

# Annex 1: 2018 Workplace and Gender Relations Survey of Active Duty Members Overview Report





# 2018 Workplace and Gender Relations Survey of Active Duty Members

Overview Report

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# 2018 Workplace and Gender Relations Survey of Active Duty Members

## Overview Report

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OPA's Statistical Methods Branch, under the guidance of Mr. David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including, sampling, weighting, nonresponse bias analysis, and the implementation of statistical hypothesis testing used in the survey program. Mr. Eric Falk, Team Lead of the Statistical Methods Branch, was responsible the sampling for the 2018 WGRA. Mr. Jeff McLeod, Fors Marsh Group (FMG) used the OPA Sampling Tool to design the sample and implemented the weighting methods. Dr. Joseph Luchman and Mr. Stephen Busselberg performed the statistical weighting process for the survey. Ms. Sue Reinhold provided the data processing support. Data Recognition Corporation (DRC) performed data collection and editing.

A team consisting of Dr. Rachel Breslin, Ms. Lisa Davis, Ms. Kimberly Hylton, Mr. Xav Klauberg, Mr. Mark Petusky, and Ms. Ariel Hill completed quality control for this report.

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## Executive Summary

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To address unwanted gender-related issues in the military, each of the Services and the Department of Defense (DoD) has implemented programs and policies related to sexual assault, sexual harassment, and gender discrimination. These efforts specifically aim to prevent these incidents from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault, sexual harassment, and gender discrimination within the military. This report presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)*. The *2018 WGRA* offers critical insights regarding the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations survey of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012, and 2016. In 2014, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members (both active duty and Reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates is a distinguishing feature of this survey. As such, an important additional product of the *2014 RMWS* was the development of revised measures for sexual assault and sex-based Military Equal Opportunity (MEO) violations. Developed by RAND, these measures—namely the measure for sexual assault—met the request of congressional leaders for survey metrics that more closely aligned with the language and elements of proof required for sexual assault under Article 120, Uniform Code of Military Justice (UCMJ).<sup>1</sup> These measures were used in the *2016 WGRA* as well as in the development of the prevalence rates provided in this report. Chapter 1 provides additional information regarding the construction of these measures.

Estimated prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year.

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<sup>1</sup> For more information regarding the transition to the current measures for sexual assault and sex-based MEO violations, see the overview report for the *2014 RMWS* or the *2016 WGRA*.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>2</sup>

Data were collected between August 24 and November 5, 2018. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>3</sup>

The *2018 WGRA* was largely modeled off of the *2016 WGRA* survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The target population for the *2018 WGRA* consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were below flag rank and had been on active duty for at least five months.<sup>4</sup> Single-stage, nonproportional stratified random sampling procedures were used in the *2018 WGRA* for the DoD Services. A census of the Coast Guard was taken for this survey as they have a small population.

OPA sampled a total of 735,645 active duty Service members for the *2018 WGRA*. Surveys were completed by 115,884 active duty members, resulting in a weighted response rate of 18% overall and 17% for the DoD only.

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

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<sup>2</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morrall, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

<sup>3</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings unless an exception applies.

<sup>4</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2018 WGRA Statistical Methodology Report*.

The remainder of this executive summary details the top-line results from the DoD overview report.<sup>5</sup> The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department. All of the data, to include the prevalence rates, provided in this report are estimates with an associated margin of error and confidence interval. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are that the interval contains the true population value being estimated. For example, if 55% of respondents selected an answer and the margin of error was  $\pm 3$ , we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the *2018 WGRA* are weighted, the reader can assume the results generalize to the active duty population within the margin of error.

References to the perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events. Finally, references to “retaliation,” “reprisal,” “ostracism,” or “maltreatment,” or perceptions thereof, are based on the negative behaviors as reported by survey respondents. Without knowing more about the specifics of particular cases or reports, these data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment.

## Summary of Top-Line Results

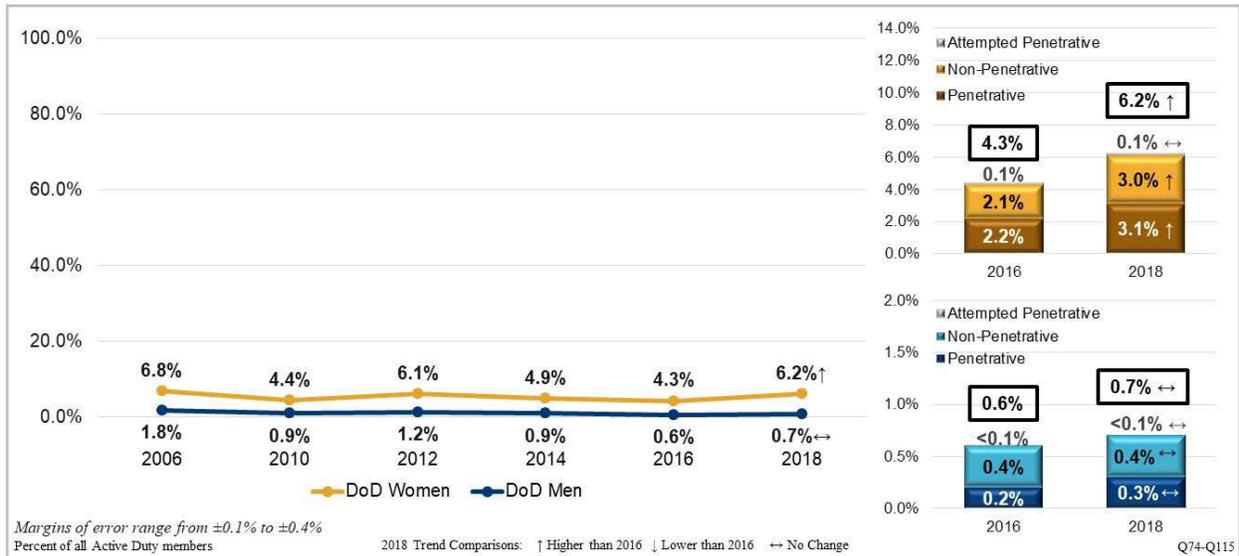
### Estimated Sexual Assault Past Year Prevalence Rates

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

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<sup>5</sup> Service-specific results are provided as separate appendices to the overview report.

**Figure 1.**  
*Estimated Sexual Assault Past Year Prevalence Rates*



- In 2018, 6.2% of DoD women (an estimated 12,927 Service members) and 0.7% of DoD men (an estimated 7,546 Service members) experienced a sexual assault in the past 12 months (Figure 1). This was a statistically significant increase, from 4.3% in 2016, for DoD women. There was no significant change from 2016 for DoD men.
- For DoD women, the increase in the overall prevalence of sexual assault was driven by a significant increase in penetrative sexual assaults from an estimated 2.2% in 2016 to 3.1% in 2018 and in non-penetrative sexual assaults from an estimated 2.1% in 2016 to 3.0% in 2018 (Figure 1). The estimated rates for attempted penetrative sexual assault (0.1%) remained unchanged from 2016.

### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault that was the worst, or most serious, to them. The characteristics of these incidents were notably different for men versus women.

- For DoD women, the worst situations were evenly characterized as either penetrative or non-penetrative sexual assaults (49% and 44%, respectively). Men were more likely to identify a non-penetrative sexual assault (60%).
- The number of alleged offenders involved was roughly the same for men and women. In the majority of incidents, there was only one alleged offender (58% for men, 64% for women), but one-third of incidents involved more than one alleged offender (37% for men, 34% for women).

- In incidents involving women Service members, the alleged offenders were primarily all men (92%). For male victims, alleged offenders were more often all men (52%), although for a sizable minority they were all women (30%).
- In incidents involving women Service members, the alleged offenders nearly always included another military member (89%), whereas for DoD men this was less frequently the case (71%).
- For both women (62%) and men (57%), sexual assaults most frequently occurred at a military installation or ship. However, the proportion of incidents that occurred at a location off base was also considerable (47% for women, 38% for men).
- Alcohol use by the survivor or alleged offender was a factor in 62% of incidents involving DoD women compared to 49% for DoD men.
- Finally, men (38%) were significantly more likely to describe the unwanted event as hazing and/or bullying compared to women (21%).

### Reporting and Outcomes of Reporting Sexual Assault

- There were no significant changes in reporting rates between 2016 and 2018. In 2018, DoD women (30%) were significantly more likely than men (17%) to report the sexual assault experienced in “the one situation” to the military.
- The top reasons women chose to report included to stop the alleged offenders from hurting others (61%) or themselves again (50%) and because someone they told encouraged them to report (49%).<sup>6</sup>
- The option to make a restricted report was extremely valuable to Service members. Without the option to make a restricted report, only 11% of women (a significant decrease from 58% in 2016) responded that they would have sought out civilian confidential resources, and nearly half of women (47% and a significant increase from 23% in 2016) responded that they would not have submitted a report at all.
- Women who experienced and reported sexual assault were provided a variety of information and resources to a large extent. The most common resources were:
  - information about behavioral healthcare and treatment (61%);
  - information on the right to consult with a Special Victims’ Counsel (SVC)/Victims’ Legal Counsel (VLC; 60%); and,
  - information about their right to an expedited transfer and/or on medical healthcare and treatment (both 56%).

<sup>6</sup> When possible, results are provided for DoD men and women separately. However, several data points were not reportable for men. In those cases, we provide the results for women only.

- Leadership actions after Service members reported their assault demonstrate a critical need for improvement. Among women who experienced and reported the sexual assault experienced in “the one situation” to the military:
  - less than half (48%) indicated that their leadership provided them flexibility to attend an appointment related to their sexual assault to a large extent;
  - forty-one percent (41%) said their leadership expressed concern for their well-being to a large extent; and,
  - thirty-eight percent (38%) said their leadership made them feel supported to a large extent.
- In 2018, roughly one-quarter (21%) of women who experienced and reported sexual assault experienced a behavior in line with retaliation.

### **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

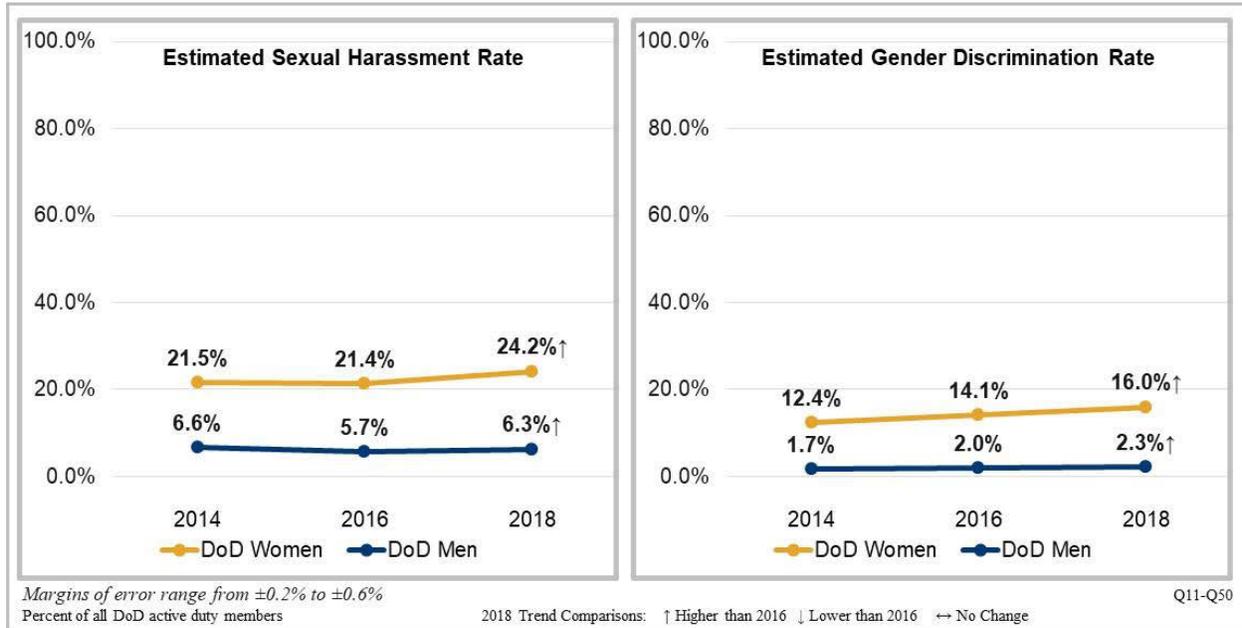
In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

- Compared to 2016, more Service members experienced sexual assault *prior to joining the military*. In 2018, there was a statistically significant increase from an estimated 6.8% to 9.2% among DoD women and from 0.9% to 1.2% among men.
- *Since joining the military*, an estimated 16.9% of DoD women and 2.4% of men experienced a sexual assault. This was a statistically significant increase from 13.2% of women and 1.8% of men in 2016.

### **Estimated Sexual Harassment and Gender Discrimination Past Year Rates**

Sex-based MEO violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

**Figure 2.**  
***Estimated Sexual Harassment and Gender Discrimination Past Year Rates***



- In 2018, an estimated 24.2% of DoD women and 6.3% of men experienced sexual harassment (Figure 2). This was a statistically significant increase from 2016 when the estimated rate was 21.4% for women and 5.7% for men.
- In 2018, an estimated 16.0% of DoD women and 2.3% of men experienced gender discrimination (Figure 2). This was a statistically significant increase from 2016 when the estimated rates were 14.1% and 2% for women and men respectively.

### ***One Situation of Sexual Harassment with the Biggest Effect***

Service members who experienced sexual harassment were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them.

- Of those who experienced sexual harassment and/or gender discrimination, 70% of women and more than three-quarters of men (78%) described their worst situation as involving sexual harassment. For both women and men, these incidents often involved being repeatedly told sexual jokes (36% and 33%, respectively).
- In 2018, 79% of women and 68% of men responded that the worst incident of sexual harassment they experienced happened more than one time. This includes 40% of women and 28% of men who stated the incident took place over a period of a few months.

- For the majority of women (58%) and men (57%), incidents of sexual harassment described in “the one situation” involved more than one alleged offender. Among women, these alleged offenders were primarily all men (72%), primarily military members (95%), and of the same or slightly higher rank.
- Among men, the worst situation of sexual harassment most often involved alleged offenders who were all men (58%). However, DoD men (33%) were more likely than women (24%) to describe their alleged offenders as a mix of men and women. As with women victims, the offenders were overwhelmingly military members (93%) and the plurality (50%) were of the same or slightly higher rank.

### ***One Situation of Gender Discrimination with the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them.

- Of those who experienced sexual harassment and/or gender discrimination, two-thirds (66%) of women and roughly one-third of men (35%) described their worst situation as involving gender discrimination. For the vast majority of men (85%) and women (84%), these situations involved being mistreated, ignored, or insulted because of their gender.
- For women, alleged offenders were often all men (71%), nearly always military members (97%), and typically someone higher ranking than them (79%).
- For men, 94% of alleged offenders were military members, but only 16% of men responded that their alleged offenders were all men. In fact, compared to women victims, men were substantially more likely to identify their alleged offenders as all women (35% compared to 3%) or a mix of men and women (50% compared to 25%). Alleged offenders were also overwhelmingly higher ranking than their male victims (82%).

### ***Filing a Report/Complaint of Sexual Harassment or Gender Discrimination***

Service members have multiple options for filing a complaint related to a sexual harassment or gender discrimination, including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints.<sup>7</sup>

- DoD women (47%) were significantly more likely than men (32%) to report sexual harassment violations to military authorities. Women (51%) were also significantly more likely than men (44%) to report gender discrimination to the military.
- Actions taken in response to those who reported the behaviors they experienced to the military varied for sexual harassment and gender discrimination. However, the actions were frequently negative; for example: being encouraged to drop the issue,

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<sup>7</sup> Trends related to reporting of sexual harassment or gender discrimination were unable to be identified because of changes made to the survey instrument related to reporting these sex-based MEO violations between 2016 and 2018.

discouraged from filing a report, or being treated worse, avoided, or blamed by coworkers.

