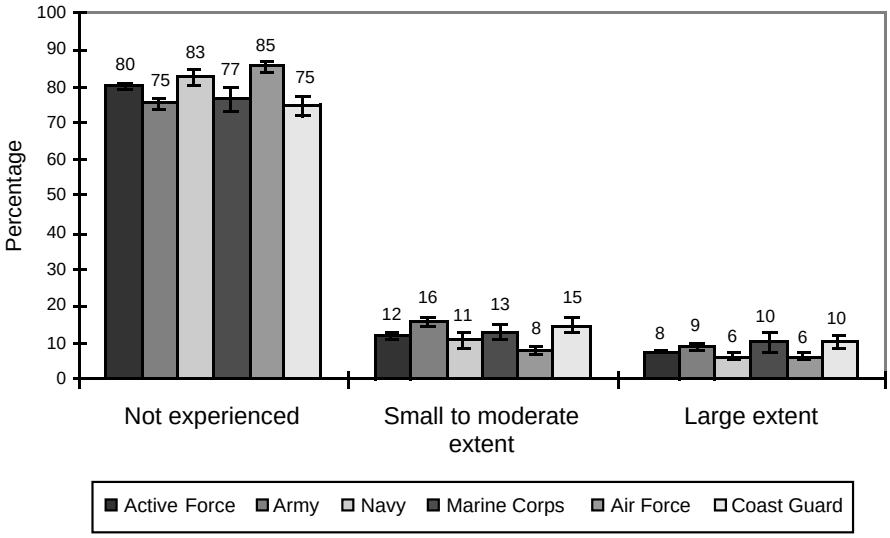



Table 11

**Complainants Who Experienced Retaliatory Actions as a Result of Reporting Harassment**

| | Percent | | |
|---|---|---|---|
| Action | Total | Men | Women |
| My supervisor (or others) was hostile | 10 (1.20) | 8 (1.91) | 12 (.81) |
| I was reassigned against my will | 1 (.44) | 1 (.72) | 2 (.19) |

harassment. Further, there were no significant differences across the Services; Army, Navy, Marine Corps, Air Force, and Coast Guard personnel were equally likely to say that they understood what constitutes harassment.

Junior enlisted members were less likely than were both senior enlisted members and officers to know what constitutes sexual harassment. Seventy-seven percent of junior enlisted (vs. 86% of senior enlisted and 90% of officers) indicated they knew to a large extent what words or actions are considered sexual harassment (Figure 29).

Members' confidence in their ability to identify sexual harassment may result from receiving awareness training on the issue. Considerable sexual harassment training has been provided, although the types of

Figure 28

**Extent of Knowledge About What Kinds of Words or Actions Are Considered Sexual Harassment, by Gender**

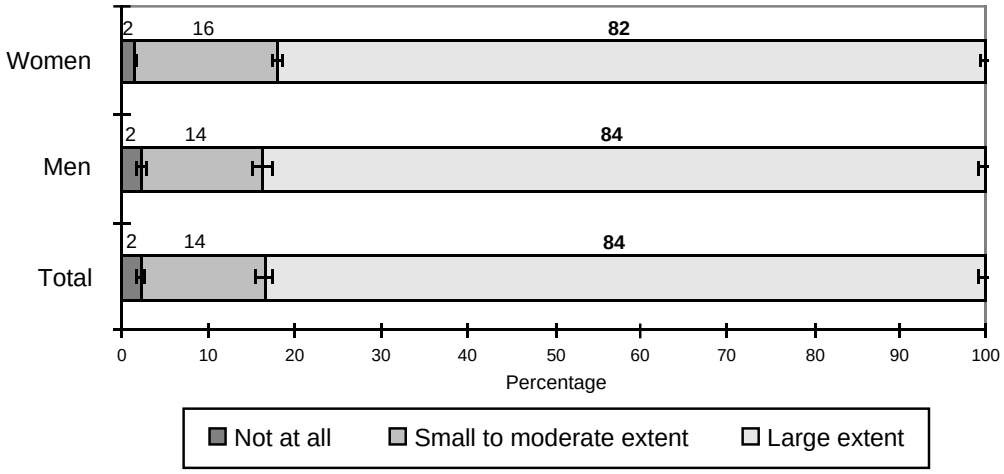
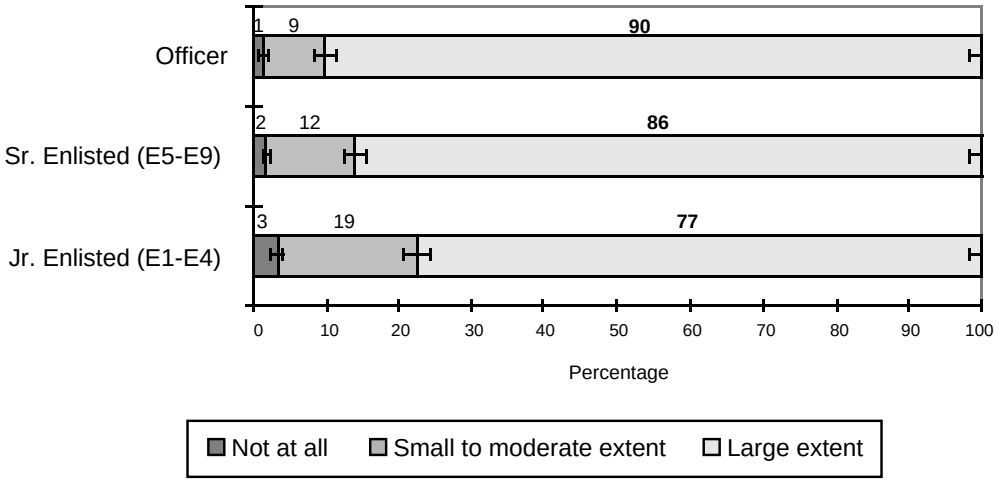


Figure 29

**Extent of Knowledge About What Kinds of Words or Actions Are Considered Sexual Harassment, by Paygrade**




training received and the length of training varied. More than 80 percent of the total active force said awareness training had been provided to military personnel at their duty stations (Table 12). Women were slightly less likely than men (79% vs. 83%) to say that awareness training had been provided. Junior enlisted members were less likely than both senior enlisted and officers to know if training was provided (18% vs. 9% each) (Table 13). Over three-quarters of junior enlisted members knew that such training was provided at their duty station.

Table 12

**Percentage Indicating Whether Awareness Training Had Been Provided for Military Personnel at Their Current Duty Stations, by Gender**

| Response | Total | Men | Women |
|---|---|---|---|
| Yes | 83 (.51) | 83 (.58) | 79 (.43) |
| No | 5 (.29) | 4 (.33) | 7 (.25) |
| Don't know | 12 (.44) | 12 (.51) | 14 (.39) |

Additionally, members stationed in overseas assignments were about as likely as those assigned in CONUS to say that awareness training had been provided at their duty station (81% vs. 84%).

When asked about the content of the training, military members were most likely to receive training on their Service's policies regarding sexual harassment (81%) (Figure 30). About three-quarters of the force received training on identifying, avoiding and dealing with harassment (77%), as well as procedures for reporting

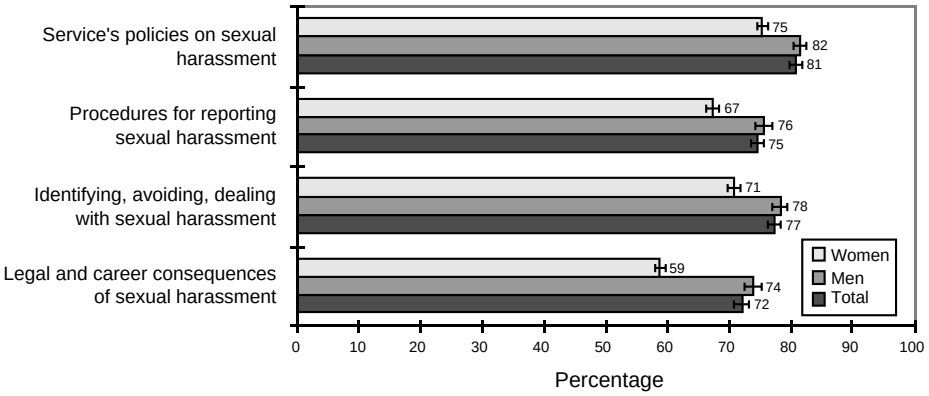
Table 13

**Percentage Indicating Whether Awareness Training Had Been Provided for Military Personnel at Their Current Duty Stations, by Paygrade**

| Response | Junior Enlisted | Senior Enlisted | Officer |
|---|---|---|---|
| Yes | 76 (.97) | 87 (.71) | 87 (.84) |
| No | 6 (.51) | 5 (.45) | 3 (.43) |
| Don't know | 18 (.89) | 9 (.59) | 9 (.75) |

Figure 30

**Training Received During the Last 12 Months**




sexual harassment (75%). Service members were somewhat less likely to learn about the legal and career consequences for those who do not comply with harassment policies (72%). In every category, women were less likely than were men to say they had received training.

### *Service Differences*

Some variation in training levels was apparent across the Services. Navy and Coast Guard personnel were more likely to say that training had been provided to them compared to members in the three other Services (91% and 88%, respectively) (Figure 31). Eighty percent of Army personnel, 83 percent of Marines and 77 percent of Air Force members said that training had been provided for military personnel at their current duty stations.

There were also some Service differences in the types of training implemented. Navy personnel were significantly more likely than members in the other Services to report that they had received training in each of the areas cited here (Table 14). Train-ing statistics for Navy members ranged from 94 percent receiving training in Navy policies and procedures on sexual harassment to 85 percent receiving training on the legal and career consequences of harassment.

Marine Corps and Coast Guard personnel were generally next most likely to say that each type of training had been conducted, followed by Army members. Air Force members were least likely to report receiving any kind of sexual harassment training; about two-thirds said they

Figure 31

**Awareness Training Provided at Current Duty Stations, by Service**

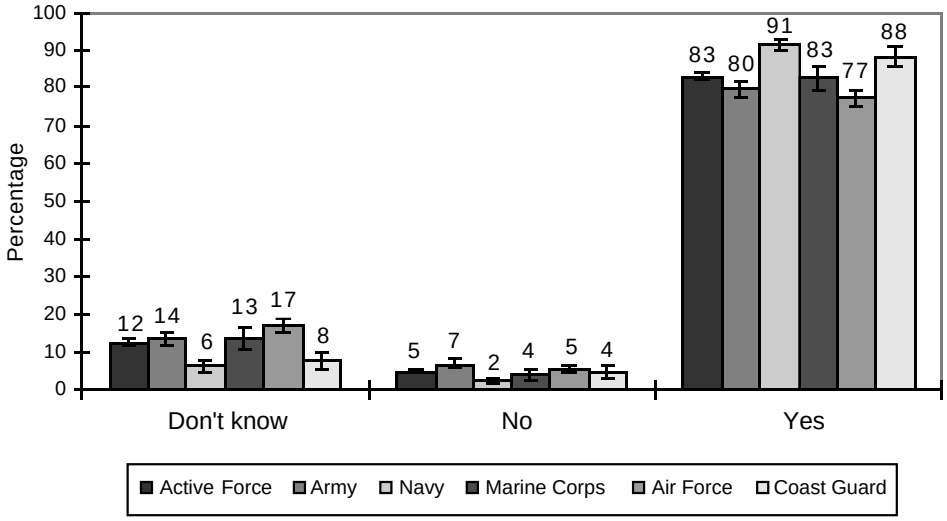


Table 14
**Training Received During the Last 12 Months, by Type of Training and Service**

| Type of Training | Percent | | | | |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | Coast Guard |
| Service's policies on sexual harassment | 78 (.99) | 94 (.66) | 86 (1.51) | 67 (1.19) | 87 (1.30) |
| Identifying, avoiding, dealing with sexual harassment | 75 (1.04) | 90 (.82) | 82 (1.68) | 64 (1.22) | 79 (1.70) |
| Procedures for reporting sexual harassment | 74 (1.06) | 87 (.90) | 77 (1.82) | 61 (1.24) | 79 (1.56) |
| Legal and career consequences of sexual harassment | 69 (1.11) | 85 (.95) | 76 (1.84) | 59 (1.24) | 73 (1.82) |

had received training on their Service's policies and procedures relating to sexual harassment, and 59 percent reported being trained in the legal and career consequences of harassment.

The largest proportion of Service members (42%) indicated they had completed one to four hours of training, in total, on topics related to sexual harassment (Figure 32). Thirty-four percent received more than four hours of sexual harassment training, with half of these claiming to have completed one or more days. Navy personnel were more likely than members of the other Services to fall into this category, with 31 percent reporting one or more days of training (Figure 33).

When asked to assess the sexual harassment training they had received, more than half of service women and nearly two-thirds of service men indicated that they felt the training was moderately or very effective in

Figure 32
**Amount of Sexual Harassment Training Received During the Last 12 Months**

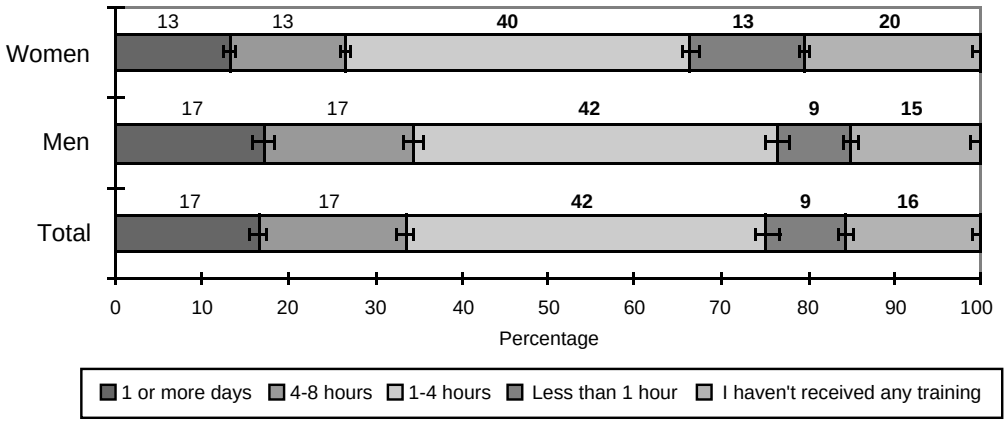


Table 15

**Ratings of the Effectiveness of Training, by Women and Men Who Received Training**

| Rating | Percent | | |
|---|---|---|---|
| | Total | Men | Women |
| Moderately or very effective | 64 (.73) | 65 (.82) | 54 (.55) |
| Slightly effective | 28 (.68) | 27 (.77) | 33 (.52) |
| Not effective | 9 (.43) | 8 (.48) | 12 (.35) |

reducing and preventing sexual harassment (Table 15). Only 12 percent of the women and eight percent of the men felt that training was not at all effective. Nonetheless, a third of service women and 27 percent of service men thought their training would have only a slight positive impact on levels of harassment in the military.

Members' assessments of the effectiveness of harassment training varied little across the Services. Women serving in the Navy (62%), however, were generally more likely than women in the other Services to say that training had been moderately or very effective in reducing and preventing sexual harassment (Figure 34). There were no significant Service differences for men.

## Assessments of Progress —How Are We Doing?

When asked to give their opinions of the leadership's efforts to stop harassment, service women consistently presented a less favorable assessment than service men. Slightly over half of the women and two-thirds of the men said that the senior leadership of their Service, as well as the senior leadership of the installation or ship, made honest and reasonable efforts to put an end to harassment (Figure 35). Thirty-eight percent of women and 28 percent of men responded that they did not know whether honest efforts were being made at these high levels of leadership. When asked about efforts made by their immediate supervisors, about a quarter of both women and men were unsure, while 59 percent of the women and 68 percent

Figure 33

**Amount of Sexual Harassment Training Received During the Last 12 Months, by Service**

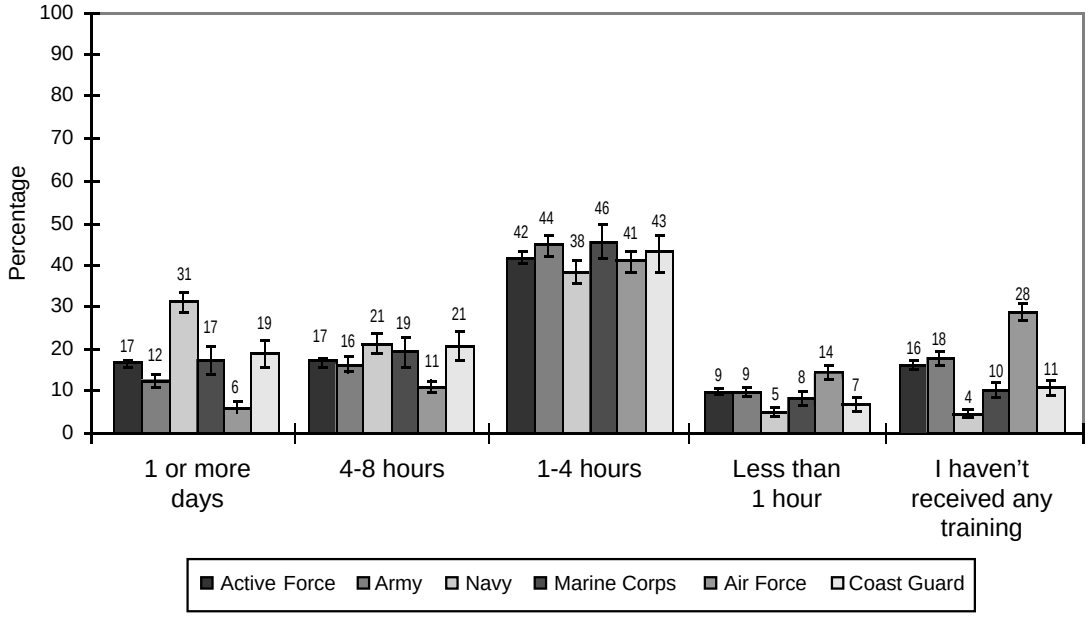
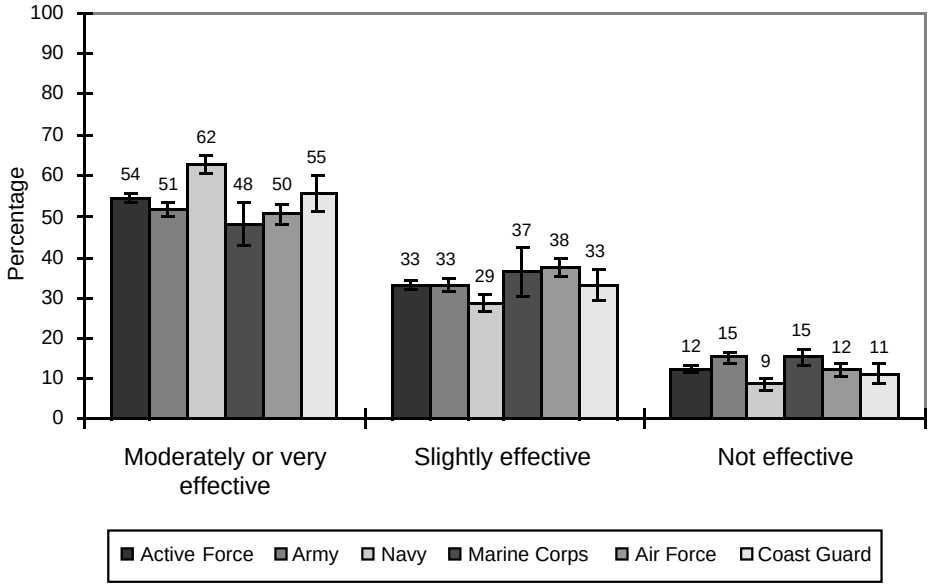


Figure 34

**Rating of the Effectiveness of Training, by Women Who Received Training**




of the men felt that their supervisors had made honest efforts to stop sexual harassment.

Women in the Army were somewhat less likely than women in the other Services to feel that the senior leadership of their Service (47%), as well as their immediate supervisors (54%), were making reasonable efforts to stop harassment (Table 16). At 62 percent each, Navy, and Coast Guard women were more likely than women in the Army, Marines and Air Force to say that senior leaders of the installation or ship were making honest efforts.

Both women and men believed that sexual harassment is occurring less frequently than it used to. Nearly three-quarters of military members with six to 10 years of service said that, in their opinion, harassment occurs

Figure 35

**Percentage Indicating Whether Honest and Reasonable Efforts to Stop Harassment Are Being Made**

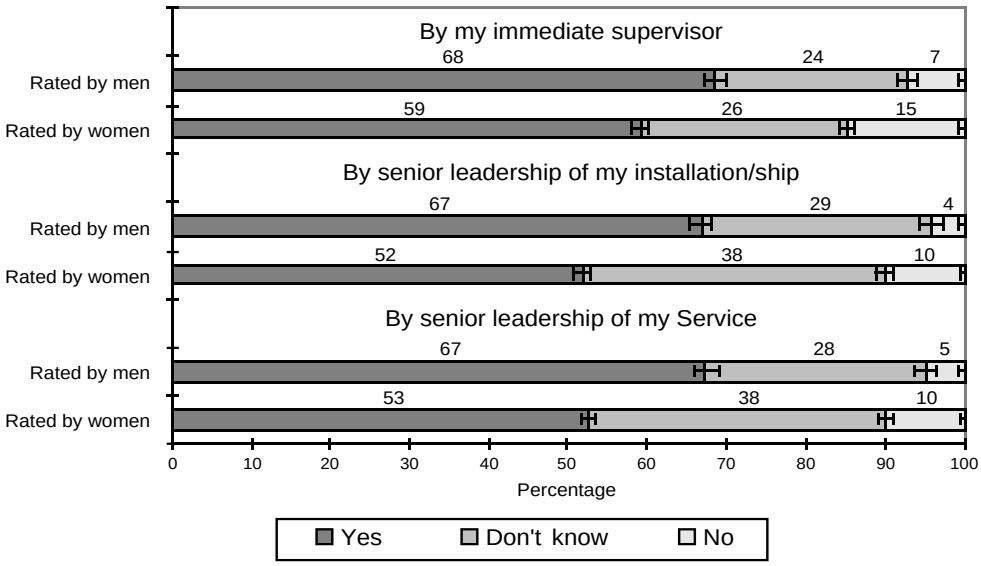


Table 16

**Percentage of Women Indicating That Leadership Makes Honest and Reasonable Efforts to Stop Harassment, by Service**

| Type of Leadership | Army | Navy | Marine Corps | Air Force | Coast Guard |
|---|---|---|---|---|---|
| Senior leadership of service | 47<br>(.87) | 61<br>(1.00) | 57<br>(2.01) | 51<br>(.87) | 61<br>(1.92) |
| Senior leadership of installation/ship | 45<br>(.86) | 62<br>(1.01) | 51<br>(2.21) | 51<br>(.88) | 62<br>(1.91) |
| Immediate supervisor | 54<br>(.91) | 64<br>(1.00) | 60<br>(1.88) | 61<br>(.88) | 64<br>(1.79) |

less often in the military now compared with a few years ago (Figure 36). Fewer women than men expressed this opinion, however (60% vs. 76%). Thirty percent of women and nearly one-fifth of men said that sexual harassment is occurring at about the same rate as in the past. Ten percent of women and five percent of men claimed that harassment is occurring more often that it did a few years ago. Women in the Navy and Coast Guard (71% and 70%) were more likely than women in the other Services to feel that harassment is occurring less often (Figure 37).

Figure 36

**Opinions of Members With 6-10 Years Service About the Frequency With Which Sexual Harassment Occurs Now Compared With a Few Years Ago, by Gender**

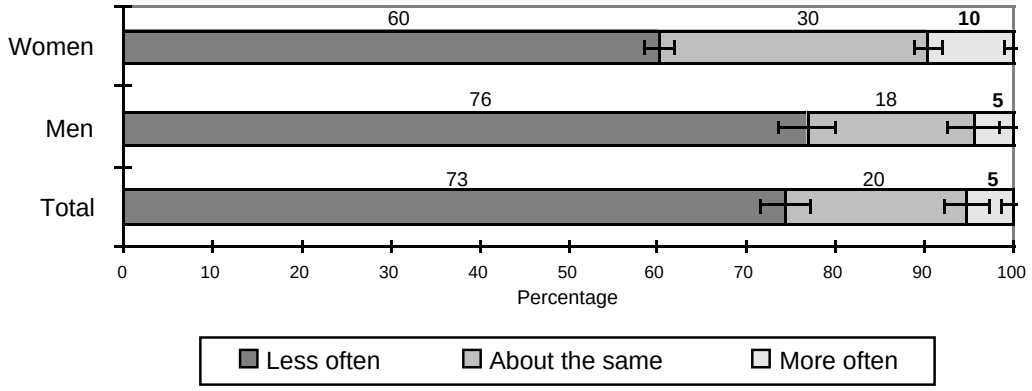
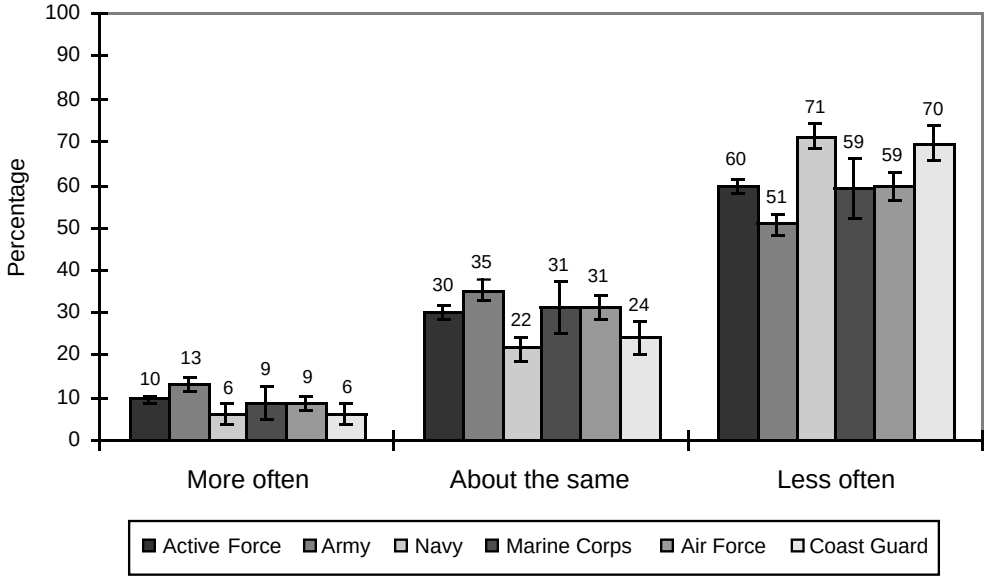


Figure 37

**Opinions of Female Members With 6-10 Years Service About the Frequency With Which Sexual Harassment Occurs Now Compared With a Few Years Ago, by Service**



# Summary and Conclusions

Sexual harassment persists today as an area of concern in organizations, both public and private, throughout the United States. The Department of Defense has made progress toward reducing this problem since the first survey of sexual harassment in the military was conducted in 1988. When measured in the same way, incidents of sexual harassment have declined nine percentage points for women, from 64 percent in 1988 to 55 percent in 1995, and three percentage points for men, from 17 percent to 14 percent. In addition, almost three-quarters of members with six to 10 years of military service believed that sexual harassment occurs less often now compared with a few years ago.

Despite these positive findings, there is room for improvement in achieving the DoD goal of eliminating sexual harassment from the DoD workplace. Results of the 1995 DoD Sexual Harassment Survey highlight a number of issues that warrant continued consideration.