- Satisfaction with any aspect of the MEO complaint process also varied depending upon the nature of the violation. Those who reported sexual harassment endorsed higher levels of satisfaction more often. However, the number of Service members who provided positive endorsements for any aspect of the complaint process never surpassed 50%.

## **Workplace Culture and Unit Climate**

In 2018, Service members were asked several new or revised questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### ***Alcohol Use***

- Most Service members do not drink alcohol or drink in moderation on a typical day when drinking. Overall, 87% of women Service members and 78% of men indicated that they did not drink or drank one or two drinks containing alcohol on a typical day when drinking.
- Excessive alcohol use, drinking five or more drinks containing alcohol on a typical day when drinking, was significantly more common among DoD men (6%) than women (2%).
- Approximately one-tenth of men (10%) and women (11%) indicated they could not remember what happened the night before due to their alcohol consumption at least once in the past year.

### ***Bystander Intervention***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. These were situations that the member thought was sexual assault or could have led to a sexual assault. Service members were asked to identify the action(s) they took in response to each situation they observed.

- Women (40%) were more likely than men (24%) to witness at least one inappropriate behavior in the past year. Top behaviors witnessed were someone crossing the line with sexist comments or jokes (26% for women, 10% for men) and encountering someone who drank too much and needed help (24% for women, 17% for men).
- The majority of individuals who noticed an inappropriate behavior indicated that they intervened in some way.

- Taking into account all of the opportunities that Service members had to intervene, the lowest amount intervened when they encountered language consistent with rape myth acceptance or victim blaming (e.g., hearing someone say people who take risks are at fault for being sexually assaulted). Men (3% of men observed, 70% intervened) were less likely to intervene than women (13% observed, 77% intervened).

### ***Unit Climate and Workplace Hostility***

In order to better understand the contextual factors that may increase the risk of, or provide protection from, sexual assault, sexual harassment, and gender discrimination, the *2018 WGRA* included several new and some revised items on unit culture, climate, and workplace behaviors.

- Overall, Service members consistently responded that their unit climate was positive and that members in the unit treated each other with respect, refrained from sexist comments or behaviors, and encouraged bystander intervention and reporting of sexual assault or sexual harassment.
- Similarly, Service members provided positive assessments of their immediate supervisors regarding their commitment to promoting a positive work environment.
- However, significant differences between the assessments of men and women were evident, with women rating every aspect of the unit climate as significantly lower and the level of workplace hostility as significantly higher than did men.

### ***Trust in the Military System***

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Service members expressed a great deal of trust in the military system. However, women expressed lower levels of trust in the military than did men in several areas noted below. Each of the stated differences between men and women is statistically significant.
  - Sixty-three percent (63%) of women (compared to 79% of men) trusted that the military system would protect their privacy if they were sexually assaulted.
  - Sixty-nine percent (69%) of women (compared to 84% of men) trusted the military system to ensure their safety following a sexual assault incident.
  - Sixty-six percent (66%) of women (compared to 82% of men) trusted the military system to treat them with dignity and respect if they were sexually assaulted.

## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault from its ranks and has placed an ardent focus on providing adequate support and resources to the victims of these violent acts and to the wellbeing of all persons. However, the results of the *2018 WGRA* suggest that, while some progress has been made, substantial work remains to be done.

Sexual assault increases among nearly every category of women (e.g., across age groups and paygrades) and among some men suggest that prevention efforts, and research that supports the development of effective prevention programs, must remain a priority for the Department. Meanwhile, the results also suggest that gains made to encourage reporting have been sustained and that the option to file a restricted report—a promising practice for its likely contribution to more Service members gaining access to the resources and support they need to recover—is highly valuable to victims of sexual assault.

With regards to sexual harassment and gender discrimination, one particularly notable finding was that Service members who experienced sexual harassment and gender discrimination and reported these incidents to military authorities had overwhelmingly negative reactions as a consequence of doing so. This is important because negative reporting experiences may have negative implications for not only the Service members who experience these behaviors but also those Service members around them, by potentially influencing their willingness to report future incidents of unwanted sexual behavior of any type.

Although overall assessments of unit climate, unit culture, and workplace civility were positive, disaggregating these ratings by gender reveals a critical problem. The fact that women consistently rated unit climate lower and workplace hostility higher than men highlights the enduring challenges of the military environment for women Service members. Coupled with the stagnation in levels of trust in the military system since 2016, these results suggest that much work remains to be done to create and foster a climate that protects against, rather than sustains, the norms that lead to sexual violence and to ensure that women who experience these incidents have a high level of trust and confidence in the military's response.

The results of the *2018 WGRA* intensify the need for future research related to: the contextual factors that either increase the risk of or provide for protection from unwanted gender-related behaviors; an extension of the focus on victimization to include the risk factors associated with perpetration and the characteristics of perpetrators; further understanding of at-risk populations, such as, lesbian, gay, and bisexual (LGB) Service members; and the outcomes associated with experiencing sexual assault, sexual harassment, or gender discrimination.

Finally, this report reveals the need for evaluation—specifically impact or outcome evaluations—of prevention and response programs and policies intended to address unwanted gender-related behaviors. Many of the existing interventions that exist for prevention and response in civilian society are not designed for the military environment. Instead, military leaders must adapt these programs to meet the unique needs of Service members. This makes all the more important the need to expand the evidence base, to use rigorous evaluations in order to discern how well existing efforts are working, and to incorporate evaluation into plans for the

implementation of future efforts in order to better assess their effectiveness for military Service members.

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## Chapter 1: Introduction and Methodology

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*“The DoD goal is a culture free of sexual assault, through an environment of prevention, education and training, response capability, victim support, reporting procedures, and appropriate accountability that enhances the safety and well-being of all persons covered by this directive” (Department of Defense, 2015b).*

To address unwanted gender-related issues in the military, each of the Services and the Department of Defense (DoD) has implemented programs and policies related to sexual assault, sexual harassment, and gender discrimination. These efforts specifically aim to prevent these incidents from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying is important to the Department’s goal of reducing and, ultimately, eliminating sexual assault, sexual harassment, and gender discrimination within the military. This report presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)*. The *2018 WGRA* offers critical insights regarding the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service members’ experiences with reporting these types of incidents; and perceptions of unit culture and climate. This introductory chapter provides background on why this survey was conducted, a summary of recent DoD policies and programs associated with gender relations issues, a review of the survey measures, an explanation of the survey methodology, and an overview of the report chapters.

References to the perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events. Finally, references to “retaliation,” “reprisal,” “ostracism,” or “maltreatment,” or perceptions thereof are based on the negative behaviors as reported by survey respondents. Without knowing more about the specifics of particular cases or reports, these data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment.

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

The Health & Resilience Research (H&R) Division within the Office of People Analytics (OPA) has been conducting the congressionally mandated gender relations survey of active duty members since 1988 as part of a quadrennial cycle of human relations surveys outlined in Title

10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012. In 2014, at the request of Congress, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members (both the active duty and Reserve components) in order to provide an independent assessment of unwanted gender-related behaviors in the military. The National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570 mandated that gender relations surveys occur on a biennial cycle leading OPA to conduct the survey in 2016 and the most recent survey in 2018.

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

This section provides an overview of DoD sexual assault, sexual harassment, and gender discrimination policies and programs that provide the foundation for the *2018 WGRA* and help to explain how results are presented in this report.

### ***Program Oversight***

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

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

DoD continually refines its policy on sexual assault prevention and response through a series of directives first issued in late 2004 and early 2005. DoDD 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” was reissued in January 2012, and then updated again in April 2013 and January 2015 by the Deputy Secretary of Defense and USD(P&R) to implement DoD policy and assign responsibilities for the SAPR program on the prevention of and response to sexual assault and the oversight of these efforts. DoDD 6495.01 established a comprehensive DoD policy on the prevention and response to sexual assault (Department of Defense, 2015b). The policy established the elimination of sexual assault as the Department’s goal and emphasized the importance of prevention, response capability, support for victims, and accountability.

In addition, the updated 2015 DoD Directive mandated standardized requirements and documents, an immediate, trained response capability at all permanent and deployed locations,

effective awareness and prevention programs for the chain of command, and options for both restricted and unrestricted reporting of sexual assaults.<sup>8</sup> The Directive also prohibited the enlistment or commissioning of people convicted of sexual assault.

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

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

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

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

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

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the accused’s use of force, threat of force, or placing another person in fear does not constitute consent.

---

<sup>8</sup> Restricted reporting allows a sexual assault victim to confidentially disclose the details of the assault to specified individuals and receive medical treatment and counseling without prompting an official investigation. Unrestricted reporting is for sexual assault victims who want medical treatment, counseling, command notification, and an official investigation of the assault.

- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent.
- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect.
- Similarly, a lack of consent includes situations in which a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

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

Additional changes to the UCMJ related to sexual assault took effect on January 1, 2019, and do not apply to this report.<sup>9</sup>

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

### ***Program Oversight***

The Office of Diversity, Equity, and Inclusion (ODEI)<sup>10</sup> is the primary office within DoD that sets and oversees equal opportunity policies. ODEI monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODEI is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD 1350.2).

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

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

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

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

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<sup>9</sup> OPA will examine whether future administrations of the WGR survey will require modification to address the changes to the UCMJ.

<sup>10</sup> Formerly the Office of Diversity Management and Equal Opportunity (ODMEO).

- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.<sup>11</sup>

Workplace conduct, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (Department of Defense, 2015c).

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

## Measurement of Constructs

Historically, OPA gender relations surveys were designed to estimate perceived experiences of sexual harassment and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of sexual harassment and sexual assault experiences (Bastian, Lancaster, & Reist, 1996). Before 2014, OPA gender relations surveys captured experiences of sexual assault through the six-item Unwanted Sexual Contact (USC) measure and experiences of sexual harassment were derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). The SEQ was adapted for a military population (SEQ-DoD) and, beginning in 2002, it was the DoD-approved data collection method for measuring sexual harassment experiences. These measures were used on surveys conducted in 2006, 2010, and 2012 of active duty members and in 2008 and 2012 of Reserve component members. Beginning in 2014, important revisions to the method of measurement for sexual assault and sexual harassment took place. These changes are explained in greater detail below.

### Sexual Assault

In 2014, congressional leaders requested DoD update its survey methodology to be more specific with regard to the types of crimes military members experience. That year, the RAND Corporation developed a new measure of sexual assault, incorporating UCMJ-prohibited behaviors and consent factors, to derive estimated prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). This 94-item measure of sexual assault aligned with the elements of proof required for sexual assault under Article 120, UCMJ, and met the requirements outlined by Congress. This measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD and was first used to construct sexual assault prevalence rates on the *2014 RMWS* conducted by RAND and subsequently in the *2016 WGRA* conducted by OPA. Estimated prevalence rates for sexual assault reported in the *2018 WGRA* are constructed using the same measures.

<sup>11</sup> NDAA for FY2017 amended this definition by eliminating the word “working.” However, data captured in this survey are based on the definition in effect at the time of the survey administration.

### **Construction of Sexual Assault Prevalence Rates**

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). These behaviors must be done with the intent to either gratify a sexual desire or to abuse, humiliate, or degrade (with the exception of penetration with a penis where intent is not required to meet the criminal elements of proof). The UCMJ requires that a mechanism, such as force or threats, must be used or, in instances where the assault happened while the victim was unconscious or drugged, the offender behaved fraudulently, or the victim was unable to provide consent.

As shown in **Figure 3**, the sexual assault measure is constructed from Q74–Q116 and contains three requirements: (1) the member must indicate experiencing at least one of the six UCMJ-based sexual assault behaviors, (2) at least one UCMJ-based intent behavior where required,<sup>12</sup> and (3) at least one UCMJ-based coercive mechanism that indicated consent was not freely given. If a respondent indicates experiencing any sexual assault behavior classified as meeting the intent and mechanism criteria for a sexual assault, they would only see questions for the remaining sexual assault behaviors—they would not see the follow-up questions on intentions and consent mechanisms for additional behaviors experienced. Additionally, respondents who indicated the incident occurred outside of the past 12 months are coded as “No” for the behaviors they experienced (Q163). References to past year sexual assault prevalence rates in this report all require the members to have indicated this time frame.

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<sup>12</sup> Intent items were not a requirement for “someone put his penis into your anus or mouth (or vagina, if you are a woman).”

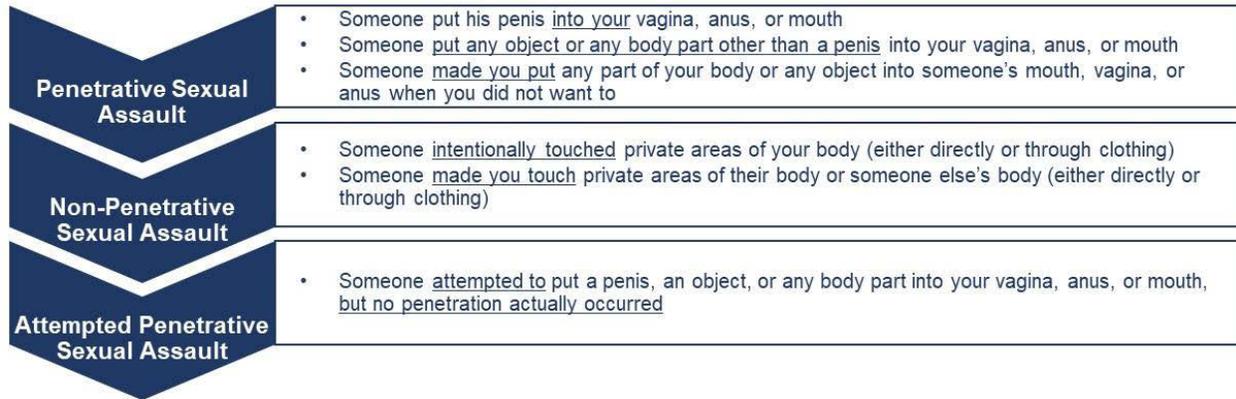
**Figure 3.**  
***Sexual Assault Prevalence Rate Metric***

① Sexual Assault Behaviors
<ul style="list-style-type: none"> <li>• Someone put his penis into your anus or mouth (or vagina, if you are a woman)</li> <li>• Someone put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman)</li> <li>• Someone made you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to</li> <li>• Someone intentionally touched private areas of your body (either directly or through clothing)</li> <li>• Someone made you touch private areas of their body or someone else's body (either directly or through clothing)</li> <li>• Someone attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred</li> </ul>
② Intent*
<ul style="list-style-type: none"> <li>• Experience was intended to be abusive or humiliating</li> <li>• Experience was intended for sexual gratification</li> </ul>
③ Mechanisms
<ul style="list-style-type: none"> <li>• Used, or threatened to use, physical force to make you comply (e.g., use, or threats of, physical injury, use of a weapon, or threats of kidnapping)</li> <li>• Threatened you (or someone else) in some other way (e.g., used their position of authority, spread lies about you, or got you in trouble with authorities)</li> <li>• Did it while you were passed out, asleep, unconscious OR so drunk, high, or drugged that you could not understand what was happening or could not show them that you were willing</li> <li>• It happened without your consent (e.g., they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent)</li> </ul>

\*Intent not required for behavior "someone put his penis into your anus or mouth (or vagina, if you are a woman)"

Using the criteria listed in **Figure 4**, the *2018 WGRA* produced estimated prevalence rates for three categories of sexual assault using a hierarchical system: penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault. Penetrative sexual assault includes members who indicated "Yes" to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes members who indicated "Yes" to either of the behaviors assessing unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes members who indicated "Yes" to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative or non-penetrative sexual assault. Each of these behaviors must have met the appropriate criteria for the behavior to be included in the prevalence rates.

**Figure 4.**  
***Hierarchy of Estimated Sexual Assault Prevalence Rates***



## Sexual Harassment and Gender Discrimination Violations

### ***Sexual Harassment and Gender Discrimination Rates***

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

Similar to the multi-faceted requirements of the RAND UCMJ-based criminal measure of sexual assault, two requirements are needed for experiences to be in violation of DoD policy (DoDD 1350.2). First, MEO offenses refer to violations specified by DoDD 1350.2 and include experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. Second, the member also had to indicate “Yes” to one of the follow-up items that assess persistence and severity of the behaviors experienced.<sup>13</sup>

Rates of sexual harassment and gender discrimination were derived from Q8–Q47. The specific behaviors comprising each of these MEO violations are described below, with details on rate construction depicted in **Figure 5**.

- Sexual Harassment (Q11–Q25 and Q28–Q48) includes two behaviors:
  - Sexually Hostile Work Environment (Q11–Q23 and Q28–Q46): Includes unwelcome sexual conduct or comments that interfere with a person’s work

<sup>13</sup> The behavior “Intentionally touched you in a sexual way when you did not want them to” does not require any legal criteria follow-up questions. The behavior “Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset” does not require the persistence follow-up criteria—only the severity criteria is required.

performance or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person’s job, pay, or career. Additionally, to meet the criteria for inclusion in the rate, these behaviors have to either continue after the alleged offender knew to stop, or were so severe that most Service members would have found them offensive.

- Sexual *Quid Pro Quo* (Q24–Q25 and Q47–Q48): Includes instances of job benefits or losses conditioned on sexual cooperation.
- Gender Discrimination (Q26–Q27 and Q49–Q50): Includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career.

**Figure 5.**  
***Sexual Harassment and Gender Discrimination Violation Rate Metrics***

<b>Sexual Harassment</b>	<b>① Experienced at Least One Behavior</b>	
	<p><b>Sexually Hostile Work Environment Behaviors</b></p> <ul style="list-style-type: none"> <li>• Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset</li> <li>• Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to</li> <li>• Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset</li> <li>• Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset</li> <li>• Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset</li> <li>• Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset</li> <li>• Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset</li> <li>• Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset*</li> <li>• Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset</li> <li>• Intentionally touched you in a sexual way when you did not want them to**                         <ul style="list-style-type: none"> <li>• Repeatedly touched you in any other way that made you uncomfortable, angry, or upset</li> </ul> </li> </ul> <p><b>Sexual Quid Pro Quo Behaviors</b></p> <ul style="list-style-type: none"> <li>• Made you feel as if you would get some workplace benefit in exchange for doing something sexual</li> <li>• Made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual</li> </ul>	
	<b>② Met Follow-Up Criteria</b>	
<b>Gender Discrimination</b>	<b>① Experienced at Least One Behavior</b>	<b>② Met Follow-Up Criteria</b>
	<ul style="list-style-type: none"> <li>• Said that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job</li> <li>• Mistreated, ignored, excluded, or insulted you because you are a [man][woman]</li> </ul>	<ul style="list-style-type: none"> <li>• Their beliefs about men/women harmed or limited your job/career</li> <li>• This treatment harmed or limited your job/career</li> </ul>

## Negative Outcomes Associated With Reporting a Sexual Assault

The DoD strives to create an environment where military members feel comfortable and safe reporting asexual assault or attempts to a military authority. The Department recognizes that Service members are most likely to report unwanted behaviors when they have trust in the military system and are confident that they will not face retaliation, from peers or supervisors, for doing so. The *WGR* surveys provide the DoD a tool to monitor the extent and source of retaliatory behaviors.

Three forms of retaliatory behaviors have been outlined by DoD: professional reprisal, ostracism, and maltreatment. Professional reprisal, as defined in law and policy, is a personnel action or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors—such as actions of social exclusion (ostracism) or misconduct against the member either by peers or an individual in a position of authority (maltreatment)—because the military member reported or intends to report a criminal offense. The DoD’s ability to deter retaliatory behavior was strengthened by Section 1714 of the NDAA for FY 2014, enhancing the protections in Section 1034 of Title 10, USC. Protections were also strengthened for military members by Section 1709 of the NDAA for FY 2014, which requires the promulgation of regulations to punish retaliatory behaviors.

From the time when retaliatory behaviors were first measured in 2006, survey findings consistently uncovered that more than half of female members<sup>14</sup> who made a report of unwanted sexual contact, perceived some amount of retaliatory behavior (DMDC 2012, 2014a; Morral et al., 2014). As a result, the Secretary of Defense directed the development of “a DoD-wide comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of victims of sexual assault and other crimes” (Secretary of Defense, 2015). The Secretary of Defense also called for the collection of more detailed information on the circumstances of these perceived experiences.

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

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

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<sup>14</sup> Data for men were not reportable due to the small number of male respondents in this category.

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

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to best capture perceptions of a range of outcomes associated with reporting sexual assault. The resultant bank of questions was designed to measure negative behaviors a member may have experienced as a result of making a report of sexual assault. The revised measures also account for additional motivating factors, as indicated by the member, that are consistent with the prohibited actions of professional reprisal, ostracism, and maltreatment in the UCMJ and the military policies and regulations. The revised questions provide the Department with perceived experiences of the respondents for each of the different types of possible retaliatory behaviors and, consequently, a broader understanding of the issue. In June of 2015, these items were reviewed and approved by all Services through the Retaliation Roundtable convened by SAPRO. Additional feedback regarding the metric from SAPRO's Retaliation, Response, and Prevention Strategy working group were incorporated in the spring of 2016.

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

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

***Professional Reprisal (Q146–148).*** Under the UCMJ, reprisal is defined as “taking or threatening to take an adverse personnel action or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.” Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of professional reprisal is a summary measure reflecting whether respondents experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur.

**Figure 6** shows the behaviors and two follow-up criteria required to be included in the rate.

**Figure 6.**  
***Professional Reprisal Metric***

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

**Ostracism (Q150–152).** Implementing strategies to eliminate retaliatory behaviors such as ostracism, presents some challenges to the Department. For example, enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Services crafted policies that implement the regulation of the prohibitions against ostracism outlined in Section 1709(a) of the NDAA for FY 2014. In the *Report on Prohibiting Retaliation Against an Alleged Victim or Other Member of the Armed Forces Who Reports a Criminal Offense*, the Department states that “the punitive Service regulations issued in accordance with section 1709(a) of the NDAA for FY 2014 as supplemented by existing UCMJ articles that can be applied to some specific aspects of retaliation—such as Article 93’s prohibition of maltreatment and Article 133’s prohibition of misconduct by commissioned officers, cadets, and midshipmen—are the optimal means of criminalizing retaliation against victims or other members of the Armed Forces who report criminal offenses” (Department of Defense, 2014).

Although the interpretation of ostracism varies slightly across the DoD Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers, or by leadership for reporting a sexual assault or planning to report a sexual assault. The estimated rate of ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. **Figure 7** shows the behaviors and two follow-up criteria required to be included in the rate.

**Figure 7.**  
***Ostracism Metric***

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

***Maltreatment (Q154–Q156).*** In the context of retaliation, maltreatment must include a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. As with ostracism, the Services crafted regulations making certain behavior punitive under Article 92, of the UCMJ, as mandated by Section 1709(a).<sup>15</sup> On the survey, cruelty, oppression, and maltreatment are defined as acts that occur without a valid military purpose and may include physical or psychological force or threats or abusive or unjustified treatment that results in physical or mental harm. For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”<sup>16</sup>

The rate of maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military leadership and/or coworkers that occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm and met the legal criteria for elements of proof for an investigation to occur. **Figure 8** shows the behaviors and two follow-up criteria required to be included in the rate.

<sup>15</sup> Department of Defense (2014).

<sup>16</sup> Maltreatment, as used in this survey, comprises maltreatment in the context of reporting an offense and maltreatment defined under Article 93 of the UCMJ.

**Figure 8.**  
***Maltreatment Metric***

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

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

## Survey Methodology

### Differences Between 2018 WGRA and 2016 WGRA

Each year, OPA, in coordination with the relevant DoD and Service policy offices, edits or adds items to the *WGR* surveys. These changes are made carefully so as to maintain the integrity of the overall survey and to retain the ability to show changes from prior years on questions or metrics of critical interest.

The *2018 WGRA* includes several additional, and some revised, items and constructs that were not included on the *2016 WGRA* and were designed to better support sexual assault, sexual harassment, and gender discrimination prevention and response programs and policy development by DoD policy offices. These changes include additional information or context regarding:

- experience with the military justice system as a result of reporting sexual assault to military authorities and satisfaction with the process;
- complaints filed for sexual harassment or gender discrimination and Service member satisfaction with the process;
- Service member alcohol use on a typical day;
- bystander intervention; and

- unit culture and climate.

## 2018 WGRA Methodology

This section describes the scientific methodology used for the *2018 WGRA*, including the statistical design, survey administration, and analytical procedures. A copy of the *2018 WGRA* long form survey instrument is provided in Appendix F.

OPA conducts cross-Service surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA’s survey methodology meets and often exceeds industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).<sup>17</sup>

### Statistical Design

The survey methodology used on *WGR* surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and GAO).<sup>18</sup> Appendix H contains frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA, and how these methods control for bias and allow for generalizability to populations.

Consistent with prior years, the *2018 WGRA* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population is consistent with the *2016 WGRA*. More details about the complex sampling and weighting approach can be found below and in the *2018 Workplace and Gender Relations Survey of Active Duty Members: Statistical Methods Report* (OPA, 2019).

### Sampling Design

The target population for the *2018 WGRA* consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were below flag rank and had been on

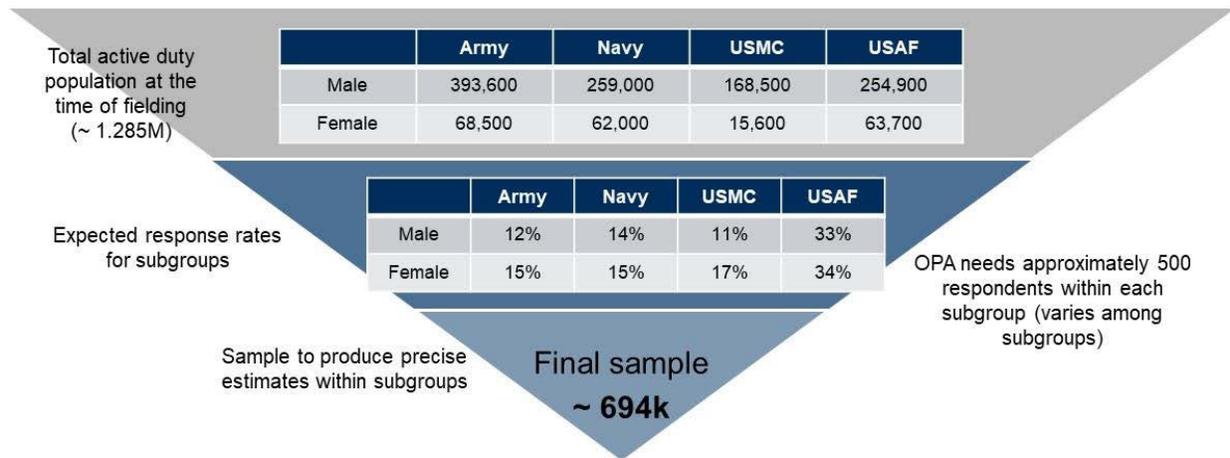
<sup>17</sup> AAPOR’s “Best Practices” state that, “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” (<https://www.aapor.org/Standards-Ethics/Best-Practices.aspx>). OPA has conducted surveys of the military and DoD community using these “Best Practices” for over 25 years, tailored as appropriate for the unique design needs of specific surveys.

<sup>18</sup> In 2014, an independent analysis of the methods used for the 2012 WGRA determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the 2012 WGRA” (Morrall et al., 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are not standard products for OPA surveys (GAO-10-751R Human Capital).

active duty for approximately five months.<sup>19</sup> OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys in order to make generalizations to the Total Active Force. Single-stage, nonproportional stratified random sampling procedures were used for the DoD Services. A census of the Coast Guard was taken for this survey, as they have a small population.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Service (e.g., all male Army personnel in one group and all female Army personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population, so there will be enough responses from small groups to analyze (e.g., female Marine Corps officers). The sample for the 2018 WGRA consisted of 735,645 individuals drawn from the sample frame constructed from the Defense Manpower Data Center (DMDC) Active Duty Master File (ADMF). A match to the May 2018 ADMF was done to remove individuals from the survey that had separated after the population file was developed, removing 9,800 (1.33%) sample members. Members in the sample also became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) that they were not a member of the active duty Services as of August 27, 2018, which was the first day of the survey (0.11% of sample). Details of the sampling strategy for selecting the DoD sample used in the 2018 WGRA are shown in Figure 9.

**Figure 9.**  
*2018 WGRA Stratified Sample Design for DoD Services*



<sup>19</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included active duty members with approximately five months of service at the start of survey fielding.

## Survey Administration

Data were collected between August 24 and November 5, 2018, for the *2018 WGRA*. The survey was administered using both web (long form) and paper (short form) survey instruments.

The survey administration process began on August 15, 2018, with the mailing of an announcement letter to sample members. On August 24, 2018, the survey website opened and e-mail announcements were sent to sample members on August 28, 2018.<sup>20</sup> The announcement letter and e-mail explained why the survey was being conducted, how the survey information would be used, why participation was important, and opt-out information for those who did not want to participate. Throughout the administration period, up to an additional seven e-mails and one postal reminder were sent to encourage survey participation. Paper surveys were mailed on September 18, 2018, to sample members who had not previously responded to the web survey. Paper surveys were collected from September 18 through October 17, 2018. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt-out of receiving additional communications. Appendix G includes copies of the e-mails and postal letters mailed to sampled members.

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

## Data Weighting

OPA scientifically weighted the *2018 WGRA* respondents to be generalizable to the active duty population using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample accurately reflects the characteristics of the population from which it was drawn and provides a more rigorous accounting to reduce nonresponse bias in estimates. This ensures oversampling within any one subgroup does not result in overrepresentation in the Total Force estimates.