- Junior enlisted members, both female and male, consistently reported experiencing unwanted sex/gender-related behavior at higher rates than senior enlisted members and, in most categories, officers as well. Junior enlisted personnel were also less likely than senior enlisted and officers to claim to understand the process for reporting harassment, and were less sure of the complaint options available to them at their duty stations. This combination of factors indicates the vulnerability of junior enlisted personnel and suggests they might benefit from targeted efforts that provide information on the resources available to them for dealing with sexual harassment.
- Those experiencing unwanted sex/gender-related attention indicated it is largely occurring on military installations, at work, and during duty hours. In addition, military co-workers were most frequently cited, by both women and men, as the sources of this attention. Military members rarely indicated that civilians are the offenders. This information is helpful because harassment and other behaviors occurring on base, at work, during duty hours is a scenario for which the Department of Defense can hold commanders accountable.
- Fifteen percent of women and 39 percent of men indicated that nothing was done about their complaints. Some also said they experienced negative consequences as a result of reporting: ten percent overall indicated that supervisors or others in the chain of command were subsequently hostile toward them; six percent said that co-workers were hostile.
- Most service members who filed complaints said that their chances of having a successful military career would not be affected by filing a complaint. However, 18 percent of the members who filed complaints said that reporting the harassment would have negative consequences for their military careers.
- Considerable sexual harassment training is being provided. Over 80 percent of military members reported receiving some training on sexual harassment policies or other related matters in the previous 12 months. Fifty-four percent of women and 65 percent of men felt that training is effective in actually reducing and preventing sexual harassment.

The results of this survey are important and highlight areas worthy of periodicre-examination. However, documenting the incidence of sexual harassment is problematic due to the increased awareness, in recent years, of what constitutes sexual harassment. This means that more people, of both sexes, are viewing and reporting more behaviors that occur at work as sexual

harassment. For example, in a periodic survey of federal civilian workers, male employees were asked if pressuring someone in their work group for sexual favors could be considered sexual harassment; 65 percent responded affirmatively in 1980 compared to 93 percent in 1994. In that same survey, conducted in 1980, 1987 and 1994, the reports of sexual harassment by women did not decline.

Thus, in today's environment, where people have increased knowledge about and less tolerance for sexual harassment, the 1995 survey of active-duty military members documented an unprecedented decline in the occurrence of such experiences. No other study has identified such a decline in sexual harassment rates. It is clear that recent DoD and Service initiatives (e.g., a re-formulation of military sexual harassment policies and programs and provision of increased training) are making a difference. However, the Department of Defense is far from achieving its "zero tolerance" policy. Sexual harassment of active-duty military personnel remains a problem that requires top-down attention and continuing program improvement and emphasis.

The DoD 1995 Sexual Harassment Survey provides a great deal of information about sexual harassment and related behaviors as experienced and perceived by the active-duty military population. The Department's policy of zero tolerance for sexual harassment requires continued vigilance in efforts to eradicate the problem. The elimination, or virtual elimination, of sexual harassment in the military would mark the realization of an important equal opportunity goal for the Department of Defense. As Secretary Perry has stated: "Equal opportunity is not just the right thing to do, it is a military and economic necessity."

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# Appendix A

## Form A
## Questionnaire

RCS: DD-P&R(BI)1947
Exp. 6/27/97
IRCN 0423 DoD BI
Exp. 8/31/98

# STATUS OF THE ARMED FORCES SURVEYS

## 1995 Form A—Sex Roles in the Active-Duty Military

## SURVEY PURPOSE

**This is a worldwide scientific survey of how men and women work together in the four DoD Active-duty Military Services and the Coast Guard being conducted for the Office of the Secretary of Defense by the Defense Manpower Data Center (DMDC). The purpose of this survey is to ask you about your observations, opinions and experiences with ALL KINDS of sexual talk and behavior that can occur at work. IT IS IMPORTANT THAT PERSONS WHO HAVE NOT BEEN SEXUALLY HARASSED, AS WELL AS THOSE WHO HAVE BEEN SEXUALLY HARASSED, RESPOND.**

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136 and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to sample attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

**DMDC Survey No. 95-001a**

**DEFENSE MANPOWER DATA CENTER**
**ATTN: SURVEY PROCESSING ACTIVITY**
**DATA RECOGNITION CORPORATION**
**5900 BAKER ROAD**
**MINNETONKA, MN 55345-5967**

PLEASE DO NOT WRITE IN THIS AREA

**SERIAL #**

• 1 •

- THIS IS NOT A TEST, SO TAKE YOUR TIME.
- SELECT ANSWERS THAT BEST FIT YOU.
- MARK ONLY ONE ANSWER FOR EACH QUESTION UNLESS THE QUESTION SAYS TO MARK ALL THAT APPLY.

RIGHT MARK ● WRONG MARKS ✓ ✗ ◒ ⊙

- MAKE HEAVY BLACK MARKS THAT FILL THE RESPONSE CIRCLES.
- DO NOT MAKE ANY MARKS OUTSIDE OF THE RESPONSE CIRCLES OR WRITE-IN BOXES.
- IF YOU CHANGE YOUR MIND, ERASE OLD MARKS COMPLETELY.
- DO NOT USE INK, BALLPOINT, OR FELT TIP PENS.

# PLEASE READ THIS BEFORE YOU BEGIN

- This survey deals with sexual talk and behavior which can range from apparently casual remarks (like "Mary (or Joe) looks sexy today") to the serious crimes of sexual assault and rape. Sometimes this sexual talk and behavior is considered sexual harassment and sometimes it is not.

- Certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work can be considered sexual harassment. Examples are:
  Actual or attempted rape or sexual assault.
  Unwanted, uninvited pressure for sexual favors (Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward).
  Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature.
  Unwanted, uninvited sexually suggestive looks, gestures or body language (Example: Someone at work kept staring at your sexual body parts).
  Unwanted, uninvited letters, telephone calls, or materials of a sexual nature (Examples: Someone at work called you and said foul things; someone at work brought nude pictures for you to look at; someone sent you letters suggesting that you and the person have sex).
  Unwanted, uninvited pressure for dates (Example: a superior kept pressuring you to go out).
  Unwanted, uninvited sexual teasing, jokes, remarks or questions (Examples: Someone told you that you have a nice body; someone asked you how your sex life is; someone told crude jokes to embarrass you; someone jokingly made some comment about how you might perform in bed).
  Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature (Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you).
  Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities (Examples: Someone tried to get you involved in group sex, or pose for nude films, or to seduce someone for fun).

- BOTH MEN AND WOMEN CAN BE VICTIMS OF SEXUAL HARASSMENT; BOTH WOMEN AND MEN CAN BE SEXUAL HARASSERS; PEOPLE CAN SEXUALLY HARASS PERSONS OF THEIR OWN SEX.

- Your frank and honest answers will help give us an accurate picture of the situation, and assist in the evaluation and development of policies. Please read all questions and instructions CAREFULLY before responding. We appreciate your time.

# THANK YOU

★U.S. GOVERNMENT PRINTING OFFICE: 1994–386-734/00013

# STATUS OF THE ARMED FORCES SURVEYS

## 1995 Form A—Sex Roles in the Active-Duty Military

## SECTION 1

In this section, we ask you some general questions about sexual harassment in the active-duty military environment and your perceptions about official actions and policies concerning such harassment.

**1. If you have worked outside the active-duty military, would you say that there is more or less unwanted sexual attention in non-military jobs?**

- ○ I have never held a nonmilitary job
- ○ There is more in nonmilitary jobs
- ○ There is about the same in military and nonmilitary jobs
- ○ There is less in nonmilitary jobs
- ○ Don't know/Can't judge
- ○ I have never observed unwanted sexual attention in either active-duty military or non-military jobs

**2. Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post.**

- ○ The CO very ACTIVELY DISCOURAGES sexual harassment
- ○ The CO has spoken out against it AND does seem to want it stopped
- ○ The CO has NOT spoken out against it BUT seems to want it stopped
- ○ The CO HAS spoken out against it BUT really seems not to care about it
- ○ The CO seems uninformed about sexual harassment
- ○ The CO may or may not have spoken out against sexual harassment but really seems to condone it
- ○ The CO has NOT spoken out against it AND seems not to care about it
- ○ The CO seems to actually encourage sexual harassment
- ○ The CO's attitude is unknown/The CO is new/The subject hasn't come up

**3. For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.**

| PERSON OR ORGANIZATION | MAKE REASONABLE EFFORTS? Yes | No Opinion | No | Not Applicable |
|---|---|---|---|---|
| **a. Senior leadership of my Service** | ○ | ○ | ○ | ○ |
| **b. Senior leadership on my installation/ship** | ○ | ○ | ○ | ○ |
| **c. My immediate supervisor/commanding officer** | ○ | ○ | ○ | ○ |
| **d. Other unit commanders I've had** | ○ | ○ | ○ | ○ |
| **e. My training instructor(s)** | ○ | ○ | ○ | ○ |
| **f. Commanding officers at my other assignment stations** | ○ | ○ | ○ | ○ |

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SERIAL #

**4. Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?** ***Mark all that apply.***

- ○ No
- ○ No, but I have considered asking for a transfer
- ○ Yes, I have requested a transfer and have been transferred
- ○ Yes, I have requested a transfer but am awaiting transfer
- ○ Yes, I have considered leaving the military due to sexual harassment but decided to stay
- ○ Yes, I am considering leaving now due to sexual harassment

**5. Do you, from your own knowledge or from what the person(s) said, know anyone who has experienced sexual harassment while on duty?** ***Mark one answer. Do not include yourself.***

- ○ No, I don't know anyone
- ○ I know one person
- ○ I know two people
- ○ I know three people
- ○ I know four or more people

**6. In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?** ***Mark one answer for each action.***

| ACTION: | HOW EFFECTIVE IS THE ACTION? Makes Things Worse | Not Effective | Somewhat Effective | Effective | Very Effective |
|---|---|---|---|---|---|
| a. Ignoring the behavior | ○ | ○ | ○ | ○ | ○ |
| b. Avoiding the person(s) | ○ | ○ | ○ | ○ | ○ |
| c. Asking or telling the person(s) to stop | ○ | ○ | ○ | ○ | ○ |
| d. Threatening to tell or telling co-worker(s) | ○ | ○ | ○ | ○ | ○ |
| e. Threatening to tell the person(s)' unit commander(s) | ○ | ○ | ○ | ○ | ○ |
| f. Reporting the behavior to the person(s)' unit commander(s) or others up the chain | ○ | ○ | ○ | ○ | ○ |
| g. Filing a formal complaint | ○ | ○ | ○ | ○ | ○ |
| h. Threatening to tell the person(s)' spouse(s) | ○ | ○ | ○ | ○ | ○ |
| i. Threatening to tell your own spouse or mate | ○ | ○ | ○ | ○ | ○ |
| j. Threatening some drastic action outside channels if the person(s) doesn't (don't) stop | ○ | ○ | ○ | ○ | ○ |
| k. Becoming extra firm and professional at work | ○ | ○ | ○ | ○ | ○ |
| l. Other (Specify:_____ _____) | ○ | ○ | ○ | ○ | ○ |

**7. Do you personally know anyone in the active-duty military who, in your opinion, was unfairly accused of sexual harassment (officially or unofficially) in the past year?**

- ○ Yes
- ○ Not sure
- ○ No

**8. Was there any sexual talk or behavior at work during the past year that, overall, created an offensive, hostile or intimidating environment for you?**

- ○ Always
- ○ Most of the time
- ○ Sometimes
- ○ Rarely
- ○ Never

**9. Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.** ***Mark one answer for each action.***

| ACTIONS: | HAS THE ACTION BEEN TAKEN AT YOUR BASE/POST? Yes | Don't Know | No |
|---|---|---|---|
| a. Establishing policies prohibiting sexual harassment | ○ | ○ | ○ |
| b. Providing swift and thorough investigation of sexual harassment complaints | ○ | ○ | ○ |
| c. Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue | ○ | ○ | ○ |
| d. Enforcing penalties against sexual harassers | ○ | ○ | ○ |
| e. Publicizing the availability of formal complaint channels | ○ | ○ | ○ |
| f. Providing counseling services for victims of sexual harassment | ○ | ○ | ○ |
| g. Providing awareness training for active military personnel | ○ | ○ | ○ |
| h. Providing awareness training for unit commanders and Equal Opportunity officials | ○ | ○ | ○ |
| i. Establishing a specific office at each base/post which has the authority to investigate complaints regarding sexual harassment, to provide remedies for victims and/or penalties against harassers | ○ | ○ | ○ |
| j. Other action (Specify: _____ _____ ) | ○ | ○ | ○ |

**10. Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?** ***Mark all that apply.***

○ One or more civilian employee(s) of the Department of Defense (DoD), one of the Services or Coast Guard

○ One or more local civilian residents

○ One or more foreign national employee(s) of the DoD, of the Services or Coast Guard

○ One or more other foreign national(s)

○ Civilian contractors with DoD/one of Services

○ No, I have NOT observed American military personnel sexually harassing any nonmilitary person(s) listed

**Go To Next Section**

PLEASE DO NOT WRITE IN THIS AREA

**SERIAL #**

• 5 •

# SECTION 2

This section asks about any experience YOU have had with UNINVITED and UNWANTED sexual attention in the course of performing your duties in the active-duty military. ALTHOUGH THE SECTION WILL TAKE SOME TIME TO COMPLETE, IT WILL PROVIDE THE MOST IMPORTANT INFORMATION BEING GATHERED BY THIS SURVEY.

**Please Note: Sexual attention can be welcome or unwelcome. "UNINVITED AND UNWANTED TALK AND BEHAVIOR" is talk and behavior which you did NOT provoke, did NOT ask for, are NOT responsible for and do NOT participate in willingly or jokingly. Keep the examples of sexual attention given below in mind as you answer the rest of the survey.**

**11. Have YOU EVER RECEIVED any of the following kinds of UNINVITED and UNWANTED sexual attention from someone AT WORK while serving in the active-duty military?** ***Mark all that apply.***

**TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION**

Actual or attempted rape or sexual assault
Unwanted, uninvited pressure for sexual favors
(Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward)
Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature
Unwanted, uninvited sexually suggestive looks, gestures or body language
(Example: Someone at work kept staring at your sexual body parts)
Unwanted, uninvited letters, telephone calls, or materials of a sexual nature
(Examples: Someone at work called you and said foul things, someone at work brought nude pictures for you to look at, someone sent you letters suggesting that you and the person have sex)
Unwanted, uninvited pressure for dates
(Example: A superior kept pressuring you to go out)
Unwanted, uninvited sexual teasing, jokes, remarks or questions
(Examples: Someone told you that you have a nice body, someone asked you how your sex life is, someone told crude jokes to embarrass you, someone jokingly made some comment about how you might perform in bed)
Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature
(Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you)
Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities
(Examples: Someone tried to get you involved in group sex, or to pose for nude films, or to seduce someone for fun)
Other unwanted, uninvited attention of a sexual nature (Specify:

_____ )

No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military

**IF YOU HAVE NEVER RECEIVED ANY FORM OF SEXUAL ATTENTION THAT WAS UNWANTED AND UNINVITED FROM SOMEONE AT WORK WHILE IN THE ACTIVE-DUTY MILITARY, GO TO SECTION 3 ON PAGE 14. OTHERWISE, GO TO QUESTION 12 BELOW.**

**12. Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)**

| TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION | FREQUENCY IN THE LAST 12 MONTHS | | | | |
|---|---|---|---|---|---|
| | Never | Once | Once a Month or Less | 2–4 Times a Month | Once a Week or More |
| a. Actual or attempted rape or sexual assault | ○ | ○ | ○ | ○ | ○ |
| b. Pressure for sexual favors | ○ | ○ | ○ | ○ | ○ |
| c. Sexual touching, leaning over, cornering, pinching or brushing against | ○ | ○ | ○ | ○ | ○ |
| d. Sexually suggestive looks, gestures or body language | ○ | ○ | ○ | ○ | ○ |
| e. Letters, telephone calls or materials of a sexual nature | ○ | ○ | ○ | ○ | ○ |
| f. Pressure for dates | ○ | ○ | ○ | ○ | ○ |
| g. Sexual teasing, jokes, remarks or questions | ○ | ○ | ○ | ○ | ○ |
| h. Sexual whistles, calls, hoots or yells | ○ | ○ | ○ | ○ | ○ |
| i. Attempts to get your participation in any other sexual activities | ○ | ○ | ○ | ○ | ○ |
| j. Other sexual attention (Specify:_____ _____) | ○ | ○ | ○ | ○ | ○ |
| k. No, I have NOT experienced any unwanted, uninvited sexual attention from someone at work IN THE LAST 12 MONTHS | ○ | ○ | ○ | ○ | ○ |

**IF YOU HAVE NOT RECEIVED ANY UNWANTED, UNINVITED SEXUAL ATTENTION FROM SOMEONE WHERE YOU WORK IN THE LAST 12 MONTHS, GO TO SECTION 3 ON PAGE 14. OTHERWISE, GO TO QUESTION 13 BELOW.**

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

**13. Describe the experience you have in mind.** ***Mark all that apply.***

○ This was my only experience
○ This was my most recent experience
○ This experience is still continuing
○ This experience permanently damaged my career
○ This experience caused me to lose friends
○ This experience caused me to transfer
○ This experience may cause me to leave the Service
○ This did not actually occur (only) at the work site

**14. Did this experience take place at the duty station where you are now assigned, at some other assignment location, while you were on temporary duty elsewhere (TDY), or on recruit (basic) training?** ***Mark one.***

○ This experience took place here
○ This experience took place at another duty station
○ This experience took place on recruit (basic) training elsewhere
○ This experience took place while I was on TDY

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**15. During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?** ***Mark all that apply.***

- ○ Actual or attempted rape or sexual assault
- ○ Pressure for sexual favors
- ○ Sexual touching, leaning over, cornering, pinching or brushing against
- ○ Sexually suggestive looks, gestures, or body language
- ○ Letters, telephone calls, or materials of a sexual nature
- ○ Pressure for dates
- ○ Sexual teasing, jokes, remarks or questions
- ○ Whistles, calls, hoots or yells of a sexual nature
- ○ Attempts to get your participation in other sexually oriented activities
- ○ Other unwanted, uninvited sexual attention
  (Specify:_____)

**16. How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.**

| ACTION | You Did Not Do This | EFFECT OF ACTION: Made Things Worse | Made No Difference | Made Things Better |
|---|---|---|---|---|
| **a. I ignored the behavior or did nothing** | ○ | ○ | ○ | ○ |
| **b. I avoided the person(s)** | ○ | ○ | ○ | ○ |
| **c. I asked or told the person(s) to stop** | ○ | ○ | ○ | ○ |
| **d. I threatened to tell or told others** | ○ | ○ | ○ | ○ |
| **e. I reported the behavior to the unit commander or other official(s)** | ○ | ○ | ○ | ○ |
| **f. I made a joke of the behavior** | ○ | ○ | ○ | ○ |
| **g. I went along with the behavior** | ○ | ○ | ○ | ○ |
| **h. I transferred, disciplined or gave a poor fitness report to the person(s)** | ○ | ○ | ○ | ○ |
| **i. I got someone else to speak to the person(s) about the behavior** | ○ | ○ | ○ | ○ |
| **j. I threatened to harm the person(s) if the behavior continued** | ○ | ○ | ○ | ○ |
| **k. I did something else (Specify:_____ _____)** | ○ | ○ | ○ | ○ |

**17. Over what period of time did you keep receiving this uninvited, unwanted sexual attention?** ***Mark one.***

- ○ It was a single event **(GO TO QUESTION 19)**
- ○ Less than one week
- ○ 1 to 4 weeks
- ○ 1 to 3 months
- ○ 4 to 6 months
- ○ More than 6 months

**18. During this period of time, how frequently did the person(s) involved sexually bother you?**

- ○ Once a month or less
- ○ 2 to 4 times a month
- ○ Every few days
- ○ Every day
- ○ It varied—sometimes a lot, sometimes not often
- ○ Every time the person(s) saw me

**19. As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?** ***Mark all that apply.***

- ○ My work assignments or conditions got worse
- ○ I was denied a promotion or good fitness report
- ○ I transferred to another location
- ○ I was reassigned/transferred to another location
- ○ I transferred to another work site at the same installation
- ○ My working conditions got better
- ○ I received a promotion or good fitness report
- ○ No changes occurred in my work situation

**20. Did you take any formal (official) action(s) against the person(s) who victimized you?**

- ○ No **(GO TO QUESTION 21)**
- ○ Yes **(GO TO QUESTION 22)**

**21. What were your reasons for not taking any formal (official) actions?** ***Mark all that apply.***

- ○ I took care of the problem myself/thought I could take care of it
- ○ The person(s) was (were) not at my duty station
- ○ Didn't know the person(s) who did it
- ○ Someone else took action for me or said something in my behalf
- ○ I did not know what actions to take
- ○ I saw no need to report it
- ○ I did not want to hurt the person(s) who bothered me
- ○ I was too embarrassed
- ○ I did not think anything would be done
- ○ I thought it would take too much time and effort
- ○ I thought that it would be held against me or that I would be blamed
- ○ I thought it would make my work situation unpleasant
- ○ I thought I would be labelled a troublemaker

**NOW GO TO QUESTION 24 ON PAGE 10.**

**22. What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.**

| ACTION | You Did Not Do This | EFFECT OF ACTION: Made Things Worse | Made No Difference | Made Things Better |
|---|---|---|---|---|
| **a. I requested an investigation by my unit commander** | ○ | ○ | ○ | ○ |
| **b. I requested mast** | ○ | ○ | ○ | ○ |
| **c. I requested an investigation by the special office for handling these kinds of complaints, such as Equal Opportunity, Social Actions** | ○ | ○ | ○ | ○ |
| **d. I requested a judicial board to review the case** | ○ | ○ | ○ | ○ |
| **e. I requested an investigation by a person above my unit commander** | ○ | ○ | ○ | ○ |
| **f. I requested an investigation by the Inspector General's Office** | ○ | ○ | ○ | ○ |
| **g. I requested a temporary assignment elsewhere** | ○ | ○ | ○ | ○ |
| **h. Other (Specify:_____ _____)** | ○ | ○ | ○ | ○ |

**23. How did your unit commander or other officials respond to the formal action you took?** ***Mark all that apply.***

- ○ Found my charge to be true
- ○ Found my charge to be false
- ○ Corrected the damage done to me
- ○ Took action against the person(s) who bothered me
- ○ Were hostile or took action against me
- ○ Unit commander/other officials did nothing
- ○ The action is still being processed
- ○ I don't know whether anyone did anything

**24. How did the unwanted, uninvited sexual attention affect you? For each factor listed below, mark the circle which best describes how you were affected.**

| FACTOR | EFFECT OF ATTENTION: Not Applic. | Became Less Favorable | No Effect | More Favorable |
|---|---|---|---|---|
| a. My feelings about the military | ○ | ○ | ○ | ○ |
| b. My feelings about my unit | ○ | ○ | ○ | ○ |
| c. My opinion of the opposite sex | ○ | ○ | ○ | ○ |
| d. My opinion of members of my own sex | ○ | ○ | ○ | ○ |
| e. My feelings about work | ○ | ○ | ○ | ○ |
| f. My self-esteem | ○ | ○ | ○ | ○ |
| g. My opinion of my superiors | ○ | ○ | ○ | ○ |
| h. My emotional condition | ○ | ○ | ○ | ○ |
| i. My physical condition | ○ | ○ | ○ | ○ |
| j. My ability to work with others on the job | ○ | ○ | ○ | ○ |
| k. The quality of my work | ○ | ○ | ○ | ○ |
| l. The quantity of my work | ○ | ○ | ○ | ○ |
| m. My relations with my spouse | ○ | ○ | ○ | ○ |
| n. My relations with other family member(s) | ○ | ○ | ○ | ○ |
| o. My time and attendance at work | ○ | ○ | ○ | ○ |
| p. My overall fitness for service | ○ | ○ | ○ | ○ |
| q. My readiness | ○ | ○ | ○ | ○ |
| r. My attitude about doing a good job | ○ | ○ | ○ | ○ |
| s. My sense of control over my job | ○ | ○ | ○ | ○ |

**25. Did others in your unit know about this unwanted, uninvited sexual attention? (If you were on TDY, answer for the persons you were working with while at that location.)**

○ No one else knew, as far as I know
**(GO TO QUESTION 27)**
○ At least one other person knew
○ Several other people knew
○ Almost everyone in the unit knew

**26. Did anyone in your unit (or at the TDY location) who knew about this tell the person(s) who bothered you that the behavior was unacceptable, or otherwise try to stop the person(s)?**

○ Yes
○ No
○ Don't know

**27. Was/were the person(s) who sexually bothered you: *Mark all that apply.***

○ Your immediate military supervisor
○ Your immediate civilian supervisor
○ Your unit commander
○ Other higher level military personnel
○ Your military co-worker(s)
○ Your civilian co-worker(s)
○ Your military subordinate(s)
○ Your civilian subordinate(s)
○ Other military person(s)
○ Other civilian person(s)
○ Other or unknown

**28. Was (were) the person(s) who sexually bothered you in your unit?**

○ Yes, the person(s) was (were) in my unit
○ No, the person(s) was (were) NOT in my unit
○ Some were, some were not in my unit
○ No, but the person(s) and I had been in the same unit in the past

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**29. Please describe the person(s) who sexually bothered you.** ***Mark one circle in sections a–c below. Mark all circles that apply in sections d and e.***

**a. Sex of Person(s)**

- ○ Male
- ○ Female
- ○ Two or more males
- ○ Two or more females
- ○ Both sexes
- ○ Unknown

**b. Age of Person(s)**

- ○ Older
- ○ Same age
- ○ Younger
- ○ Mixed
- ○ Unknown

**c. Race of Person(s)**

- ○ Same as yours
- ○ Different
- ○ Some same, some different
- ○ Unknown

**d. Marital Status of Person(s)**
***Mark all that apply.***

- ○ Married
- ○ Single
- ○ Divorced, separated, widowed
- ○ Unknown

**e. Military/Civilian Status of Person(s)**
***Mark all that apply.***

- ○ U.S. military
- ○ DoD/Service civilian employee
- ○ Civilian contractor
- ○ DoD/Service foreign-national employee
- ○ Local civilian resident
- ○ Local foreign-national resident
- ○ Unknown

**30. How long had you been in the active-duty service when the incident or episode occurred or began?**

- ○ Less than 6 months
- ○ 6 months but less than 1 year
- ○ 1 year but less than 2 years
- ○ 2 years but less than 5 years
- ○ 5 years or more

**31. Do you know whether the person(s) who bothered you has (have) sexually bothered other military personnel during duty hours?**

- ○ I don't know if the person(s) has (have) done this
- ○ I know one person has; I don't know about others
- ○ The only person involved has not bothered others
- ○ The only person involved has bothered others
- ○ Most or all involved have bothered others
- ○ Most or all involved have not bothered others

**32. Did you receive medical assistance or emotional counseling from a trained professional as a result of the sexual attention?**

- ○ Yes, I received medical assistance
- ○ Yes, I received counseling from a trained professional
- ○ Yes, I received both medical assistance and emotional counseling
- ○ No, but emotional counseling might have been helpful
- ○ No, but medical assistance might have been helpful
- ○ No, I did not need either medical assistance or emotional counseling

**33. Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?** ***Mark all that apply.***

- ○ No, I did not discuss it or seek advice
- ○ I talked with one or more friend(s) briefly
- ○ I talked with one or more family members briefly
- ○ I talked at length with friend(s) about it
- ○ I talked at length with one or more family members about it
- ○ I talked with one or more co-worker(s) about it
- ○ I talked "off the record" with my unit commander
- ○ I asked for advice from one or more friend(s)
- ○ I asked for advice from one or more family member(s)
- ○ I asked for advice from one or more co-worker(s)
- ○ I talked to a chaplain, priest, rabbi, minister or other church-related person about it
- ○ Other (Specify:_____

_____)

**34. If you used any annual leave or were ever out sick as a result of the unwanted, uninvited sexual attention, please indicate how many days you were absent.**

- ○ None
- ○ One day
- ○ Two days
- ○ Three to five days
- ○ Six to ten days
- ○ More than 10 days

**35. In comparison to your normal job performance, was your productivity (that is, either how much work you did or how well you did it) affected by the unwanted, uninvited sexual attention? If so, please indicate the extent your productivity was affected. (In responding, do not count time lost due to use of sick or annual leave.)**