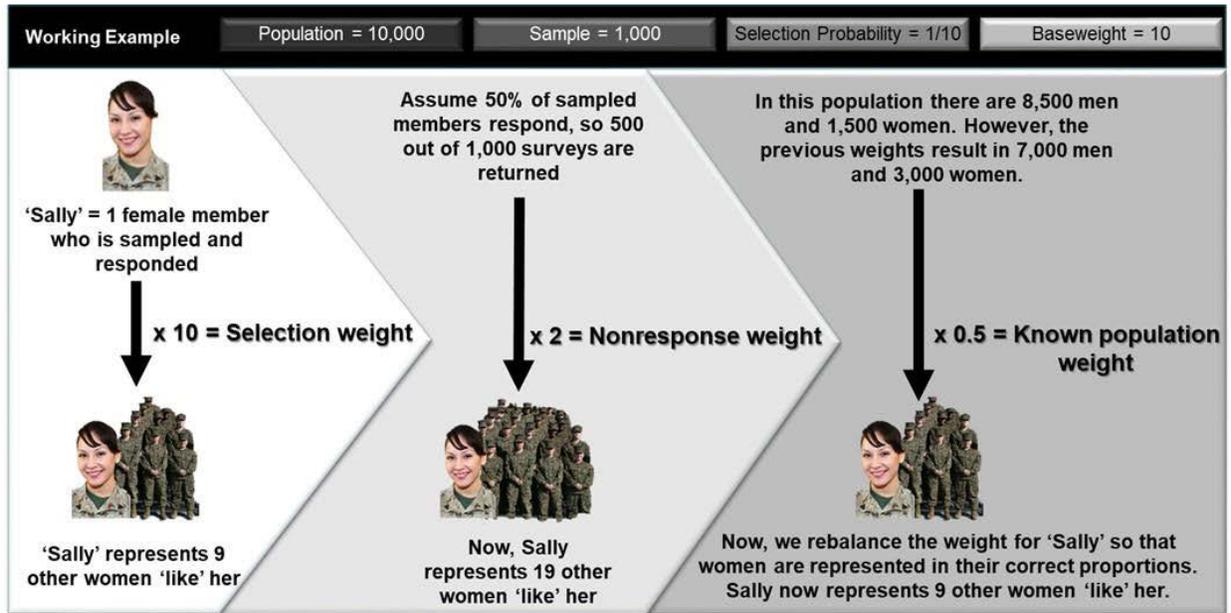
For the *2018 WGRA*, OPA mirrored a modeling process used by RAND in the *2014 RMWS* (Morrall, Gore, & Schell, 2014) and Westat in the *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR)*. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The process of weighting for the *2018 WGRA*

<sup>20</sup> Each Service also reached out to their members to make them aware of the survey and encouraged members to see if they were part of the survey sample by visiting the survey ticket look-up site. Some survey respondents who used the ticket look-up site were able to access/complete the survey before receiving the initial e-mail announcement from OPA.

consists of the following three steps (described below) and a working example is depicted in **Figure 10**:

1. Adjustment for selection probability. Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
2. Adjustment for nonresponse. This adjustment develops a model for predicting an outcome to a critical question. OPA used GBM to model the propensity that each member experienced the six outcome variables: sexual harassment, gender discrimination, sexual quid pro quo, attempted penetrative sexual assault, non-penetrative sexual assault, and penetrative sexual assault. For example, a female/E1–E4/Army/minority may have a predicted probability of experiencing sexual assault of 4%, whereas a female/E1–E4/Navy/non-minority has a predicted probability of 2%. Next, OPA used GBM to model the response propensity of each member using the six outcome variables modeled in step one. Details regarding the criteria used for selecting the best model are found in OPA, 2019.
3. Adjustment to known population values. After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, OPA performed a final weighting adjustment called raking, which exactly matches weighted estimates and known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

**Figure 10.**  
*Three-Step Weighting Process*



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

**Table 1** shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2018 WGRA was 18% (including DoD and Coast Guard), with a weighted response rate of 17% for DoD only and 34% for Coast Guard, both of which are typical for large DoD-wide surveys in recent years. This response rate was lower than the 23% response rate for the 2016 WGRA. OPA is undertaking a number of efforts to improve the gradually declining response rates for the WGR and other DoD surveys for which OPA is responsible. However, we remain confident in the estimates provided in this report.

**Table 1.**  
*2018 WGRA Counts of Respondents and Weighted Response Rates*

	Population	Sample	Complete Respondents	Weighted Response Rate
<b>Total</b>	1,327,194	735,645	115,884	18%
<b>DoD</b>	1,285,990	694,441	102,109	17%
<b>Coast Guard</b>	41,204	41,204	13,775	34%
<b>Army</b>	462,160	240,814	28,387	14%
<b>Navy</b>	321,062	188,210	22,563	15%
<b>Marine Corps</b>	184,154	97,076	8,270	11%
<b>Air Force</b>	318,614	168,341	42,889	27%

## Presentation of Results

Results of the 2018 *WGRA* are presented by reporting categories within the report. For each section of the report, results are presented in the following order (including a trend back to prior survey administrations, if applicable):

- DoD
  - Survey year by gender.
  - Survey year by gender and paygrade.

Definitions for the reporting categories above are:

- DoD: Includes Army, Navy, Marine Corps, and Air Force.
- Gender: Men or Women.
- Paygrade by Gender: Includes junior enlisted men and women (E1–E4), senior enlisted men and women (E5–E9), junior officer men and women (O1–O3), warrant officer men and women (W1–W5), and senior officer men and women (O4–O6).
- Survey Year: Current survey year (2018) and trend survey year (2016, and for some, 2014, 2012, 2010, and 2006).

Unless stated otherwise, only statistically significant comparisons are discussed in this report. Comparisons are generally made along a single dimension (e.g., Service) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. For example, responses of women in the Army are compared to the weighted averages of the responses from women in the Navy, Marine Corps, and Air Force. When comparing estimates between the 2018 *WGRA* and the 2016 *WGRA*, the results for each analysis group in 2018 are compared to those in 2016 for the same group (e.g., women in 2018 compared to women in 2016).

For all statistical tests, OPA uses “two-independent sample t tests.” To account for the potential for false discoveries that may occur as a result of conducting multiple comparisons, we report as statistically significant only the results of t tests that fall at or above the 99% confidence level ( $p < .01$ ). The results of comparisons generalize to the population because they are based on weighted estimates.

The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are that the interval contains the true population value being estimated. For example, if 55% of respondents selected an answer and the margin of error was  $\pm 3$ , we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population

value being estimated. Because the results of the *2018 WGRA* are weighted, the reader can assume the results generalize to the active duty population within the margin of error.

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

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

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

## Overview of Report

The principal purpose of the *2018 WGRA* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination as well as to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and to improve the gender relations climate.

As depicted in **Table 2**, there were two forms of the *2018 WGRA*: the short form and the long form. The short form was a paper survey containing survey items used to assess sexual harassment and gender discrimination violations, UCMJ-based sexual assault, and details of the sexual assault that had the greatest impact on the survivor. The long form, or web survey, contained all of the items on the short form, but also included additional topics on the perceptions of the SAPR programs, bystander intervention, culture, and climate. For purposes of this report, all references to question numbers refer to the long survey form.

**Table 2.**  
**Survey Content by Form**

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Background Information	✓	✓
Your Military Workplace	✓	✓
Time Reference	✓	✓
Gender-Related Experiences in the Military (Sexual Harassment and Gender Discrimination)	✓	✓
Gender-Related Experiences in the Military With the Greatest Effect	✓	
Gender-Related Experiences (Sexual Assault)	✓	✓
Gender-Related Experiences With the Greatest Effect	✓	✓
Outcomes Associated With Experiencing Sexual Assault	✓	✓
Prior Experiences	✓	✓
Reporting Process	✓	
Bystander Intervention	✓	
Workplace Culture and Training	✓	
Well-Being	✓	
Training and Culture	✓	
How are we Doing?	✓	
Additional Background Information	✓	✓
Taking the Survey	✓	✓

**Survey Content by Chapter**

- Chapter 2 covers the estimated past-year prevalence rates of sexual assault, sexual assault experiences since entering the military, sexual assault experiences before entering the military, the characteristics of unwanted events experienced, and members’ attitudes regarding and experiences with reporting sexual assault to military authorities.
- Chapter 3 covers experiences of sex-based Military Equal Opportunity (MEO) violations in the past 12 months. Included are estimated rates for sexual harassment and gender discrimination and characteristics of these incidents.
- Chapter 4 summarizes members’ perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. The chapter also covers members' trust in the military system.
- Chapter 5 provides a summary of key findings in the 2018 WGRA. The chapter concludes with a review of the ways in which the results can inform future policy and program efforts and recommendations for future research.

**Service-Level Survey Results**

In order to support Service-level efforts to prevent and respond to sexual assault, sexual harassment, and gender discrimination in the military, the 2018 WGRA includes Service-specific

results as separate appendices. These reports are organized in the same manner as the main overview report, but additional details regarding Service-specific findings are also provided.

As with the DoD overview report, the results provided for each Service are generalizable to that Service's entire active duty population.

- Appendix A: Army Overview Report
- Appendix B: Air Force Overview Report
- Appendix C: Navy Overview Report
- Appendix D: Marine Corps Overview Report
- Appendix E: Coast Guard Overview Report



## Chapter 2: Sexual Assault

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### Introduction

To continue to improve upon efforts to prevent and respond to sexual assault in the military, it is necessary to understand the factors that contribute to sexual assault. Over the years, a rich body of literature has been dedicated to this purpose, primarily with a focus on civilian populations (Tharp et al., 2013). These studies help guide our knowledge regarding sexual assault.

However, there is reason to believe that the unique military context presents the potential for important differences. These differences may manifest in terms of both victimization and perpetration and motivates the need to collect data specific to the military population regarding not only the prevalence of sexual assault but also the characteristics of these incidents, including the individual, social, organizational, or environmental factors that may prevent or support them.

This chapter examines the estimated prevalence of sexual assault among active duty Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of situations identified by Service members as the worst and describe members' experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.<sup>21</sup>

Data in this chapter are presented for DoD women and men when available. When data are not reportable for DoD men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g. men and women) since the *2016 WGRA*. We denote whether the changes were statistically significant. The term "statistical significance" refers to our confidence that the differences we observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

### Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate construction.

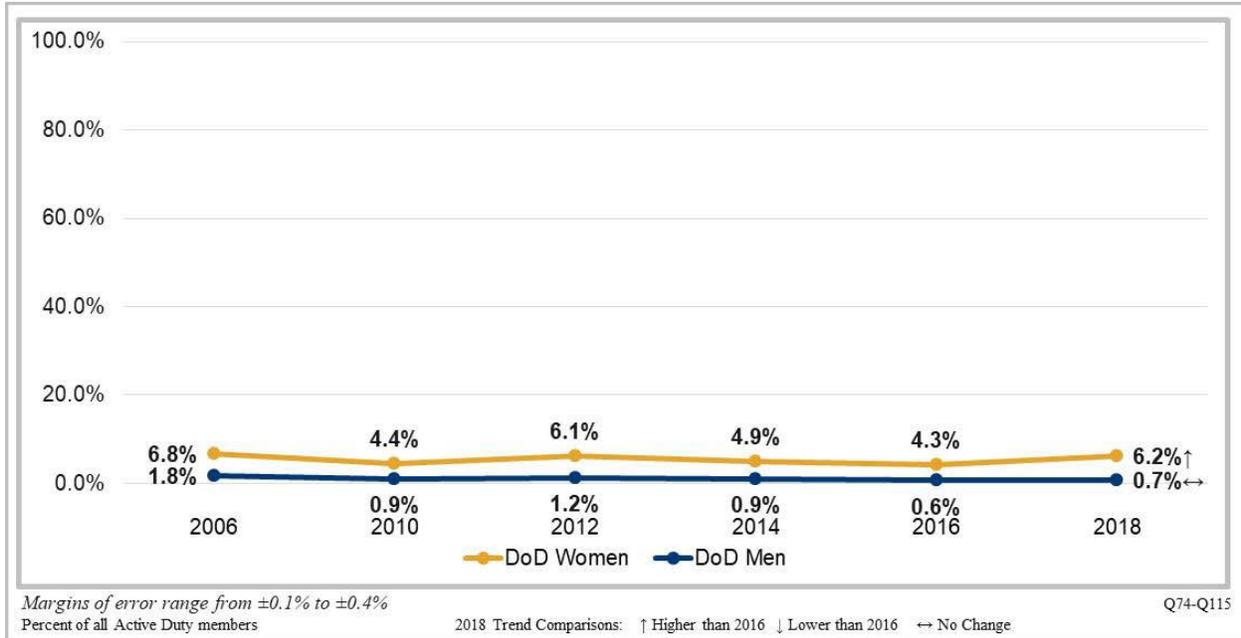
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<sup>21</sup> All references to "experiences" of sexual assault in this report are based on behaviors endorsed by respondents' self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2018, 6.2% of DoD women (an estimated 12,927 survivors) and 0.7% of DoD men (an estimated 7,546 survivors) experienced a sexual assault in the past 12 months (Figure 11). This represents a statistically significant increase, from 4.3% in 2016 for DoD women but no change for DoD men.

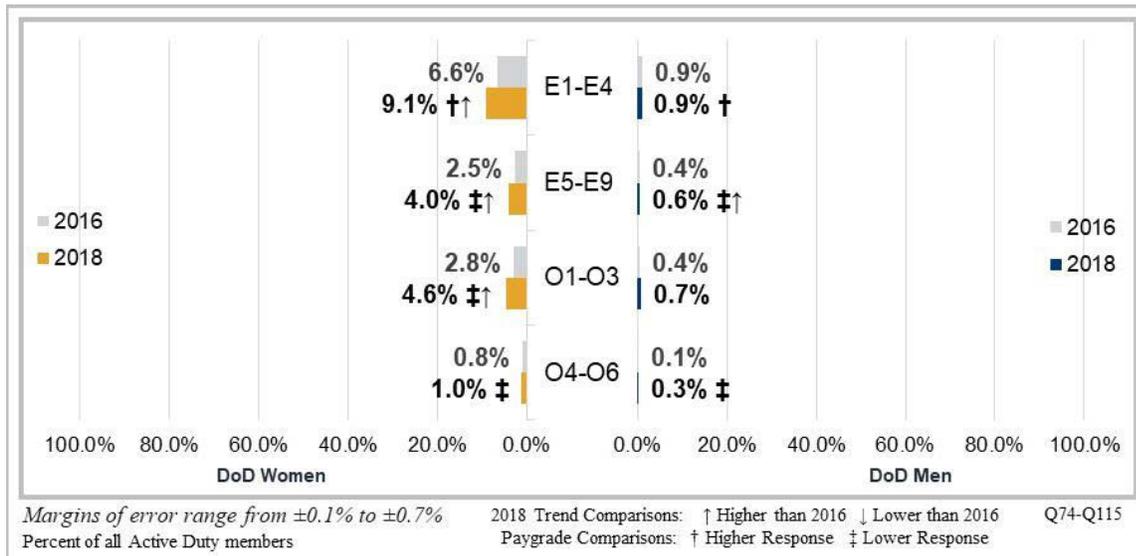
**Figure 11.**  
*Estimated Sexual Assault Past Year Prevalence Rates for DoD*



Differences in the prevalence rates among DoD women were also evident (Figure 12). With an estimated rate of 6.9%, enlisted women were twice as likely to experience sexual assault compared to women officers (3.4%). The highest rates for women were among the most junior Service members. More specifically, among women Service members in the paygrade of E1 to E4, an estimated 9.1% experienced a sexual assault in the past 12 months.

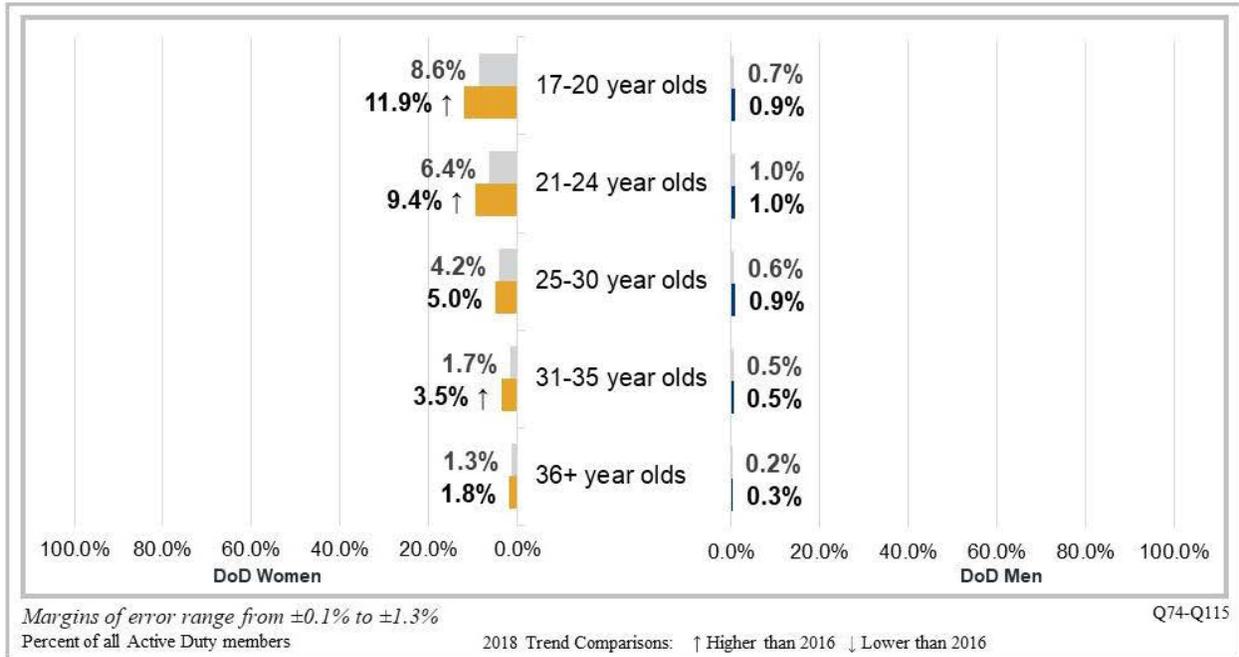
Enlisted men (0.8%) were also more likely than male officers (0.5%) to experience sexual assault and, as with women, the most junior enlisted men experienced the highest rates (0.9%) of sexual assault.

**Figure 12.**  
**Estimated Sexual Assault Past Year Prevalence Rates for DoD by Paygrade**



Researchers frequently examine sexual assault in terms of the prevalence among men and women Service members. This is because there is clear evidence that women, as a group, are more at risk for experiencing these unwanted gender-related behaviors. However, research also suggests that there are several other factors associated with a heightened risk of sexual assault, including age, education level, relationship status, and prior sexual assault (Street et al., 2016; Suris & Lind, 2008; Krebs et al., 2009). When these characteristics intersect with gender, the risk can be even greater. Along these lines, a closer examination by age reveals that women Service members between the ages of 17–20 or 21–24 had the highest estimated rate of sexual assault in 2018 at 11.9% and 9.4% respectively (Figure 13). These rates were significantly higher than in 2016 when estimated rates were 8.6% for women ages 17–20 and 6.4% for women ages 21–24. Notably, the largest increase in estimated rates of sexual assault by age for women was among those ages 31–35, for whom the rate more than doubled from 1.7% to 3.5% in 2018. Age was not associated with changes, between 2016 and 2018, in the estimated rate of sexual assault among men.

**Figure 13.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Age for DoD*



As with the influence of age, prior research suggests that Service members who operate in a deployed environment may also be at a higher risk for sexual assault (LeardMann et al., 2013). This may be because deployments are often in remote and austere locations that place Service members in more frequent and close contact with each other, or because prioritization of the mission results in less attention to these issues (LeardMann et al., 2013). An alternative argument is that Service members may engage in more reckless or uninhibited behavior in anticipation of or following a deployment.

Consistent with these expectations, an examination of sexual assault rates among Service members who deployed in the 12 months prior to the survey revealed that an estimated 8.7% of women who had deployed during that period experienced a sexual assault. This was a significant increase from 5.8% of deployed women in 2016 and also higher than the estimated rate of 5.7% for women who had not deployed in 2018. There was no significant change in the estimated rates of sexual assault for past year deployed men.

Although the *WGR* surveys focus on prevalence rates, it may also be useful to understand the severity of sexual assault for victims by examining the victimization rate.<sup>22</sup> The prevalence rate estimates the number of individuals who experienced at least one incident of sexual assault in the past year. In contrast, the victimization rate accounts for the fact that some victims may experience multiple incidents of sexual assault in the past year. As a metric of the performance of prevention and response efforts, a decrease in either the prevalence or victimization rates would suggest positive progress. To this end, the *WGR* survey asks Service members who

<sup>22</sup> For example, the National Crime Victimization Survey (NCVS) administered each year by the Bureau of Justice Statistics (BJS) reports both victimization and prevalence rates for each category of crime.

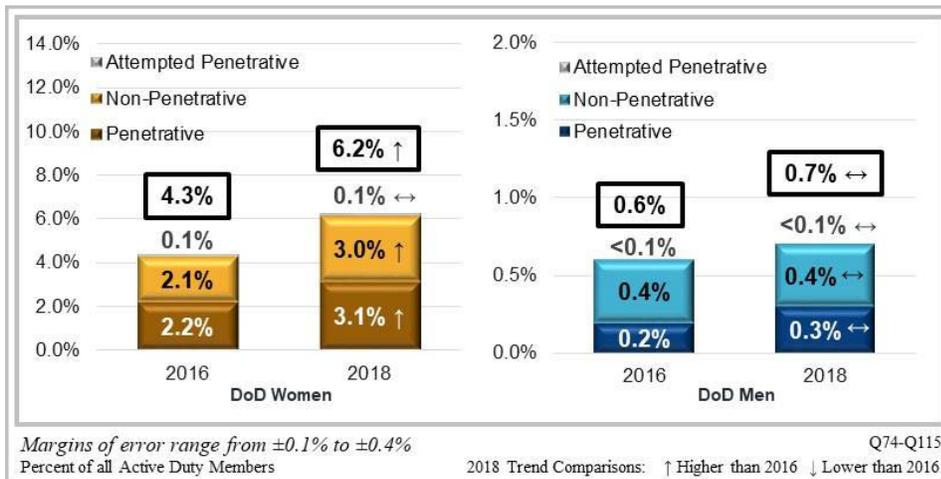
experienced a sexual assault in the past 12 months to identify the number of separate occasions the unwanted experience took place. For DoD women, 39% of those who experienced sexual assault in the past 12 months indicated that the experiences occurred one time and 61% indicated the experience occurred more than once. These rates were nearly identical for DoD men (38% and 62%, respectively) and were unchanged since 2016.

### Type of Estimated Sexual Assault Prevalence Rate

Sexual assault prevalence rates vary by the type of behavior—penetrative, non-penetrative, or attempted penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first, so that members who indicate experiencing multiple types of assault are only categorized once.

For DoD women, the increase in the overall prevalence of sexual assault was driven by a significant increase in the estimated rate of penetrative sexual assaults from 2.2% in 2016 to 3.1% in 2018 and an increase in the estimated rate of non-penetrative sexual assaults from 2.1% in 2016 to 3.0% in 2018 (Figure 14). The estimated rates for attempted penetrative sexual assault (0.1%) remained unchanged from 2016.

**Figure 14.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Type for DoD*



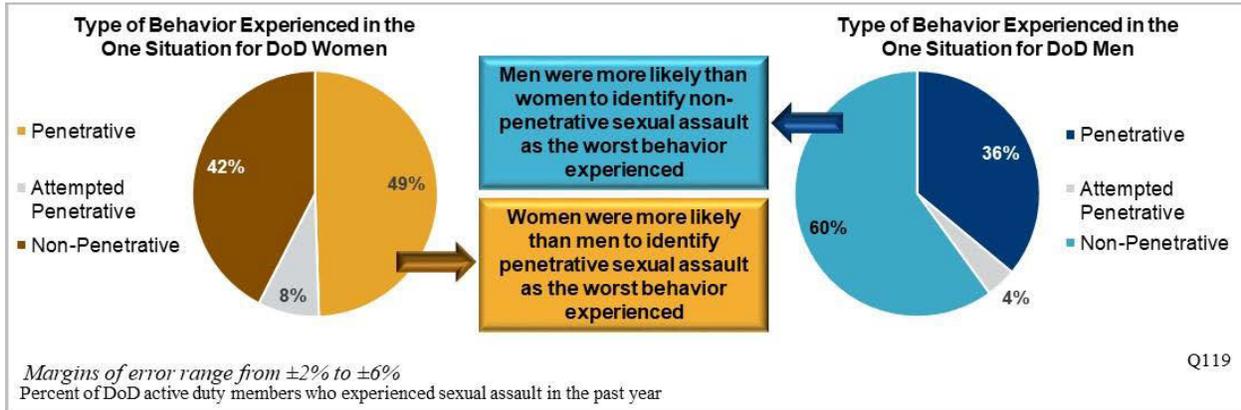
In a pattern consistent with 2016, an estimated 0.3% of DoD men experienced a penetrative sexual assault, 0.4% experienced non-penetrative assault, and <1% experienced attempted penetrative sexual assault.

### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them. The characteristics of these incidents were notably different for men versus women survivors (Figure 15).

Women were more likely to specify a penetrative sexual assault (49%) as the most serious behavior they experienced, whereas men (60%) more frequently identified a non-penetrative sexual assault as the most serious behavior.

**Figure 15.**  
*Type of Behavior Experienced in the Sexual Assault One Situation for DoD*



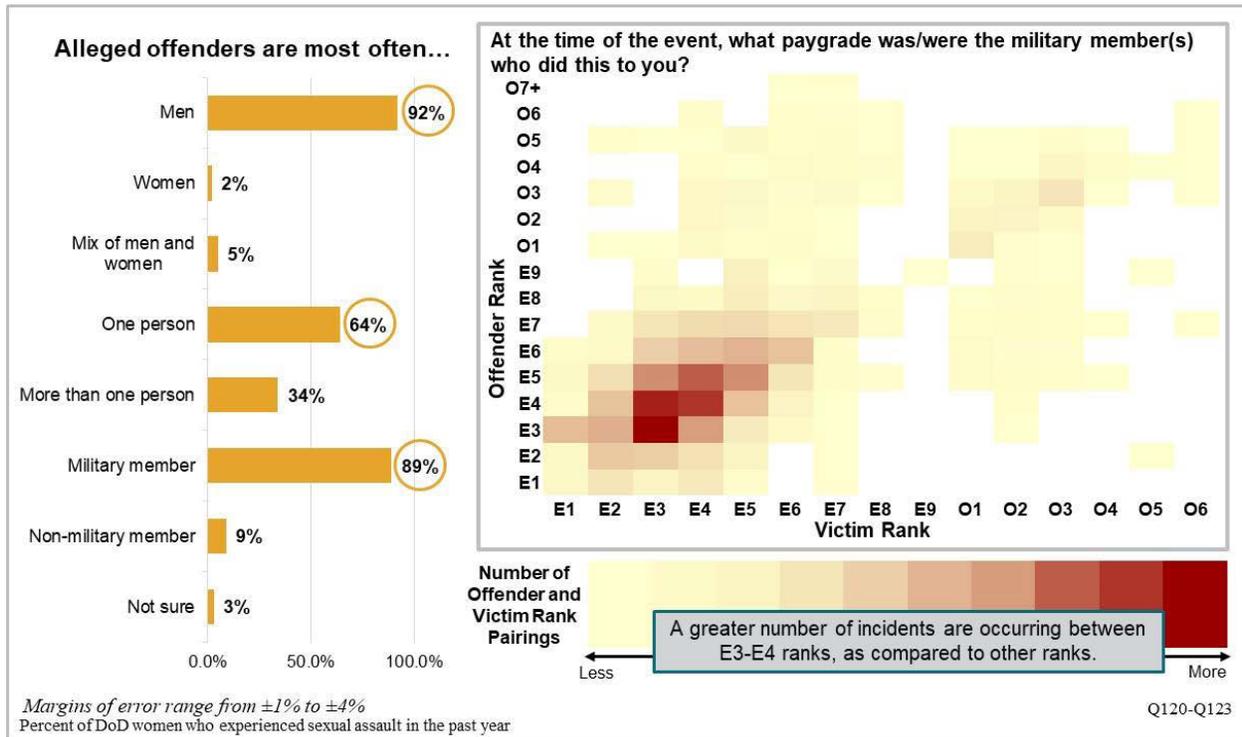
### Reported Demographics of the Alleged Offender(s)

More than one-third of the incidents in “the one situation” involved more than one alleged offender.<sup>23</sup> However, the sex of the alleged offender varied for men and women Service members. For DoD women, the alleged offenders were primarily all men (92%). However, among DoD men, the alleged offenders were less frequently all men (52%) and more frequently all women (30%).

In incidents involving female victims, the alleged offenders were nearly always identified as another military member (89%) and, more specifically, a peer of the same or slightly higher rank (Figure 16).

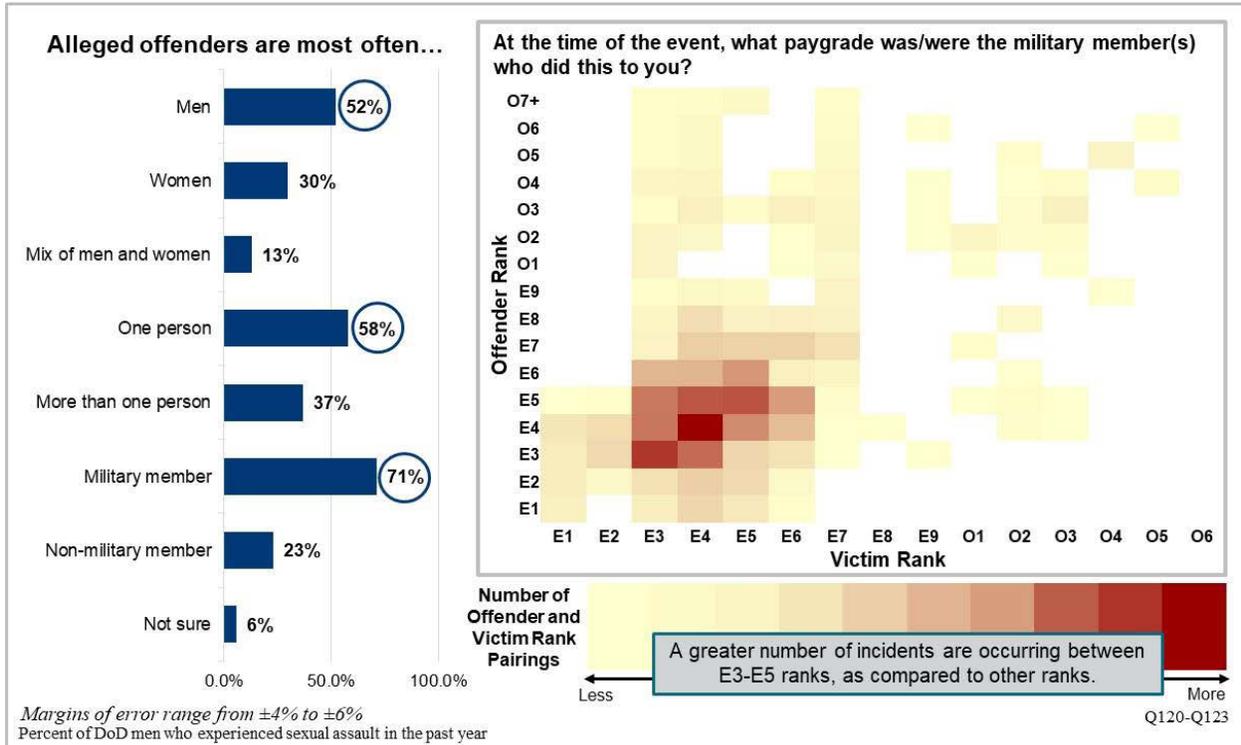
<sup>23</sup> References to the perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt.

**Figure 16.**  
*Reported Demographics of the Alleged Offenders for DoD Women*



DoD men who experienced sexual assault were more likely than women to be unsure of the status of the alleged offender (25%, significantly higher than 14% of women). In fact, for incidents involving male victims, the alleged offender was less likely to be identified as a military member (71%) and, if the alleged offender was a military member, they were most often of the same or a slightly higher rank than the victim (Figure 17).