- ○ My productivity was not affected **(GO TO QUESTION 37)**
- ○ Don't know/Can't judge **(GO TO QUESTION 37)**
- ○ My productivity was slightly reduced (10% or less)
- ○ My productivity was noticeably reduced (11%–25%)
- ○ My productivity was markedly reduced (26%–50%)
- ○ My productivity was dramatically reduced (more than 50%)

**36. If your productivity was reduced, how long did this reduction continue?**

- ○ Only when the uninvited, unwanted behavior was occurring
- ○ Only during the TDY
- ○ Less than 1 week
- ○ 1 week but less than 1 month
- ○ 1 month but less than 4 months
- ○ 4 months but less than 6 months
- ○ 6 months or more
- ○ Don't know/Can't judge

**37. At the time this unwanted, uninvited sexual attention occurred or began, who was in your normal work group (that is, the people you worked with every day)? (If you were on TDY, answer for the group you worked with daily while at the temporary location.)**

- ○ All men
- ○ More men than women
- ○ Equal numbers of men and women
- ○ More women than men
- ○ All women

**38. At the time this unwanted, uninvited sexual attention occurred or began, was your immediate supervisor male or female? (If you were on TDY and were not traveling with your usual supervisor, answer for the person in charge at the TDY location.)**

- ○ Female
- ○ Male

**39. At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.)**

- ○ Yes, I was the first and only of my sex
- ○ Yes, I was in the first group of my sex along with some others
- ○ Yes, I was in one of the first groups of my sex to be doing the work but not in the very first group
- ○ No, members of my sex had been doing the work for a while
- ○ No, members of my sex had been doing the work for a long time
- ○ No, members of my sex have always been doing that work in the unit
- ○ Don't know

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**40. At the time this unwanted, uninvited sexual attention occurred or began, what was your paygrade?**

| ENLISTED | WARRANT | OFFICER |
|---|---|---|
| ○ E-1 | ○ W-1 | ○ O-1 |
| ○ E-2 | ○ W-2 | ○ O-2 |
| ○ E-3 | ○ W-3 | ○ O-3 |
| ○ E-4 | ○ W-4 | ○ O-4 |
| ○ E-5 | ○ W-5 | ○ O-5 |
| ○ E-6 | | ○ O-6 |
| ○ E-7 | | ○ O-7 |
| ○ E-8 | | ○ O-8 |
| ○ E-9 | | ○ O-9 |

**41. At the time the unwanted, uninvited sexual attention occurred or began, were you a supervisor who gave fitness reports to others?**

○ Yes
○ No

**42. At the time the unwanted, uninvited sexual attention occurred or began, how many people were in your immediate work group (that is, the people you saw and worked with every day)? (If you were on TDY, answer for your work group at that temporary location.)**

○ 1–5 persons
○ 6–15 persons
○ 16–25 persons
○ More than 25 persons

**43. At the time the unwanted, uninvited sexual attention occurred or began, did you have your own private work space? (If you were on TDY, answer for your temporary situation at that location.)**

○ Yes, a private office with a door that could be closed
○ Yes, a semiprivate office with a door that could be closed
○ Yes, but I could be seen from one to three sides (include cubicles)
○ Yes, but I could be seen from four sides
○ No, I just worked in a common working area

**44. At the time the unwanted, uninvited sexual attention occurred or began, what was your marital status?**

○ Married for the first time
○ Remarried
○ Legally separated
○ Informally separated
○ Widowed
○ Divorced
○ Single, never married

**45. Did the unwanted, uninvited sexual attention occur in CONUS (Continental United States), overseas or at sea?**

○ CONUS (Continental United States)
**(GO TO QUESTION 47 ON THIS PAGE)**
○ Overseas
**(GO TO QUESTION 46 ON THIS PAGE)**
○ At sea
**(GO TO SECTION 3 ON PAGE 14)**

**46. If the unwanted, uninvited sexual attention occurred overseas, please indicate the specific location below. *Mark one.***

○ Alaska and Hawaii
○ Pacific Trust Territories
○ Other Pacific
○ The Mediterranean
○ Other Europe
○ Atlantic Islands
○ Other Latin America

**47. If you were in CONUS, what was the general location where the uninvited, unwanted sexual attention occurred?**

○ WEST COAST (California, Oregon, Washington)
○ ROCKY MOUNTAIN STATES (Arizona, Nevada, Utah, Idaho, Wyoming, Colorado, Montana, New Mexico)
○ SOUTHWEST (Texas, Oklahoma, Arkansas, Louisiana)
○ MIDWEST (N. Dakota, S. Dakota, Nebraska, Kansas, Minnesota, Wisconsin, Illinois, Indiana, Ohio, Missouri, Iowa, Michigan)
○ SOUTHEAST (Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida, North Carolina, South Carolina)
○ MID-ATLANTIC (West Virginia, Virginia, Pennsylvania, Maryland, Delaware, New Jersey, District of Columbia)
○ NEW ENGLAND (New York, Connecticut, Massachusetts, New Hampshire, Vermont, Rhode Island, Maine)

# SECTION 3

This section of the survey asks for information we need to help us with the statistical analyses of the survey.

**48. Are you:**

- ○ Male
- ○ Female

**49. How old were you on your last birthday?**

| | | YEARS |
|---|---|---|
| | ⓪ | |
| ① | ① | |
| ② | ② | |
| ③ | ③ | |
| ④ | ④ | |
| ⑤ | ⑤ | |
| ⑥ | ⑥ | |
| | ⑦ | |
| | ⑧ | |
| | ⑨ | |

**50. How much education have you completed? Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED.**

- ○ Less than 12 years of school (no diploma)
- ○ GED or other high school equivalency certificate
- ○ High school diploma
- ○ Less than 2 years of college credits, but no college degree
- ○ 2-year college degree (AA/AS)
- ○ More than 2 years of college credits, but no 4-year college degree
- ○ 4-year college degree (BA/BS)
- ○ Some graduate school, but no graduate degree
- ○ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

**51. Are you of Spanish/Hispanic origin or descent? *Mark one.***

- ○ No (not Spanish/Hispanic)
- ○ Yes, Mexican, Mexican-Amer., Chicano
- ○ Yes, Puerto Rican
- ○ Yes, Cuban
- ○ Yes, other Spanish/Hispanic

**52. What race do you consider yourself to be? *Mark one.***

- ○ White
- ○ Black or African-Amer.
- ○ Indian (Amer.), Eskimo, or Aleut
- ○ Asian or Pacific Islander
- ○ Other Race (Please specify below)

**53. What is your current marital status?**

- ○ Never married
- ○ Married
- ○ Separated
- ○ Divorced
- ○ Widowed

**54. In what Service are you?**

- ○ Army
- ○ Navy
- ○ Marine Corps
- ○ Air Force
- ○ Coast Guard

**55. What is your current paygrade?**

| | | |
|---|---|---|
| ○ E-1 | ○ W-1 | ○ O-1 |
| ○ E-2 | ○ W-2 | ○ O-2 |
| ○ E-3 | ○ W-3 | ○ O-3 |
| ○ E-4 | ○ W-4 | ○ O-4 |
| ○ E-5 | ○ W-5 | ○ O-5 |
| ○ E-6 | | ○ O-6 or above |
| ○ E-7 | | |
| ○ E-8 | | |
| ○ E-9 | | |

**56. On what date did you complete this questionnaire?**

| DATE | |
|---|---|
| MONTH | DAY |
| ○ JAN | |
| ○ FEB | |
| ○ MAR | ⓪ ⓪ |
| ○ APR | ① ① |
| ○ MAY | ② ② |
| ○ JUNE | ③ ③ |
| ○ JULY | ④ |
| ○ AUG | ⑤ |
| ○ SEPT | ⑥ |
| ○ OCT | ⑦ |
| ○ NOV | ⑧ |
| ○ DEC | ⑨ |

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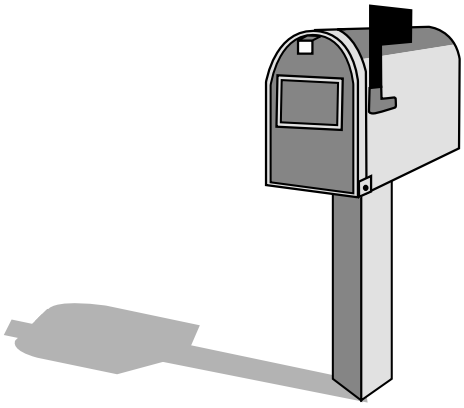
# SECTION 4

**Thank you very much for your cooperation in this survey. If you have comments or concerns that you were not able to express in answering this survey, please write them in the space provided.**

**Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity, Social Action, or Civil Rights Office.**

# THANK YOU FOR COMPLETING THIS SURVEY!



**PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE.**

**IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.**

**FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.**

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**SERIAL #**

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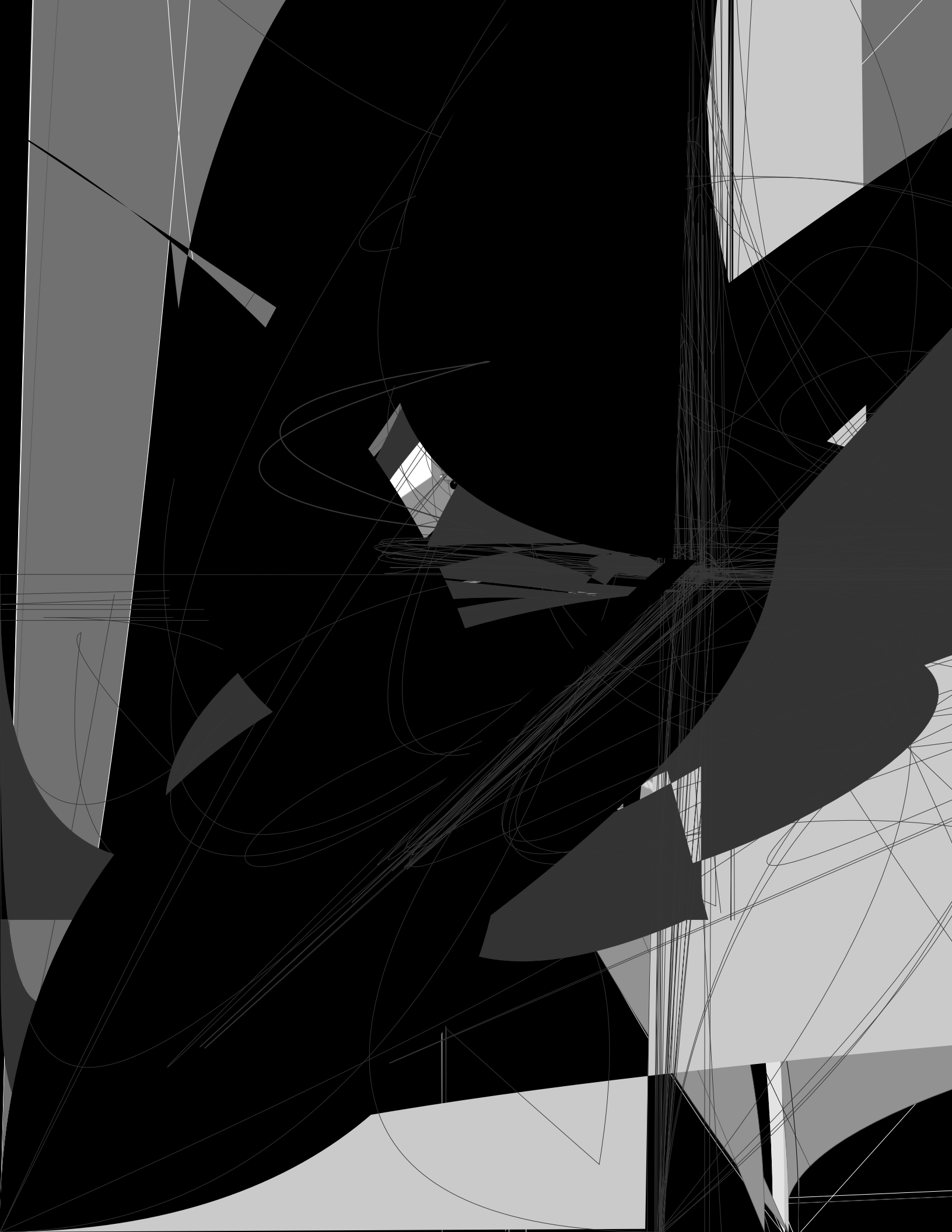
# Appendix B

## Form B
## Questionnaire



# PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Section 136 and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to sample attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

THIS IS NOT A TEST, SO TAKE YOUR TIME.

SELECT ANSWERS THAT BEST FIT YOU.

MARK ONLY ONE ANSWER FOR EACH QUESTION
UNLESS THE QUESTION SAYS TO MARK ALL THAT APPLY.

- MAKE HEAVY BLACK MARKS THAT FILL THE RESPONSE CIRCLES.
- DO NOT MAKE ANY MARKS OUTSIDE OF THE RESPONSE CIRCLES OR WRITE-IN BOXES.
- IF YOU CHANGE YOUR MIND, ERASE OLD MARKS COMPLETELY.
- DO NOT USE INK, BALLPOINT, OR FELT TIP PENS.

**RIGHT MARK** ● **WRONG MARKS** ✓ ✗ ◒ ⊙

★U.S. GOVERNMENT PRINTING OFFICE: 1994–386-734/00015

This survey is one of several surveys DoD and the Coast Guard are administering to assess personnel issues and the state of the Armed Forces. These surveys ask questions about job demands, job stress, job satisfaction, physical and personal well-being, and current personnel issues such as relations between men and women in the Armed Services. You will also be asked your feelings about the effectiveness of certain military policies intended to ensure fair treatment and equal opportunity for all military members.

**WHY ME?**

You have been selected at random to be part of a sample of people who represent members of the Armed Services. The only information used to sample individuals for this survey was to group them by Service, rank, gender, military occupation, race/ethnic group, and location (CONUS, OCONUS). Enough people were scientifically sampled for this survey so that valid conclusions can be made about the views and experiences of Service members overall and by demographic subgroups. **The survey results will not be valid if you allow or ask someone else to fill it out for you.**

**WHY SHOULD I BOTHER? DO SURVEYS CHANGE ANYTHING?**

Statistics from surveys provide valuable information to policy makers and planners. **While no decisions about you alone will be made based on this survey, survey results will influence policy discussions and may result in changes that affect you and other Service members like you**. You

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SERIAL #

## I. BACKGROUND, CAREER, AND READINESS INFORMATION

**1. Are you:**

- ○ Male
- ○ Female

**2. How old were you on your last birthday?**

| | | |
|---|---|---|
| | | YEARS |
| | 0 | |
| 1 | 1 | |
| 2 | 2 | |
| 3 | 3 | |
| 4 | 4 | |
| 5 | 5 | |
| 6 | 6 | |
| | 7 | |
| | 8 | |
| | 9 | |

**3. How much education have you completed? Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED.**

- ○ Less than 12 years of school (no diploma)
- ○ GED or other high school equivalency certificate
- ○ High school diploma
- ○ Less than 2 years of college credits, but no college degree
- ○ 2-year college degree (AA/AS)
- ○ More than 2 years of college credits, but no 4-year college degree
- ○ 4-year college degree (BA/BS)
- ○ Some graduate school, but no graduate degree
- ○ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

**4. Are you of Spanish/Hispanic origin or descent? *Mark one.***

- ○ No (not Spanish/Hispanic)
- ○ Yes, Mexican, Mexican-Amer., Chicano
- ○ Yes, Puerto Rican
- ○ Yes, Cuban
- ○ Yes, other Spanish/Hispanic

**5. What race do you consider yourself to be? *Mark one.***

- ○ White
- ○ Black or African-Amer.
- ○ Indian (Amer.), Eskimo, or Aleut
- ○ Asian or Pacific Islander
- ○ Other race (Please specify below)

**6. What is your current marital status?**

- ○ Never married
- ○ Married
- ○ Separated
- ○ Divorced
- ○ Widowed

**7. In what Service are you?**

- ○ Army
- ○ Navy
- ○ Marine Corps
- ○ Air Force
- ○ Coast Guard

**8. What is your current paygrade?**

| | | |
|---|---|---|
| ○ E-1 | ○ W-1 | ○ O-1 |
| ○ E-2 | ○ W-2 | ○ O-2 |
| ○ E-3 | ○ W-3 | ○ O-3 |
| ○ E-4 | ○ W-4 | ○ O-4 |
| ○ E-5 | ○ W-5 | ○ O-5 |
| ○ E-6 | | ○ O-6 or above |
| ○ E-7 | | |
| ○ E-8 | | |
| ○ E-9 | | |

**9. How many years of active duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?**

| | | |
|---|---|---|
| | | YEARS |
| 0 | 0 | |
| 1 | 1 | |
| 2 | 2 | |
| 3 | 3 | |
| 4 | 4 | |
| | 5 | |
| | 6 | |
| | 7 | |
| | 8 | |
| | 9 | |

To indicate less than one year, enter "00."

To indicate forty-nine or more years, enter "49."

**10. Suppose that six months from now you will be faced with the decision about whether to remain in military service. Assuming that you could remain, how likely is it that you would choose to remain in the military?**

- ○ Very unlikely
- ○ Unlikely
- ○ Undecided
- ○ Likely
- ○ Very likely

**11. If you had a friend considering active duty military service, would you recommend that he/she join? *Answer both.***

| a. A male friend? | | b. A female friend? | |
|---|---|---|---|
| ○ Yes | ○ No | ○ Yes | ○ No |

**How much do you agree or disagree with the following statements about your military career and Service?**

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|
| **12. I have been taught valuable skills in the Service that I can use later in civilian jobs** | ○ | ○ | ○ | ○ | ○ |
| **13. I will get the assignments I need to be competitive for promotions** | ○ | ○ | ○ | ○ | ○ |
| **14. If I stay in the Service, I will be promoted as high as my ability and effort warrant** | ○ | ○ | ○ | ○ | ○ |
| **15. My Service's current evaluation/ selection system is effective in promoting the best members** | ○ | ○ | ○ | ○ | ○ |
| **16. I am proud to tell others that I am a member of my Service** | ○ | ○ | ○ | ○ | ○ |
| **17. Being a member of my Service inspires me to do the best job I can** | ○ | ○ | ○ | ○ | ○ |
| **18. My Service treats its personnel fairly** | ○ | ○ | ○ | ○ | ○ |
| **19. I find it difficult to agree with the personnel policies of my Service** | ○ | ○ | ○ | ○ | ○ |
| **20. I would accept almost any job assignment in order to stay in my Service** | ○ | ○ | ○ | ○ | ○ |
| **21. I am willing to make sacrifices to help my Service** | ○ | ○ | ○ | ○ | ○ |

**The next questions ask about readiness in terms of your training, experience, and general health/well-being.**

**22. Taking into account your training and experience, how prepared are you to perform your wartime job?**

○ Very well prepared ○ Poorly prepared
○ Well prepared ○ Very poorly prepared
○ Neither well nor poorly prepared

**23. How prepared are you physically to perform your wartime job?**

○ Very well prepared ○ Poorly prepared
○ Well prepared ○ Very poorly prepared
○ Neither well nor poorly prepared

**How TRUE or FALSE is each of the following for you DURING THE PAST 4 WEEKS?**

| | Definitely false | Mostly false | Don't know | Mostly true | Definitely true |
|---|---|---|---|---|---|
| **24.** I seem to get sick a little easier than other people | ○ | ○ | ○ | ○ | ○ |
| **25.** I am as healthy as anybody I know | ○ | ○ | ○ | ○ | ○ |
| **26.** I expect my health to get worse | ○ | ○ | ○ | ○ | ○ |
| **27.** My health is excellent | ○ | ○ | ○ | ○ | ○ |

**How much of the time DURING THE PAST 4 WEEKS . . .**

| | None of the time | A little of the time | Some of the time | A good bit of the time | Most of the time | All of the time |
|---|---|---|---|---|---|---|
| **28.** Have you felt calm and peaceful? | ○ | ○ | ○ | ○ | ○ | ○ |
| **29.** Have you been a very nervous person? | ○ | ○ | ○ | ○ | ○ | ○ |
| **30.** Have you felt so down in the dumps that nothing could cheer you up? | ○ | ○ | ○ | ○ | ○ | ○ |
| **31.** Have you felt down-hearted and blue? | ○ | ○ | ○ | ○ | ○ | ○ |
| **32.** Have you been a happy person? | ○ | ○ | ○ | ○ | ○ | ○ |

**33. DURING THE PAST 4 WEEKS, have you had any of the following problems with your work or other regular daily activities as a result of . . .**

**a. your *physical* health?**

| | YES | NO |
|---|---|---|
| a1. Cut down on the amount of time you spent on work or other activities | ○ | ○ |
| a2. Accomplished less than you would like | ○ | ○ |
| a3. Didn't do work or other activities as carefully as usual | ○ | ○ |

**b. any *emotional* problems (such as feeling depressed or anxious)?**

| | YES | NO |
|---|---|---|
| b1. Cut down on the amount of time you spent on work or other activities | ○ | ○ |
| b2. Accomplished less than you would like | ○ | ○ |
| b3. Didn't do work or other activities as carefully as usual | ○ | ○ |

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**SERIAL #**

## II. YOUR WORKPLACE

- **If you have been at your current duty location for one month or more, answer the questions in this section (YOUR WORKPLACE) for your current duty location, even if you are not permanently stationed at that location.**
- **Otherwise, answer these questions for the last duty location where you were located at least a month.**

**34. How many months have you COMPLETED at your duty location/area?**

| | | MONTHS |
|---|---|---|
| 0 | 0 | |
| 1 | 1 | |
| 2 | 2 | |
| 3 | 3 | |
| 4 | 4 | |
| 5 | 5 | |
| 6 | 6 | |
| 7 | 7 | |
| 8 | 8 | |
| 9 | 9 | |

To indicate less than one month, enter "00."

To indicate more than ninety-nine months, enter "99."

**35. Where is your current duty location?**

- ○ Inside the continental United States (CONUS)
- ○ Alaska or Hawaii
- ○ Another location outside continental United States (OCONUS)

**36. Is this location your permanent duty location?**

- ○ Yes
- ○ No, I am TDY/TAD attending training
- ○ No, I am TDY/TAD for reasons other than training

**37. Are you currently . . .**

| | YES | NO |
|---|---|---|
| **a. In an assignment related to training (for example, as an instructor, student, or training support person)?** | ○ | ○ |
| **b. Serving aboard ship?** | ○ | ○ |
| **c. In a military occupational specialty (MOS/AFSC/rating) not usually held by personnel of your gender?** | ○ | ○ |
| **d. In a work environment where personnel of your gender are uncommon?** | ○ | ○ |
| **e. A supervisor?** | ○ | ○ |

**38. What is the gender of your immediate supervisor?**

- ○ Male
- ○ Female

**39. Which statement best describes the gender mix of your current work group (that is, all persons who report to the same immediate supervisor that you do)?**

- ○ All men
- ○ Almost entirely men
- ○ More men than women
- ○ Equal numbers of men and women
- ○ More women than men
- ○ Almost entirely women
- ○ All women

**40. Are you of the same racial/ethnic background as the rest of your current work group?**

- ○ Everyone is of my background
- ○ Almost everyone is of my background
- ○ More personnel are of my background than other backgrounds
- ○ About equal numbers of personnel are of my background and other backgrounds
- ○ More personnel are of other backgrounds than my background
- ○ Almost everyone is of other backgrounds than my background
- ○ I am the only person of my background

**Do you agree or disagree with the following statements about the MILITARY ORGANIZATION (YOUR CHAIN OF COMMAND) WHERE YOU CURRENTLY PERFORM YOUR MILITARY DUTIES?**

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|
| **41. Being a member of this organization inspires me to do the best job I can** | ○ | ○ | ○ | ○ | ○ |
| **42. I am willing to make sacrifices to help this organization** | ○ | ○ | ○ | ○ | ○ |
| **43. I am glad that I was assigned to this organization** | ○ | ○ | ○ | ○ | ○ |
| **44. I feel myself to be a part of this organization** | ○ | ○ | ○ | ○ | ○ |
| **45. I'm not willing to put myself out to help this organization** | ○ | ○ | ○ | ○ | ○ |

**How much do you agree or disagree with the following statements about the EFFECTIVENESS OF YOUR WORK GROUP?**

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|
| 46. My work group's output is high ..... | ○ | ○ | ○ | ○ | ○ |
| 47. My work group produces high quality work..... | ○ | ○ | ○ | ○ | ○ |
| 48. My group works well in handling unexpected workload demands ..... | ○ | ○ | ○ | ○ | ○ |
| 49. My work group gets maximum output from available resources (for example, personnel and materials) ... | ○ | ○ | ○ | ○ | ○ |
| 50. Compared to similar groups, my work group's performance is high..... | ○ | ○ | ○ | ○ | ○ |

**To what extent . . .**

| | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|---|---|---|---|---|
| 51. Are you performing the work you should be doing, considering your military occupational specialty? ..... | ○ | ○ | ○ | ○ | ○ |
| 52. Does your work provide you with a sense of pride? ..... | ○ | ○ | ○ | ○ | ○ |
| 53. Does your work make use of your skills? ..... | ○ | ○ | ○ | ○ | ○ |
| 54. Does the chain of command provide you with the information you need to do your job? ..... | ○ | ○ | ○ | ○ | ○ |
| 55. Do you trust your supervisor?..... | ○ | ○ | ○ | ○ | ○ |
| 56. Does your supervisor ensure that all assigned personnel are treated fairly? | ○ | ○ | ○ | ○ | ○ |
| 57. Is there conflict between your supervisor and the people who report to him/her? ..... | ○ | ○ | ○ | ○ | ○ |
| 58. Is your work performance evaluated fairly?..... | ○ | ○ | ○ | ○ | ○ |

**To what extent . . .**

| | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|---|---|---|---|---|
| 59. Is there conflict among your co-workers? ..... | ○ | ○ | ○ | ○ | ○ |
| 60. Are work assignments made fairly in your work group? ..... | ○ | ○ | ○ | ○ | ○ |
| 61. Is your present assignment good for your military career? ..... | ○ | ○ | ○ | ○ | ○ |

**How satisfied are you with . . .**

| | Very dissatisfied | Dissatisfied | Neither satisfied nor dissatisfied | Satisfied | Very satisfied |
|---|---|---|---|---|---|
| 62. The amount of effort of your co-workers compared to your effort | ○ | ○ | ○ | ○ | ○ |
| 63. Your opportunities for promotion..... | ○ | ○ | ○ | ○ | ○ |
| 64. Your pay and benefits ..... | ○ | ○ | ○ | ○ | ○ |
| 65. Your job security..... | ○ | ○ | ○ | ○ | ○ |
| 66. The direction/supervision you receive ..... | ○ | ○ | ○ | ○ | ○ |
| 67. The relationship you have with your co-workers..... | ○ | ○ | ○ | ○ | ○ |
| 68. The kind of work you do..... | ○ | ○ | ○ | ○ | ○ |
| 69. Your chances to acquire valuable job skills..... | ○ | ○ | ○ | ○ | ○ |
| 70. Your job as a whole ..... | ○ | ○ | ○ | ○ | ○ |

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SERIAL #

## III. GENDER-RELATED EXPERIENCES

**In this section you will be asked about experiences you have had in the past 12 months that were related to your gender, including unwanted sex-related attention.**