**Figure 17.**  
*Reported Demographics of the Alleged Offenders for DoD Men*



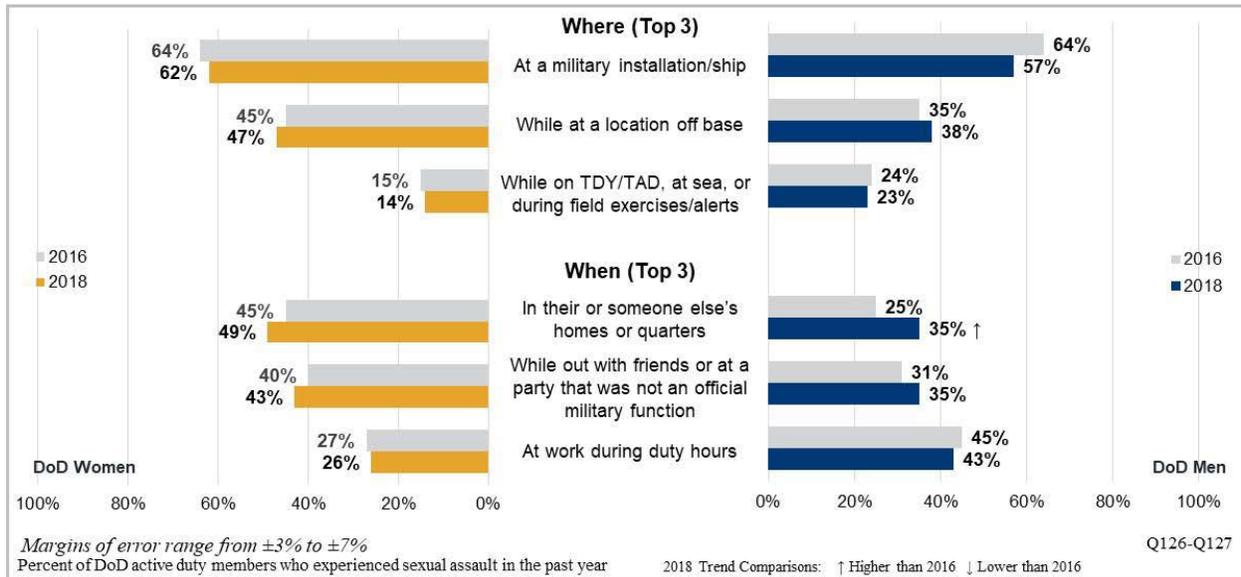
### Location and Context

Service members were asked to indicate the location and context for “the one situation.” The majority (60%) of sexual assaults occurred on military installations, and 44% of incidents occurred at a location off base (e.g., temporary lodging/hotel room, a restaurant, bar, nightclub). Notably, there were no differences in the types of locations where these events occurred between 2016 and 2018 (Figure 18).

With regards to the context in which the sexual assault took place, DoD women (49%) were more likely than men (35%) to indicate that their experience occurred while they were in their own or someone else’s home. For men, the percentage of sexual assaults that occurred in a home reflects a statistically significant increase of 10 percentage points from 2016.

Women were also more likely than men to indicate that the sexual assault occurred while out with friends at a party that was not an official military function (43%). Meanwhile, DoD men were significantly more likely than women to indicate that “the one situation” occurred while they were at work and during duty hours (43%).

**Figure 18.**  
**Location and Context of the Sexual Assault One Situation for DoD**



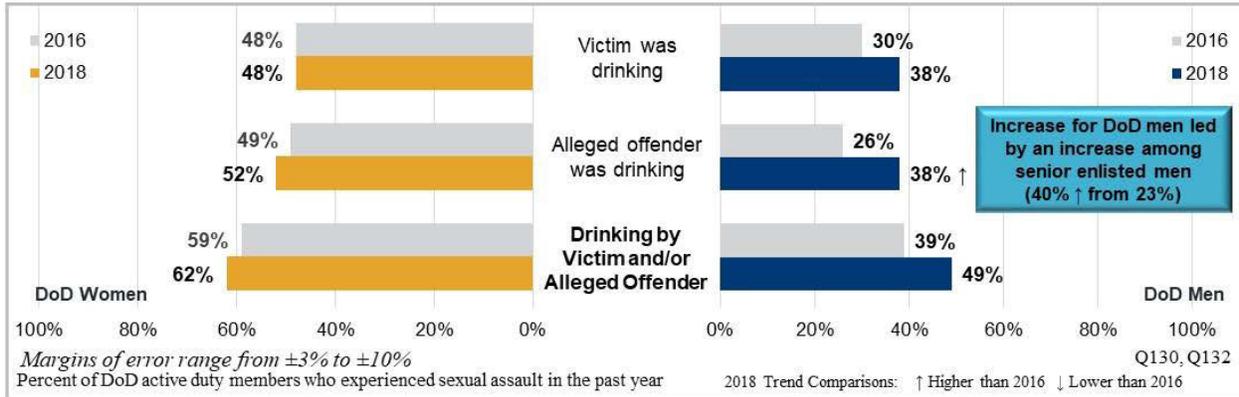
### Alcohol Use

The relationship between alcohol use and the occurrence of sexual assault is well-documented in both military and civilian research (Abbey et al., 2004; Brecklin & Ullman, 2010; OPA, 2017). In order to continue to monitor and assess this relationship, Service members who experienced a sexual assault were asked to identify whether they or the alleged offender were drinking alcohol at the time of the event.<sup>24</sup>

For women, 62% indicated that the unwanted event involved alcohol use by either the Service member or the alleged offender compared to 49% of men (Figure 19). This difference between men and women was statistically significant. However, the only significant change between 2016 and 2018 was in the alleged offender’s alcohol use reported by DoD men. In 2018, 38% of men (up from 26% in 2016) responded that the alleged offender had been drinking alcohol before the sexual assault. This change was driven by a significant increase, from 23% to 40%, for incidents involving alcohol among senior enlisted men.

<sup>24</sup> This survey question includes the following text: “Even if you had been drinking, it does not mean that you are to blame for what happened.”

**Figure 19.**  
*Alcohol Use During the Sexual Assault One Situation for DoD*



### Reporting of Sexual Assault

There were no significant changes in reporting rates between 2016 and 2018. In 2018, DoD women (30%) were significantly more likely than men (17%) to report the unwanted sexual contact experienced in “the one situation” to the military. Notably, enlisted women (31%) were significantly more likely to report the unwanted behaviors they experienced than their officer counterparts (18%).

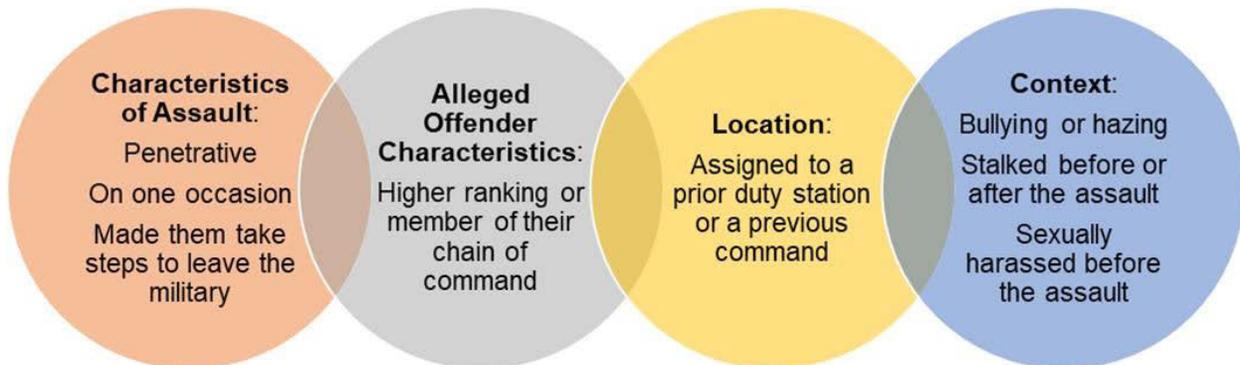
The Department has invested substantial effort into encouraging victims of sexual assault to report their experiences; for example, by establishing a restricted reporting process to allow Service members to receive support and treatment following an assault without disclosing the details of the event or the identity of the alleged offender. In addition, beginning in 2016, the Department expanded efforts to encourage reporting by male victims of sexual assault specifically. This strategy emphasized the importance of understanding the unique needs of specific groups and better tailoring program and policy to support them. An analysis of the characteristics of those who do and do not report sexual assault can continue to guide those efforts.

Differences between women who reported “the one situation” and those who did not largely centered upon differences in the characteristics of their experiences (Figure 20). Women who reported were more likely than women who did not report to have experienced a penetrative sexual assault in “the one situation” (66% of those who reported compared to 42% of those who did not) committed by alleged offenders who were higher ranking than them (59% compared to 48%) or a member of their chain of command (24% compared to 15%). Women who reported were somewhat less likely to experience assaults that occurred on more than one occasion (53% compared to 65%) and were more likely to characterize the incident as bullying (26%) or hazing (17%), compared to women who did not report (14% and 8%, respectively). Nearly half (46%) of women who reported the sexual assault responded that the alleged offenders sexually harassed them before the incident (compared to 33% of women who did not report), and 19% of women who reported said they were stalked before the incident (compared to 9% of women who did not report). These behaviors persisted after the assault occurred, with 25% of women who reported responding that they were stalked after the incident as well (compared to the 16% of women who

did not report). A large portion of the reported incidents occurred while they were assigned to a prior duty station (36% compared to 26%) or a previous command (43% compared to 32%).

Ultimately, women who reported their sexual assault to the military were substantially more likely than women who did not report to say that the unwanted event made them take steps to leave the military (43% compared to 17%).

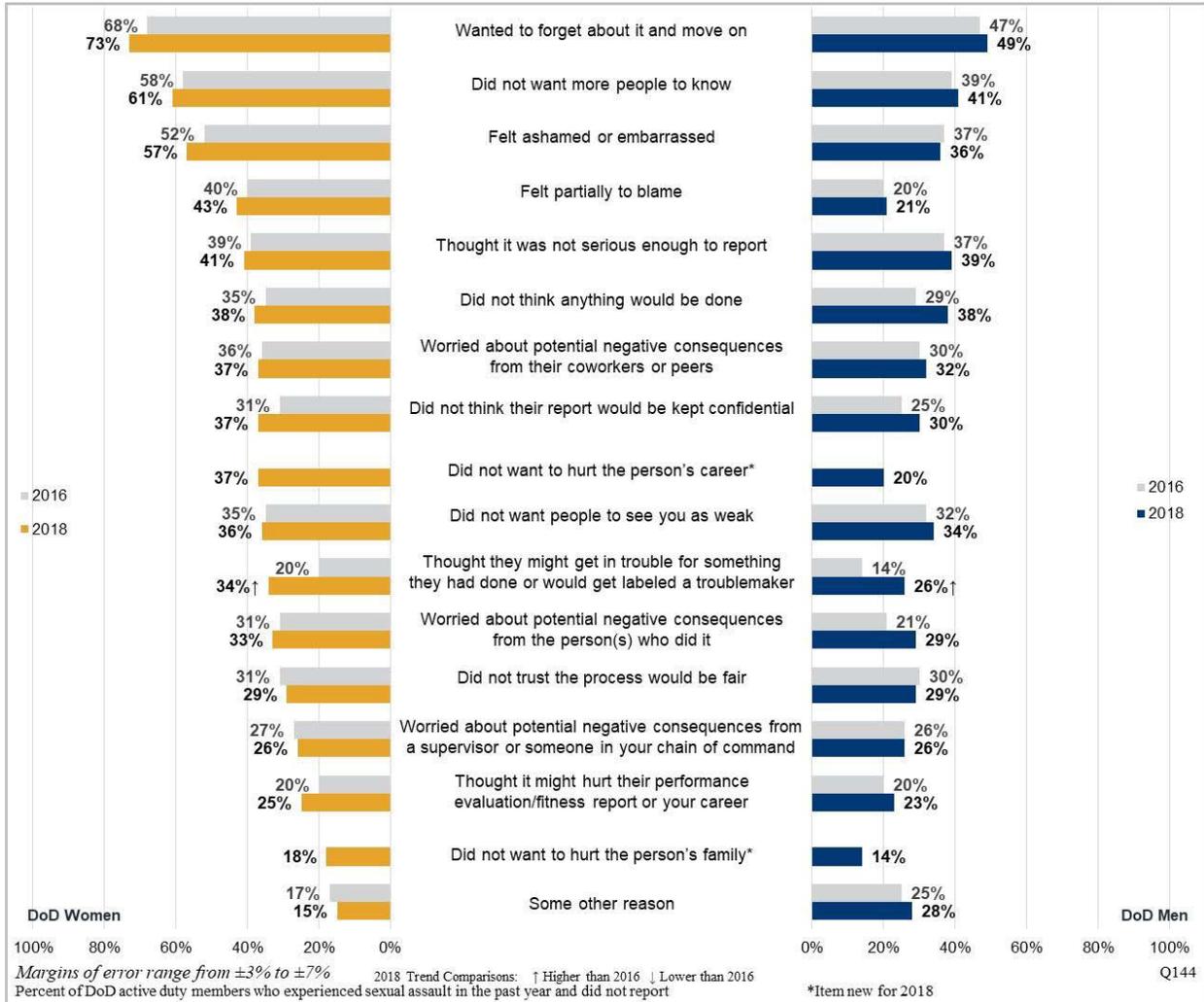
**Figure 20.**  
*Characteristics of Sexual Assault for Women Who Reported*



Among DoD men, there were fewer but still important differences between men who reported the sexual assault they experienced in “the one situation” and those who did not report. Men who reported the incident to the military were more likely than men who did not report the incident to respond that they were stalked after the sexual assault incident occurred (41% compared to 15%).

Although reasons for reporting a sexual assault to the military did not significantly change from those in 2016, there were several responses that Service members—both men and women—provided for *not* reporting that were notable (Figure 21). The majority of Service members (63%) cited wanting to forget about the incident as a reason for not reporting, whereas 53% indicated that they did not want people to know. Among DoD women, 34% (a significant increase from 20% in 2016) indicated that they did not report because they thought they might get into trouble for something they had done or would get labeled as a troublemaker.

**Figure 21.**  
**Reasons for Not Reporting Sexual Assault for DoD**



**Reporting Options**

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, and unrestricted reports start an official investigation in addition to providing the services available in restricted reporting.

Although overall reporting of sexual assault did not significantly increase between 2016 and 2018, members indicated that the option to make a restricted report remained extremely valuable. When asked what action they would have taken if a restricted reporting option was not available, 11% of women (down from 58% in 2016) responded that they would have sought out civilian confidential resources. In response to the same question, 47% of women (up from 23% in 2016) responded that they would not have submitted a report at all. Over half to two-thirds of members

who do decide to report their sexual assault indicated they would choose to do so again if they had to make the same decision (67% of DoD women and 57% of DoD men).

### ***Leadership Actions After Reporting Sexual Assault***

Prior research emphasizes the role that social support plays in aiding a survivor's response to and recovery from sexual assault (Crabtree-Nelson & DeYoung, 2017; Laws et al., 2016; Mattocks et al., 2012; Ullman et al. 2007). However, less than half of DoD women indicated that their leadership made them feel supported to a large extent after they reported their experience of sexual assault (38%) or provided them flexibility to attend an appointment related to their sexual assault (48%) to a large extent. Just 41% of DoD women indicated that their leadership expressed concern for their wellbeing to a large extent.

### ***Negative Outcomes of Reporting Sexual Assault***

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced *as a result of reporting* a sexual assault. To construct this measure, Service members were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction).<sup>25</sup> None of these measures were reportable for DoD men.

***Professional reprisal*** is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, among women who experienced and reported sexual assault, 38% perceived experiencing behaviors consistent with professional reprisal including 15% who experience behaviors that also met the legal criteria. This rate was statistically unchanged from 2016.

***Ostracism*** is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, among women who experienced and reported sexual assault, 51% perceived experiencing behaviors consistent with ostracism. One out of ten women (10%) who experienced and reported sexual assault experienced behaviors consistent with ostracism that also met the legal criteria. This rate was statistically unchanged from 2016.

***Maltreatment*** is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military leadership and/or coworkers that occurred because they reported, or were going to report, a sexual assault. Maltreatment may include physical or psychological force, threats, or abusive or unjustified

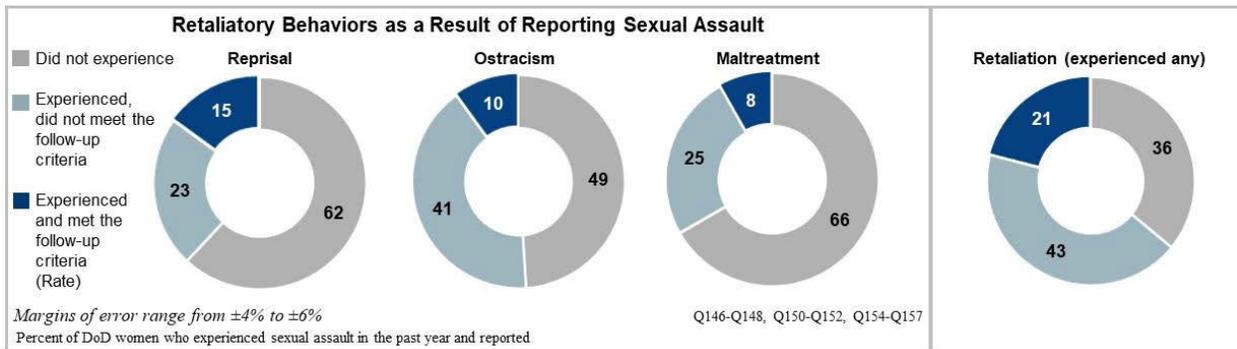
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<sup>25</sup>The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and the requirements of retaliation, and the absence of official information regarding an investigation.

treatment that results in physical or mental harm. In 2018, 34% of women who experienced and reported sexual assault perceived experiencing a behavior in line with maltreatment as a result. Less than one out of ten women (8%) who experienced and reported sexual assault experienced a behavior in line with maltreatment that also met the legal criteria (Figure 22). This rate was also statistically unchanged from 2016.