**71. Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.**

**How often during the past 12 months have you been in situations involving . . .**

- military personnel
  - on or off duty
  - on or off base/post

**and/or**

- civilian employees and contractors employed in your workplace

**where one or more of these individuals (of either gender) . . .**

| | Very often | Often | Sometimes | Once or twice | Never |
|---|---|---|---|---|---|
| a. Repeatedly told sexual stories or jokes that were offensive to you? | ○ | ○ | ○ | ○ | ○ |
| b. Whistled, called, or hooted at you in a sexual way? | ○ | ○ | ○ | ○ | ○ |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | ○ | ○ | ○ | ○ | ○ |
| d. Made crude and offensive sexual remarks, either publicly (for example, in your workplace) or to you privately? | ○ | ○ | ○ | ○ | ○ |
| e. Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)? | ○ | ○ | ○ | ○ | ○ |
| f. Made offensive remarks about your appearance, body, or sexual activities? | ○ | ○ | ○ | ○ | ○ |
| g. Made gestures or used body language of a sexual nature which embarrassed or offended you? | ○ | ○ | ○ | ○ | ○ |
| h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)? | ○ | ○ | ○ | ○ | ○ |
| i. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)? | ○ | ○ | ○ | ○ | ○ |
| j. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | ○ | ○ | ○ | ○ | ○ |
| k. Put you down or was condescending to you because of your sex? | ○ | ○ | ○ | ○ | ○ |
| l. Stared, leered, or ogled you in a way that made you feel uncomfortable? | ○ | ○ | ○ | ○ | ○ |
| m. Exposed themselves physically (for example, "mooned" you) in a way that embarrassed you or made you feel uncomfortable? | ○ | ○ | ○ | ○ | ○ |
| n. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | ○ | ○ | ○ | ○ | ○ |
| o. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? | ○ | ○ | ○ | ○ | ○ |
| p. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | ○ | ○ | ○ | ○ | ○ |
| q. Touched you in a way that made you feel uncomfortable? | ○ | ○ | ○ | ○ | ○ |

| | Very often | Often | Sometimes | Once or twice | Never |
|---|---|---|---|---|---|
| **r. Made unwanted attempts to stroke, fondle, or kiss you?** | ○ | ○ | ○ | ○ | ○ |
| **s. Treated you badly for refusing to have sex?** | ○ | ○ | ○ | ○ | ○ |
| **t. Implied faster promotions or better treatment if you were sexually cooperative?** | ○ | ○ | ○ | ○ | ○ |
| **u. Made you afraid you would be treated poorly if you didn't cooperate sexually?** | ○ | ○ | ○ | ○ | ○ |
| **v. Offered to be sexually cooperative to you in exchange for a favor or special treatment from you (for example, offered sex in exchange for a good assignment)?** | ○ | ○ | ○ | ○ | ○ |
| **w. Attempted to have sex with you without your consent or against your will, *but was unsuccessful?*** | ○ | ○ | ○ | ○ | ○ |
| **x. Had sex with you without your consent or against your will?** | ○ | ○ | ○ | ○ | ○ |
| **y. Other sex-related behavior not listed above? *Unless you mark "never," please specify below*** | ○ | ○ | ○ | ○ | ○ |

**72. Do you consider ANY of the behaviors (a–y) which YOU MARKED AS HAPPENING TO YOU in Question 71 to have been sexual harassment?**

- ○ None were sexual harassment
- ○ Some were sexual harassment; some were not sexual harassment
- ○ All were sexual harassment
- ○ Doesn't apply—I marked "never" to every item in Question 71 ➔ **Go to Question 109 on page 14**

## The One Situation with the Greatest Effect

**73. Think about the situation(s) you experienced during the past 12 months that involved unwanted sex/gender-related attention. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU. Which of the behaviors in Question 71 happened during this situation? Blacken the bubbles below for the behaviors that apply to THIS SITUATION that had the greatest effect on you.**

ⓐ ⓑ ⓒ ⓓ ⓔ ⓕ ⓖ ⓗ ⓘ ⓙ

ⓚ ⓛ ⓜ ⓝ ⓞ ⓟ ⓠ ⓡ ⓢ ⓣ

ⓤ ⓥ ⓦ ⓧ ⓨ

**THE REST OF THE QUESTIONS IN THIS SECTION ASK ABOUT THIS SITUATION THAT HAD THE GREATEST EFFECT ON YOU.**

**74. Did this situation that had the greatest effect on you occur at a military installation (for example, a base or post)?**

- ○ All of it occurred at a military installation
- ○ Most of it occurred at a military installation; some at other place(s)
- ○ Some of it occurred at a military installation; most at other place(s)
- ○ None of it occurred at a military installation; all at other place(s)

**75. Did this situation occur at work (the place where you perform your military duties) or some other place?**

- ○ All of it occurred at work
- ○ Most of it occurred at work; some at other places
- ○ Some of it occurred at work; most at other places
- ○ None of it occurred at work; all at other places

**76. Did this situation occur during duty hours or while you were off-duty?**

- ○ All of it occurred during duty hours
- ○ Most of it during duty hours; some off-duty
- ○ Some of it during duty hours; most off-duty
- ○ None of it occurred during duty hours; all off-duty

**Questions 77 through 80 ask about the PERSON OR PERSONS from whom you experienced unwanted sex/gender-related attention in this situation that had the greatest effect.**

**77. How many people were responsible for the unwanted behavior(s) in this situation that had the greatest effect on you?**
- ○ One person
- ○ A group (more than one person)

**78. Was the person(s) . . . *Mark all that apply.***
- ○ Your immediate military supervisor
- ○ Your immediate civilian supervisor
- ○ Your unit commander
- ○ Other military personnel of higher rank/grade than you
- ○ Other civilian employee of higher rank/grade than you
- ○ Your military co-worker(s)
- ○ Your civilian co-worker(s)
- ○ Your military subordinate(s)
- ○ Your civilian subordinate(s)
- ○ Your military training instructor
- ○ Your civilian training instructor
- ○ Other military person(s)
- ○ Other civilian person(s)
- ○ Other or unknown person(s)

**79. Was the racial/ethnic background of the person(s) . . .**
- ○ The same as your own
- ○ Different from your own
- ○ Some were the same, and some were different
- ○ Don't know

**80. Was the gender of the person(s) . . .**
- ○ The same as your own
- ○ Different from your own
- ○ Some were the same, and some were different
- ○ Don't know

**81. During the course of the situation you have in mind, how often did you experience unwelcome sex/gender-related attention from the person(s)?**
- ○ Once
- ○ Once a month or less
- ○ 2–4 times a month
- ○ Every few days
- ○ Every day

**82. How long did this situation last (or, if continuing, how long has it been going on)?**
- ○ Less than one week
- ○ One week to less than one month
- ○ One to six months
- ○ More than six months

**83. Is this situation still going on?**
○ Yes ○ No

**84. Using the following scale, indicate the degree to which you found this situation to be . . .**

| | Extremely | Very | Moderately | Slightly | Not at all |
|---|---|---|---|---|---|
| **a. Annoying** | ○ | ○ | ○ | ○ | ○ |
| **b. Offensive** | ○ | ○ | ○ | ○ | ○ |
| **c. Disturbing** | ○ | ○ | ○ | ○ | ○ |
| **d. Threatening** | ○ | ○ | ○ | ○ | ○ |

**85. When this situation occurred, were you . . .**

| | YES | NO |
|---|---|---|
| **a. In an assignment related to training (for example, as an instructor, student, or training support person)?** | ○ | ○ |
| **b. Serving aboard ship?** | ○ | ○ |
| **c. In a military occupational specialty (MOS/AFSC/rating) not usually held by personnel of your gender?** | ○ | ○ |
| **d. In work environment where personnel of your gender are uncommon?** | ○ | ○ |

**86. When this situation occurred, was your supervisor . . .**
○ Male ○ Female

**87. Were you TDY/TAD when this situation occurred?**
- ○ Yes, in a training situation
- ○ Yes, in other than a training situation
- ○ No

**88. Did this situation occur at your current duty location?**
○ Yes ○ No

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**To what extent did you experience the following effects AS A RESULT OF THIS SITUATION?**

| | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|---|---|---|---|---|
| **89. It hurt my productivity/job performance** | ○ | ○ | ○ | ○ | ○ |
| **90. I was embarrassed** | ○ | ○ | ○ | ○ | ○ |
| **91. I became upset** | ○ | ○ | ○ | ○ | ○ |
| **92. I became ill/suffered physical problems** | ○ | ○ | ○ | ○ | ○ |
| **93. Working became unpleasant/hostile for me** | ○ | ○ | ○ | ○ | ○ |
| **94. My feelings about being in military service were negatively affected** | ○ | ○ | ○ | ○ | ○ |
| **95. My feelings about my unit were negatively affected** | ○ | ○ | ○ | ○ | ○ |
| **96. My performance rating was unfairly lowered** | ○ | ○ | ○ | ○ | ○ |

**97. As a result of this situation, did you . . .**

| | YES | NO |
|---|---|---|
| **a. Seek medical attention?** | ○ | ○ |
| **b. Seek counseling from the chaplain or other religious source?** | ○ | ○ |
| **c. Seek psychological counseling?** | ○ | ○ |
| **d. File a formal complaint?** | ○ | ○ |
| **e. Think about leaving military service?** | ○ | ○ |

**98. Do you consider this situation to have been sexual harassment?**

○ Definitely was not sexual harassment
○ Probably was not sexual harassment
○ Uncertain
○ Probably was sexual harassment
○ Definitely was sexual harassment

**99. Which, if any, of the following actions did you take to stop this unwelcome sex/gender-related attention; and if you took that action, did it make things better or worse for you?**

| | No, I did not do this. | Yes, and it made things worse. | Yes, but it made no difference. | Yes, and it made things better. |
|---|---|---|---|---|
| **a. I ignored the behavior** | ○ | ○ | ○ | ○ |
| **b. I avoided the person(s)** | ○ | ○ | ○ | ○ |
| **c. I asked or told the person(s) to stop (either orally or in writing)** | ○ | ○ | ○ | ○ |
| **d. I asked someone else to speak to the person for me** | ○ | ○ | ○ | ○ |
| **e. I threatened to tell or told a coworker(s)** | ○ | ○ | ○ | ○ |
| **f. I acted as though it didn't bother me** | ○ | ○ | ○ | ○ |
| **g. I called a hotline for advice/information (not to file a complaint)** | ○ | ○ | ○ | ○ |
| **h. I requested additional training for the person(s') work center/unit** | ○ | ○ | ○ | ○ |
| **i. I requested a transfer or temporary assignment elsewhere** | ○ | ○ | ○ | ○ |
| **j. I discussed it with or got advice from someone unofficially** | ○ | ○ | ○ | ○ |
| **k. I informally requested advice/assistance from other base/post sources, such as the chaplain or counselors** | ○ | ○ | ○ | ○ |
| **l. Other. *If you answer "yes," please specify below*** | ○ | ○ | ○ | ○ |

**100. Did you REPORT this unwanted sex-related attention to any of the following individuals or organizations; and if so, did it make things better or worse for you?**

| | No, I did not report it to this person/office. | Yes, and it made things worse. | Yes, but it made no difference. | Yes, and it made things better. |
|---|---|---|---|---|
| **a. My immediate supervisor** | ○ | ○ | ○ | ○ |
| **b. The supervisor of the person who was bothering me** | ○ | ○ | ○ | ○ |
| **c. Someone else in my chain of command** | ○ | ○ | ○ | ○ |
| **d. Law enforcement officials (for example, military police)** | ○ | ○ | ○ | ○ |
| **e. A special office responsible for handling these kinds of complaints (such as Equal Opportunity, Social Actions, Military Civil Rights Office, etc.)** | ○ | ○ | ○ | ○ |
| **f. The Commanding Officer** | ○ | ○ | ○ | ○ |
| **g. The Inspector General (IG) office** | ○ | ○ | ○ | ○ |
| **h. Judge Advocate General (JAG)** | ○ | ○ | ○ | ○ |
| **i. A member of Congress** | ○ | ○ | ○ | ○ |
| **j. Other person or office with responsibility for follow-up. *If you answer "yes," please specify below*** | ○ | ○ | ○ | ○ |

**If you answered "no" to EVERY item in Question 100, go to Question 107.**

**If you answered "yes" to one or more items in Question 100, continue with the next question.**

**101. What action(s) did the organization take in response to your reporting this behavior? *Mark all that apply.***

- ○ The person who bothered me was talked to about the behavior
- ○ My complaint was/is being investigated
- ○ I was encouraged to drop the complaint
- ○ My complaint was discounted or not taken seriously
- ○ My supervisor (or others in my chain of command) was hostile toward me
- ○ My co-workers were hostile toward me
- ○ I requested and was granted a reassignment or transfer
- ○ I was reassigned against my will
- ○ The person who bothered me was transferred or reassigned
- ○ The person who bothered me was counseled
- ○ Other *(Specify in the box below)*
- ○ I don't know what action was taken
- ○ No action was taken

**102. How long has it been since you first reported the behavior?**

- ○ Less than a month
- ○ 1–3 months
- ○ 4–6 months
- ○ 7–9 months
- ○ 10–12 months
- ○ More than 12 months

**103. How satisfied are you with the following as they relate to your experience with reporting unwanted sex/gender-related attention?**

| | Very dissatisfied | Dissatisfied | Neither satisfied nor dissatisfied | Satisfied | |
|---|---|---|---|---|---|
| **a. The availability of information about how to report or file a complaint** | ○ | ○ | ○ | ○ | ○ |
| **b. Treatment by personnel handling your complaint** | ○ | ○ | ○ | ○ | ○ |
| **c. The amount of time it took/is taking to resolve your complaint** | ○ | ○ | ○ | ○ | ○ |
| **d. How well you were kept informed about the progress of your complaint** | ○ | ○ | ○ | ○ | ○ |

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| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Not applicable |
|---|---|---|---|---|---|---|
| **e. How well the outcome of the investigation was explained to you** | ○ | ○ | ○ | ○ | ○ | NA |
| **f. The complaint process, overall** | ○ | ○ | ○ | ○ | ○ | |

**104. What was the outcome of your complaint? *Mark all that apply.***

- ○ The action is still being processed → **Go to Question 106**
- ○ They found my complaint to be substantiated
- ○ They found my complaint to be unsubstantiated
- ○ They corrected the situation
- ○ They took action against the person(s) who bothered me
- ○ They took action against me
- ○ They did nothing
- ○ I don't know whether they did anything

**105. How satisfied are you with the outcome of your complaint?**

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

**106. Do you feel that your chances of having a successful military career will be affected by your making this report?**

- ○ Yes, my chances are improved
- ○ Yes, my chances are worse
- ○ No, my career will not be affected

**107. If you DID NOT report the behavior to someone in Question 100, what were your reasons for not reporting? *Mark all that apply.***

- ○ Does not apply—I DID report the behavior to someone specified in Question 100
- ○ I did not think it was that important
- ○ I did not know what to do
- ○ I took care of the problem myself
- ○ I did not think anything would be done
- ○ I was too afraid
- ○ I was too embarrassed
- ○ I thought I would not be believed
- ○ I thought it would make my work situation unpleasant
- ○ I thought it would take too much time and effort
- ○ The person(s) was (were) not assigned to my duty station
- ○ I thought I would be labeled a troublemaker
- ○ I was talked out of making a formal report by a PEER
- ○ I was talked out of making a formal report by a SUPERVISOR
- ○ I did not want to hurt the person who bothered me
- ○ I wanted to fit in with my work group
- ○ I didn't know the person(s) who did it
- ○ I thought my performance evaluation or chances for promotion would suffer
- ○ The person who bothered me was my supervisor
- ○ Some other reason *(Specify in the box below)*

**108. How satisfied are you with the way YOU handled this situation involving unwelcome sex/gender-related attention?**

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

**Space is provided on page 16 for additional concerns or comments you may have about your experience with unwanted sex/gender-related attention or the complaint process.**

## IV. PERSONNEL POLICIES

In this section you will be asked your opinions about relationships among personnel in your organization and military personnel practices.