**Retaliation.** Combining each of the negative outcomes of reporting sexual assault produces a measure of perceived retaliation. In 2018, roughly two-thirds (64%) of women who experienced and reported sexual assault perceived experiencing a behavior in line with retaliation. Nearly a quarter of women (21%) who experienced and reported sexual assault experienced a behavior in line with retaliation that also met the legal criteria (Figure 22). Again, this rate was statistically unchanged from 2016.

**Figure 22.**  
*Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for DoD Women*



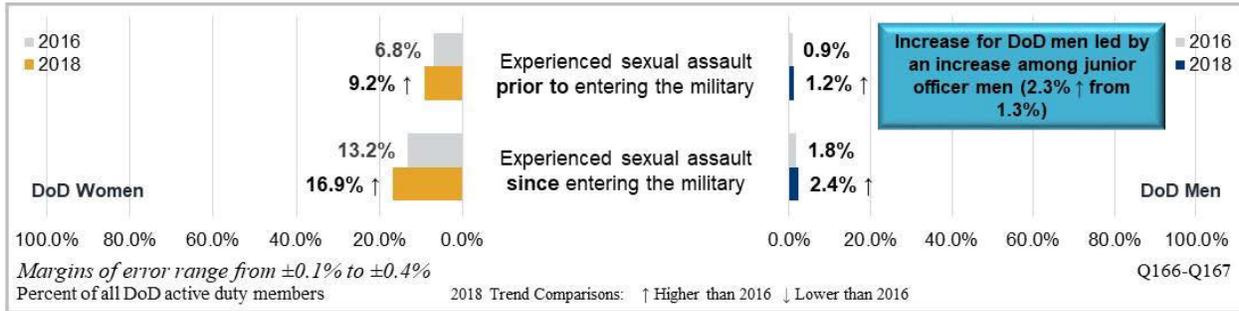
## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

Compared to 2016, more Service members are estimated to have experienced sexual assault prior to joining the military. In 2018, there was a statistically significant increase from 6.8% to 9.2% among DoD women and from 0.9% to 1.2% among men (Figure 23). This increase was driven by higher estimated rates of prior to military service sexual assaults among women in all paygrades and junior officer men (from 1.3% to 2.3%).

Since joining the military, an estimated 16.9% of DoD women and 2.4% of men experienced a sexual assault. This was a statistically significant increase from 13.2% of women and 1.8% of men in 2016.

**Figure 23.**  
*Estimated Sexual Assault Prevalence Rates Prior to and Since Joining the Military for DoD*

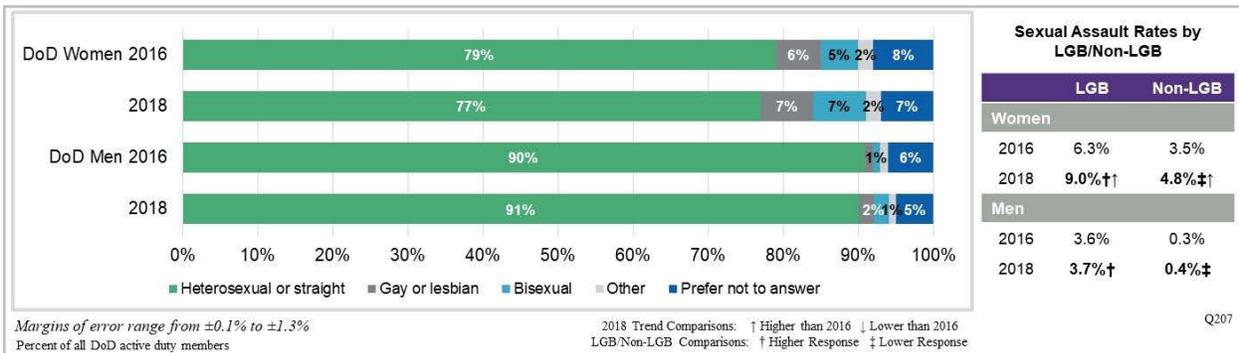


## Lesbian, Gay, and Bisexual Service members

The 2018 WGRA included questions addressing sexual orientation in order to gain a better understanding of the risk specific to military members identifying as lesbian, gay, or bisexual (LGB). These data will assist in improving prevention and targeted response efforts for these Service members.

In order to identify Service members as LGB, the 2018 WGRA asked respondents to identify their sexual orientation as heterosexual or straight, gay or lesbian, bisexual, or other (e.g., questioning, asexual, undecided, or self-identified). They could also decide not to answer. The majority of DoD women (77%) and DoD men (91%) responded they were heterosexual or straight (Figure 24). Seven percent of women and 2% of men indicated they were gay or lesbian, 7% of women and 2% of men responded they were bisexual, and 2% of women and 1% of men indicated some other sexual orientation. Seven percent of women and 5% of men indicated they preferred not to answer the question.

**Figure 24.**  
*Lesbian, Gay, and Bisexual DoD Service Members*



A full discussion of the unique experiences of LGB Service members with unwanted gender-related behaviors is not included in this overview report.<sup>26</sup> However, the results clearly suggest that, consistent with the findings of the *2016 WGRA*, LGB Service members remain a vulnerable population. Among LGB women, an estimated 9.0% experienced sexual assault in 2018. This was a significant increase from 6.3% of LGB women in 2016. There was a smaller, but also significant, increase in the estimated rate of sexual assault for non-LGB women in 2018 (from 3.5% to 4.8%). Among LGB men, an estimated 3.7% experienced sexual assault in 2018. This was statistically unchanged from 2016.

## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault from its ranks and has placed an ardent focus on providing adequate support and resources to the victims of these violent acts and to the wellbeing of all persons. The results of the *2018 WGRA* suggest that, although some progress has been made, substantial work remains to be done.

First, compared to 2016, significantly more DoD women experienced sexual assault and this increase was driven by increases in penetrative sexual assaults and touching crimes. The highest estimated rates of sexual assault were among the most junior Service members. More specifically, among women Service members in the grade of E1 to E4, an estimated 9.1% experienced a sexual assault. Although the rates of sexual assault did not increase among men, which is a positive sign overall, rates of sexual assault remained the highest among junior enlisted men.

Differences between the characteristics of sexual assault experienced by women versus men or among women and among men offer important insights that can continue to shape more targeted prevention and response efforts. The gender composition of alleged offenders remains a key distinguishing feature between the experiences of men and women victims. For DoD women, the alleged offenders were primarily all men (92%). However, among DoD men, the alleged offenders were less frequently all men (52%) and more frequently all women (30%). Consistent with prior research of both civilian and military populations, the age and paygrade of Service members was also a relevant factor.

Young women between the ages of 17–24, continue to experience the highest risk for sexual assault. However, the largest increase in sexual assault rates was among women 31–35 years of age, a group that is not often associated with being high risk. Notably, compared to 2016, alcohol use—specifically, the use of alcohol before being assaulted by their alleged offender—played a greater role in sexual assaults experienced by men. This change was driven by a significant increase, from 23% to 40%, for incidents involving senior enlisted men. All told, these findings related to the differences between the experience of men and women, as well as among men and women, offer clues as to where existing prevention efforts have fallen short and suggest the need for future interventions that may better target these groups.

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<sup>26</sup> OPA plans to conduct additional analyses specific to LGB Service members using the 2018 WGRA data.

The Department has invested substantial effort into encouraging victims of sexual assault to report their experiences; for example, by establishing a restricted reporting process to allow Service members to receive support and treatment following an assault without disclosing the details of the event or the identity of the alleged offenders. Results of the *2018 WGRA* underline the value of this restricted reporting option to Service members. Barely 10% of women who experienced sexual assault would have sought out civilian confidential resources without the option to make a restricted report, and nearly half would not have made a report at all. However, leadership actions after Service members reported their assault demonstrate a critical need for improvement. Evidence suggests that social support is important to a victim's ability to recover from or be resilient to traumatic events such as sexual assault (Crabtree-Nelson and DeYoung, 2017; Laws et al., 2016; Mattocks et al., 2012; Ullman et al. 2007). Leaders are likely to play an important role in whether victims feel supported. Among women, less than half (41%) said their leadership expressed concern for their well-being, and 38% said their leadership made them feel supported to a large or very large extent.

Finally, the results of the *2018 WGRA* demonstrate that retaliation remains a problem that merits continued attention and emphasis. One in five women who experienced and reported sexual assault experienced a behavior perceived as retaliation that met the follow-up legal criteria. Given that far more women (64%) experienced behaviors perceived as retaliatory when the legal criteria was removed and that these behaviors did not decrease from 2016, the results of the *2018 WGRA* suggest that the Department's continued focus on combatting retaliation remains imperative.



## Chapter 3: Sexual Harassment and Gender Discrimination

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### Introduction

DoDD 1350.2 covers sex-based Military Equal Opportunity (MEO) violations and includes experiencing either sexual harassment and/or gender discriminatory behaviors by someone in the military workplace. Although sex-based MEO offenses (and the associated processes of reporting and responding to them) are different from sexual assault, evidence suggests that the relationship between these behaviors is quite strong. More specifically, an organizational climate that is conducive to one may also be conducive to the other. This bears out in research, in both the civilian and military context, that finds that experiencing gender-related discrimination or sexual harassment is significantly associated with a higher likelihood of experiencing sexual assault (OPA, 2017; Sadler et al., 2003). Although it is not clear from the evidence that gender discrimination or sexual harassment necessarily precede sexual assault, their strong correlation with each other points to the importance of measuring and tracking all of these behaviors.

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>27</sup> This chapter provides the estimated rates for each of these sex-based MEO violations. The characteristics of each of these unwanted events and the prevalence of reporting are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately. The chapter concludes with a discussion of how the 2018 *WGRA* can continue to inform program and policy efforts.

### Estimated Sexual Harassment Past Year Rate

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

Overall, an estimated 9.2%, or nearly one in 10 DoD Service members, experienced sexual harassment in 2018. The rate of sexual harassment was significantly higher than rates in 2016. The rate was highest among DoD women, with nearly one-quarter of women (an increase from

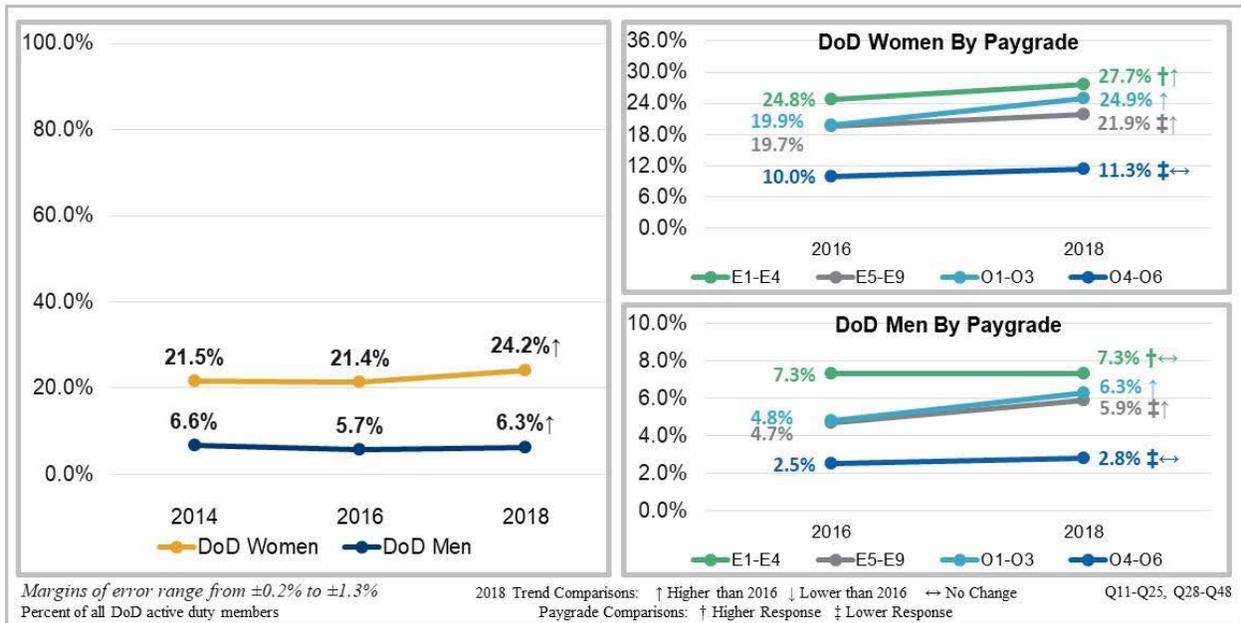
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<sup>27</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

21.4% to 24.2%) experiencing sexual harassment. This is compared to an estimated 6.3% of men among whom there was also a significant increase from a rate of 5.7% in 2016.

The pattern regarding the relevance of member paygrade persists with significant increases in 2018 in the estimated rate of sexual harassment for women in every paygrade except senior officer women. Junior enlisted women (27.7%) and junior enlisted men (7.3%) were the most likely to experience sexual harassment.

**Figure 25.**  
*Estimated Sexual Harassment Past Year Rates for DoD*



## One Situation of Sexual Harassment with the Biggest Effect

### Most Serious Behavior Experienced in the One Situation

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

Of those who experienced a sex-based MEO violation, more than two-thirds of DoD women (70%) and more than three-quarters of men (78%) identified behaviors consistent with sexual harassment as the worst situation. For the plurality of women, this situation involved being repeatedly told sexual jokes (36%) or repeated attempts by the alleged offender to establish an unwanted romantic or sexual relationship (34%). For the plurality of men, the incident involved repeated suggestions that they do not act like a man is supposed to (35%) or being repeatedly told sexual jokes (33%).