109. Listed below are some actions an organization might take to reduce the occurrence of sexual harassment. Have any of these actions been taken at your current duty station?

| | YES | NO | DON'T KNOW |
|---|---|---|---|
| a. Establishing policies prohibiting sexual harassment | ○ | ○ | ○ |
| b. Providing thorough investigation of harassment complaints | ○ | ○ | ○ |
| c. Enforcing penalties against harassers | ○ | ○ | ○ |
| d. Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue | ○ | ○ | ○ |
| e. Publicizing the availability of hotlines for sexual harassment complaints | ○ | ○ | ○ |
| f. Publicizing the availability of formal complaint channels | ○ | ○ | ○ |
| g. Providing counseling services for victims of sexual harassment | ○ | ○ | ○ |
| h. Providing awareness training for military personnel | ○ | ○ | ○ |
| i. Establishing a specific office at each base/post/ installation/ship which has authority to investigate complaints regarding sexual harassment | ○ | ○ | ○ |
| j. Providing awareness training for unit commanders and Equal Opportunity officials | ○ | ○ | ○ |

110. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.

| | YES | NO | DON'T KNOW |
|---|---|---|---|
| a. Senior leadership of my Service | ○ | ○ | ○ |
| b. Senior leadership of my installation/ship | ○ | ○ | ○ |
| c. My immediate supervisor | ○ | ○ | ○ |

To what extent are the following statements true?

| | Very large extent | Large extent | Moderate extent | Small extent | Not at all | Don't know |
|---|---|---|---|---|---|---|
| 111. I know what kinds of words or actions are considered sexual harassment | ○ | ○ | ○ | ○ | ○ | ○ |
| 112. I have experienced or observed sexual harassment in my work group/unit | ○ | ○ | ○ | ○ | ○ | ○ |
| 113. I feel free to report sexual harassment without fear of bad things happening to me | ○ | ○ | ○ | ○ | ○ | ○ |
| 114. I understand the process for reporting sexual harassment at my current duty location | ○ | ○ | ○ | ○ | ○ | ○ |
| 115. Sexual harassment of women is occurring at my current duty location | ○ | ○ | | | | |
| 116. Sexual harassment of men is occurring at my current duty location | | | | | | |
| 117. The leadership at my current duty location enforces military policy against sexual harassment | | | | | | |
| 118. Actions are being taken at this duty location to prevent sexual harassment | | | | | | |
| 119. Actions are being taken in my Service to prevent sexual harassment | | | | | | |

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**Do you agree or disagree with the following statements?**

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|
| **120. Women should not be restricted from any specialties for which they can qualify** | ○ | ○ | ○ | ○ | ○ |
| **121. Men have an unfair advantage over women when it comes to having a successful military career** | ○ | ○ | ○ | ○ | ○ |
| **122. Women have an unfair advantage over men when it comes to having a successful military career** | ○ | ○ | ○ | ○ | ○ |
| **123. Much of what women call sexual harassment is actually a misunderstanding** | ○ | ○ | ○ | ○ | ○ |
| **124. Men and women have equal opportunities for promotion in my Service** | ○ | ○ | ○ | ○ | ○ |
| **125. People at my current duty station who sexually harass others usually get away with it** | ○ | ○ | ○ | ○ | ○ |
| **126. Too much attention has been paid to sexual harassment in the past several years** | ○ | ○ | ○ | ○ | ○ |
| **127. Sexual harassment is not tolerated at my current duty station** | ○ | ○ | ○ | ○ | ○ |
| **128. Work groups whose members are all the same gender generally work together more effectively** | ○ | ○ | ○ | ○ | ○ |

**129. During the last 12 months, have you had any training on the following topics?**

| | YES | NO |
|---|---|---|
| **a. Your Service's policies on sexual harassment** | ○ | ○ |
| **b. Procedures for reporting sexual harassment** | ○ | ○ |
| **c. Identifying, avoiding, and/or dealing with sexual harassment** | ○ | ○ |
| **d. Legal and career consequences for those who do not comply with sexual harassment policies** | ○ | ○ |

**130. In total, about how much training have you had during the past 12 months on topics related to sexual harassment?**

- ○ I haven't received any training → **Go to Question 132**
- ○ Less than 1 hour
- ○ 1 hour–4 hours
- ○ More than 4 hours but less than 8 hours
- ○ 1–2 days
- ○ More than 2 days but less than 5 days
- ○ 5 days or more

**131. In your opinion, how effective was the training you received in . . .**

**a. making personnel aware of behaviors which might be seen as sexual harassment?**

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

**b. actually reducing/preventing sexual harassment?**

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

**132. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?**

- ○ Don't know—I have been in Service less than 2 years
- ○ Much less often
- ○ Less often
- ○ About the same
- ○ More often
- ○ Much more often

**133. On what date did you complete this questionnaire?**

| DATE | | |
|---|---|---|
| MONTH | DAY | |
| ○ JAN | | |
| ○ FEB | | |
| ○ MAR | 0 | 0 |
| ○ APR | 1 | 1 |
| ○ MAY | 2 | 2 |
| ○ JUNE | 3 | 3 |
| ○ JULY | | 4 |
| ○ AUG | | 5 |
| ○ SEPT | | 6 |
| ○ OCT | | 7 |
| ○ NOV | | 8 |
| ○ DEC | | 9 |

## V. COMMENTS

**Thank you very much for your cooperation in this survey. If you have comments or concerns that you were not able to express in answering this survey, please write them in the space provided.**

**Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity, Social Action, or Civil Rights Office.**

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# Appendix C

# Technical Information

# Technical Information

## Sample Design

A non-proportional stratified random sample was used for the three surveys (Mason et al., in preparation). Source information for constructing the sampling frame consisted of a computer accessible file totaling 1,687,320 records containing information extracted from two DMDC person-level files: the October 1994 Active Duty Master File (ADMF) and the September 1994 Reserve Components Common Personnel Data System (RCCPDS). The information used to construct strata and to identify key reporting domains was taken from the source records. A formal mathematical procedure based on Karush-Kuhn-Tucker theory was used to determine the sample size and allocation (Mason et al., 1995). Responses were weighted up to population totals adjusting for differences in initial probability of selection and differential response rates in demographically homogenous groups.

The stratum definitions are common across all three surveys. Using the same set of stratum definitions allowed the selection of a single sample of approximately 91,000 individuals, large enough to accommodate the stratum-level allocations for all three surveys. The sample individuals selected were then assigned at random to a particular survey. Because data collection for the three surveys occurred during the same time period, this arrangement was instituted to reduce the potential reporting burden, particularly for individuals classified into the smaller strata who are also members of the more important reporting domains.

A simple random sample without replacement was selected within each stratum. Stratum level sample sizes were determined by variance constraints imposed on key parameter estimates of the proportion of persons belonging to specified domains who had experienced one or more of the behaviors defined in the survey as unwanted sexual attention. The more restrictive variance constraints were imposed on estimates for women.

The factors used to define the key reporting domains for each of the surveys are listed in Table C-1. An initial set of candidate domains was generated by considering various combinations of and crosses among the factors listed in the table. Since the sample size and allocation were based on a large number of domains having unique precision constraints, several iterations were required to develop a set of domains and precision constraints that achieved the goals of the survey without exceeding resources available to carry out the surveys.

The factors listed in Table C-1 are self-explanatory except for the occupational groupings. These groupings were constructed in two steps. First, the occupational specialties for enlisted personnel and officers were ordered based on the prevalence of women in those occupations. Next the ordered list of occupations was divided into quartiles. Then, the first quartile (those occupations with the fewest women) was further arbitrarily divided into four groups, identifying occupations ranging from those in which a woman might expect to be working only with men, through those with an increasing, but still small, number of women.

Table C-1
**Levels of Factors Defining Key Reporting Domains**

| Form A | Form B | Form C |
|---|---|---|
| | *Service* | |
| Army<br>Navy<br>Marine Corps<br>Air Force<br>Coast Guard | Army<br>Navy<br>Marine Corps<br>Air Force<br>Coast Guard<br>AGR/TARS | none |
| | *Location* | |
| none | CONUS<br>OCONUS | none |
| | *Paygrade group* | |
| E1 to E3<br>E4 to E9<br>WO1 to WO5 and O1 to O3<br>O4 to O6 | E1 to E3<br>E4<br>E5 and E6<br>E7 to E9<br>WO1 to WO5 and O1 to O3<br>O4 to O6 | none |
| | *Gender* | |
| male<br>female | male<br>female | male<br>female |
| | *Race/ethnicity* | |
| non-Hispanic White<br>non-Hispanic Black<br>Hispanic any race<br>Other | non-Hispanic White<br>non-Hispanic Black<br>Hispanic any race<br>Other | none |
| | *Occupational grouping based on prevalence of women* | |
| none | First Quartile - low 1<br>First Quartile - low 2<br>First Quartile - low 3<br>First Quartile - low 4<br>Second Quartile<br>Third Quartile<br>Fourth Quartile | none |

The final set of domain definitions adopted for each of the surveys and the sizes of each domain are provided in Mason et al. (in preparation, Appendix B). A total of 55 domains were defined as the basis for the precision requirements imposed on the Form A survey, and 124 domains were defined for the Form B survey. For the Form C survey two domains were defined, with precision requirements imposed only on the overall estimates of prevalence rates for males and females.

## Response Rates

Completed surveys were received from 13,599 respondents for Form A, 28,296 for Form B, and 5,360 for Form C. Table C-2 shows the sample sizes, location and completion rates, and the unweighted response rates for the three forms. In this table, the Sample row shows the number of individuals chosen for the samples, while the Eligible Sample rows shows the number of these individuals who were still in the Armed Services by the time that the surveys were fielded. Eligibility was defined as being in the Armed Services for at least one month after the surveys were first mailed. In accordance with industry standards, the basic response rate is computed as the percent of eligible sample members who return completed surveys (Council of American Survey Research Organizations [CASRO], 1982). Table C-2 also shows that all mail was returned for five to eight percent of the sample. The Completion Rate is higher than the overall Response Rate since the non-locatables are not included in the calculation. Since both non-location and non-completion

Table C-2
**1995 Sexual Harassment Survey Sample Size and Response Rates**

| | Form A | Form B | Form C |
|---|---|---|---|
| Sample | 30,756 | 50,394 | 9,856 |
| Eligible Sample | 29,697 | 49,003 | 9,510 |
| Eligible, Located Sample | 27,759 | 46,467 | 8,998 |
| Location Rate—(eligible, located sample/eligible sample) | 93% | 95% | 95% |
| Completed Surveys | 13,599 | 28,296 | 5,360 |
| Completion Rate—(completed surveys/eligible, located sample) | 49% | 61% | 60% |
| Response Rate (completed surveys/eligible sample) | 46% | 58% | 56% |

can contribute to bias in the estimates, both need to be minimized in survey operations.

Because non-proportional sampling was used, the observed response rate can be the result of differences in the response rate of groups either over- or undersampled for the survey. The most useful comparison of response rates can be made by weighting the response rate up to the overall population to remove differences in the observed rate based on differences in the sampling rates for sub-groups. At the level of the population, as opposed to unweighted frequency tabulations, the overall response rates associated with the data collection procedure employed for the surveys were 50.9 ± 1.4 percent for the Form A survey, 54.7 ± 0.9 percent for the Form B survey, and 57.9 ± 1.2 percent for the Form C survey. Corrected for eligibility, the rates were 52.3 ± 1.5 percent for the Form A survey, 56.8 ± 1.0 percent for the Form B survey, and 59.5 ± 1.2 percent for the Form C survey (Mason et al., in preparation).

Response rates differed significantly depending on Service, paygrade, and race/ethnicity. Weighting class adjustments were used to compensate for any bias associated with differential response rates.

## Variance Estimates

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

Approximations must, however, be found for the variances. The approximations commonly used take the form of Taylor series linearizations or replicate methods, such as those based on resampling methods. All variance estimates for this report are based on Taylor series linearizations computed by SUDAAN® for a stratified, without replacement design.

# REPORT DOCUMENTATION PAGE

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**13. ABSTRACT *(Maximum 200 words)***

This report describes basic results from the 1995 Status of the Armed Forces Surveys of sexual harassment. Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988. In 1994-95, DMDC updated and re-administered the survey. Form A replicated the DoD-wide 1988 Survey of Sex Roles in the Armed Forces. Form B expanded and updated measures. A non-proportional stratified random sample of active-duty Army, Navy, Marine Corps, Air Force, and Coast Guard personnel were surveyed by mail starting 15 February 1995. The weighted response rate was 54%. Responses were weighted up to population totals, adjusting for differential sampling and response rates in demographically homogenous groups. The survey results document a decline in harassment experiences since 1988 and reflect DoD and the Services' increased emphasis on combating sexual harassment. Despitethe decline, there is room for improvement in achieving the DoD goal of eliminating sexual harassment from the DoD workplace. Results of the 1995 DoD Sexual Harassment Study highlight a number of issues that warrant continued consideration. The DoD 1995 sexual harassment survey provides a great deal of information about sexual harassment and related behaviors as experienced and perceived by the active-duty military population.

**14. SUBJECT TERMS**
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