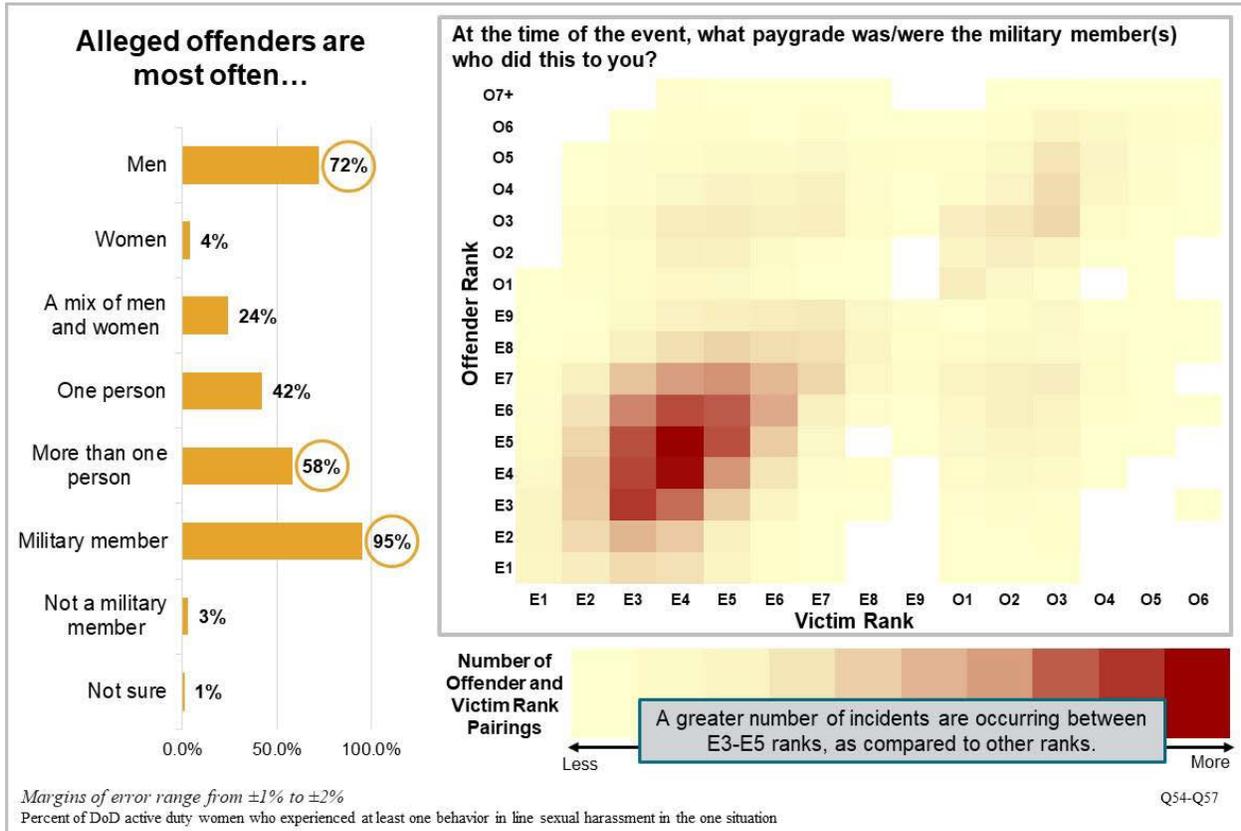
A closer examination by paygrade paints a more nuanced picture. Junior enlisted women were more likely than other women to experience additional behaviors that included repeated attempts by the alleged offender to establish an unwanted romantic or sexual relationship (38%) and the alleged offender making repeated sexual comments about their appearance or body (35%). However, senior officer women were more likely than other women to experience repeated suggestions that they do not act like a woman is supposed to (39%). Meanwhile, the type of sexual harassment behaviors varied more for men. Junior enlisted men were more likely than other men to experience frequent suggestions that they do not act the way someone their gender is supposed to (37%), whereas senior officer men were more likely to be repeatedly told sexual jokes (45%).

Notably, for both men and women, “the one situation” frequently involved violations that occurred more than once or over a substantial period of time. In 2018, 79% of women and 68% of men responded that the worst incident of sexual harassment they experienced happened more than one time. This includes 40% of women and 28% of men who stated the incident took place over a period of a few months.

### **Reported Demographics of the Alleged Offender(s)**

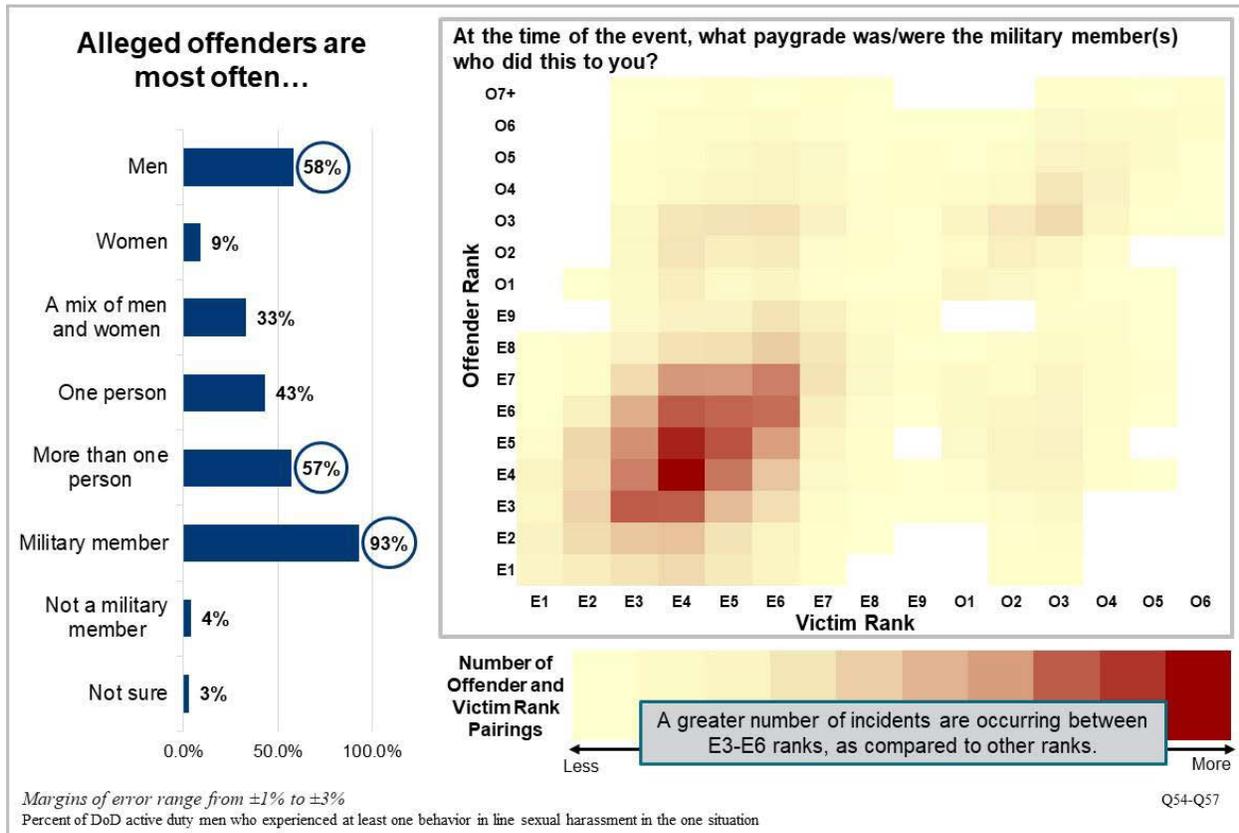
For a large portion of women (58%) and the majority of men (57%), incidents of sexual harassment described in “the one situation” involved more than one alleged offender. Among women, these alleged offenders were primarily all men (72%), primarily military members (95%), and of the same or slightly higher rank. As shown in Figure 26, the majority of sexual harassment offenses were committed by someone of the same (darker boxes) or slightly higher (slightly less dark) rank as the victim. Although we see a concentration of offenses for victims E3–E5 being committed by E3–E6 alleged offenders, it is also apparent that O3 victims were usually harassed by another O3 or an O4 Service member.

**Figure 26.**  
**Reported Demographics of Sexual Harassment Alleged Offenders for DoD Women**



Among men, the worst situation of sexual harassment most often involved alleged offenders who were all men (58%). However, DoD men were more likely than women (24%) to describe their alleged offenders as a mix of men and women (33%). As with women victims, the alleged offenders were overwhelmingly military members (93%) and of the same or slightly higher rank. As shown in Figure 27, the majority of sexual harassment offenses were committed by someone of the same (darker boxes) or slightly higher (slightly less dark) rank as the victim. Although a concentration of offenses for E3–E6 victims were committed by E3–E7 alleged offenders, it is apparent that O3 victims were usually harassed by another O3 or an O4 member.

**Figure 27.**  
**Reported Demographics of Sexual Harassment Alleged Offenders for DoD Men**

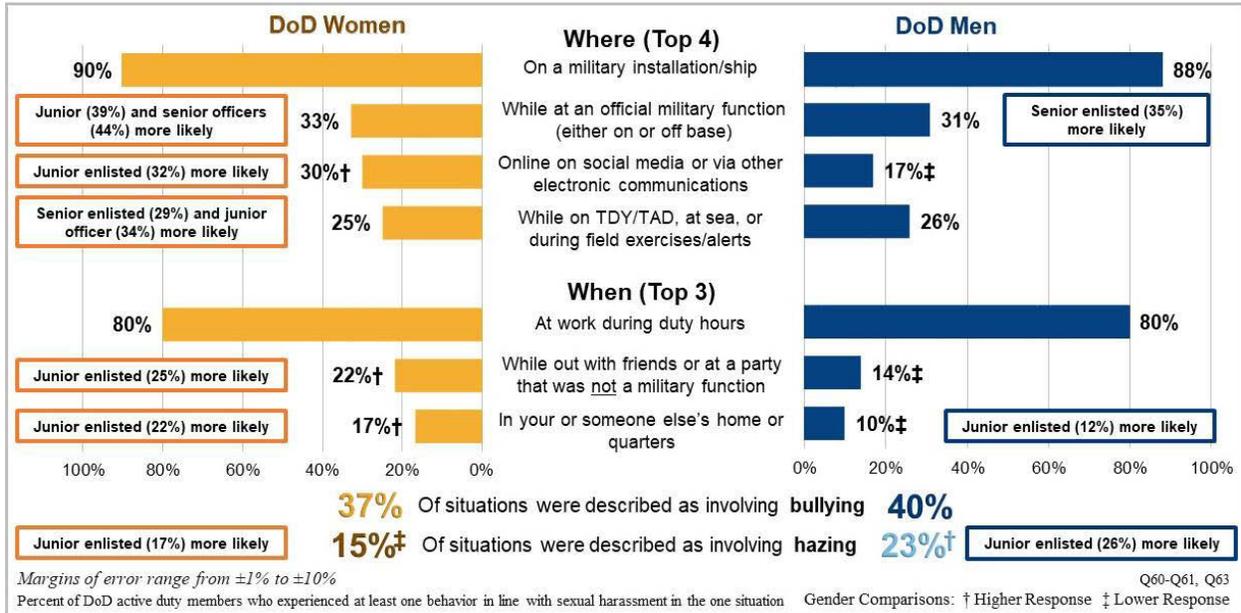


### Location and Context

For DoD women, most sexual harassment incidents occurred on a military installation (90%) but a sizable minority occurred while at an official military function (either on or off base; 33%) or online on social media or via some other electronic communications (30%; Figure 28). Notably, senior enlisted women (29%) and junior officer women (34%) were more likely than other women to indicate that the incident occurred while they were on temporary duty, at sea, or during a field exercise. The vast majority of incidents happened at work or during duty hours (80%), and although a sizable minority described the upsetting situation as bullying (37%), only a small portion of women described the upsetting situation as hazing (15%).

For DoD men, the sexual harassment situations with the biggest effect most often occurred on a military installation (88%) and the overwhelming majority of men (80%) indicated that the situation occurred while they were at work during duty hours (Figure 28). DoD men were also more likely than women to describe the sexual harassment incident as hazing (23%) and 40% of incidents were described as bullying. For hazing, this was driven by the description of junior enlisted men who were more likely than other men to consider the situation to be hazing (26%).

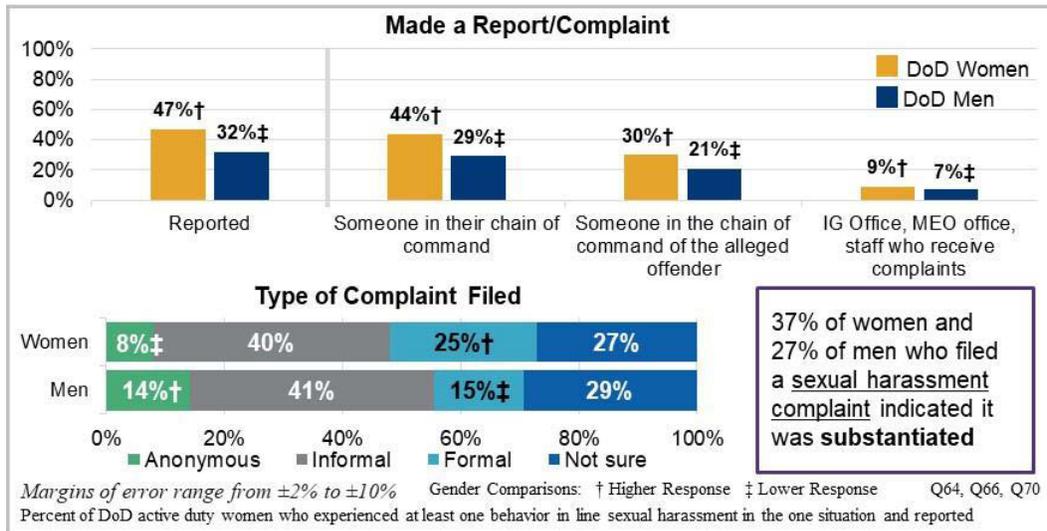
**Figure 28.**  
*Location and Context of the Sexual Harassment One Situation for DoD*



### Filing a Report/Complaint of Sexual Harassment

Service members have multiple options for filing a complaint related to a sex-based MEO violation including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints. DoD women (47%) were significantly more likely than men (32%) to report the sexual harassment violation in “the one situation” (Figure 29). Among women, junior officer women were the least likely (37%) to make a report. The most common type of report/complaint made was informal (40% for women and 41% for men); however, women were more likely than men to indicate they filed a formal complaint (25% and 15%, respectively), whereas men were more likely than women to file an anonymous complaint (14% for men and 8% for women). More than one-third of women (37%) and just over one-quarter of men (27%) indicated that their sexual harassment complaint was substantiated.

**Figure 29.**  
**Filing a Report/Complaint of Sexual Harassment for DoD**

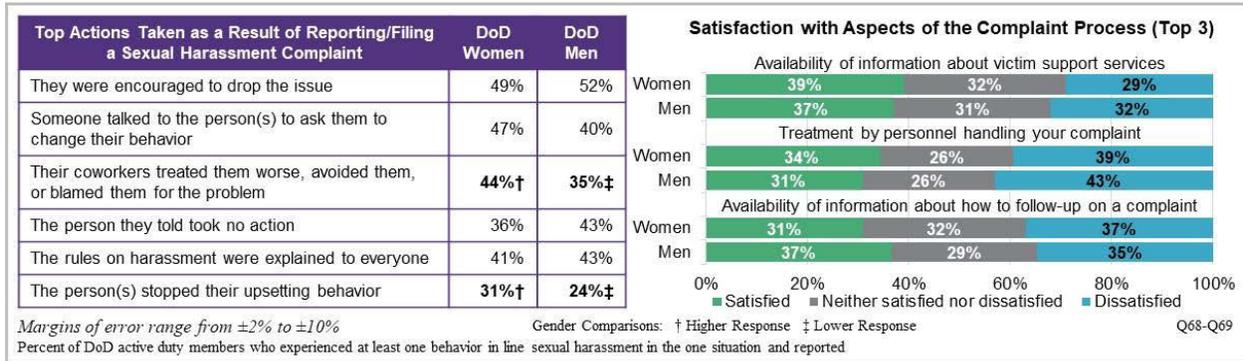


With regard to actions taken as a result of reporting, approximately half of women (49%) and more than half of men (52%) identified that the most common response to their sexual harassment report was being encouraged to drop the issue (Figure 30). However, women (31%) were more likely than men (24%) to report that the person(s) actually stopped the upsetting behavior. Notably, women (44%) were more likely than men (35%) to indicate their coworkers treated them worse, avoided them, or blamed them for the problem.

Junior enlisted women were more likely than other women to have a positive action taken in response to reporting sexual harassment. For example, 31% of junior enlisted women responded that their work station, schedule, or duties were changed to help them avoid the person, compared to just 18% of senior enlisted women. Junior enlisted women who reported the sexual harassment behaviors were also more likely than other women to identify that their alleged offender was moved or reassigned so that they did not have as much contact with them (24%).

Overall, satisfaction with any aspect of the MEO complaint process for sexual harassment was infrequent with the highest rating of satisfaction for women and men being the availability of information about victim support services (39% for women and 37% for men).

**Figure 30.**  
**Response to Filing a Report/Complaint of Sexual Harassment for DoD**



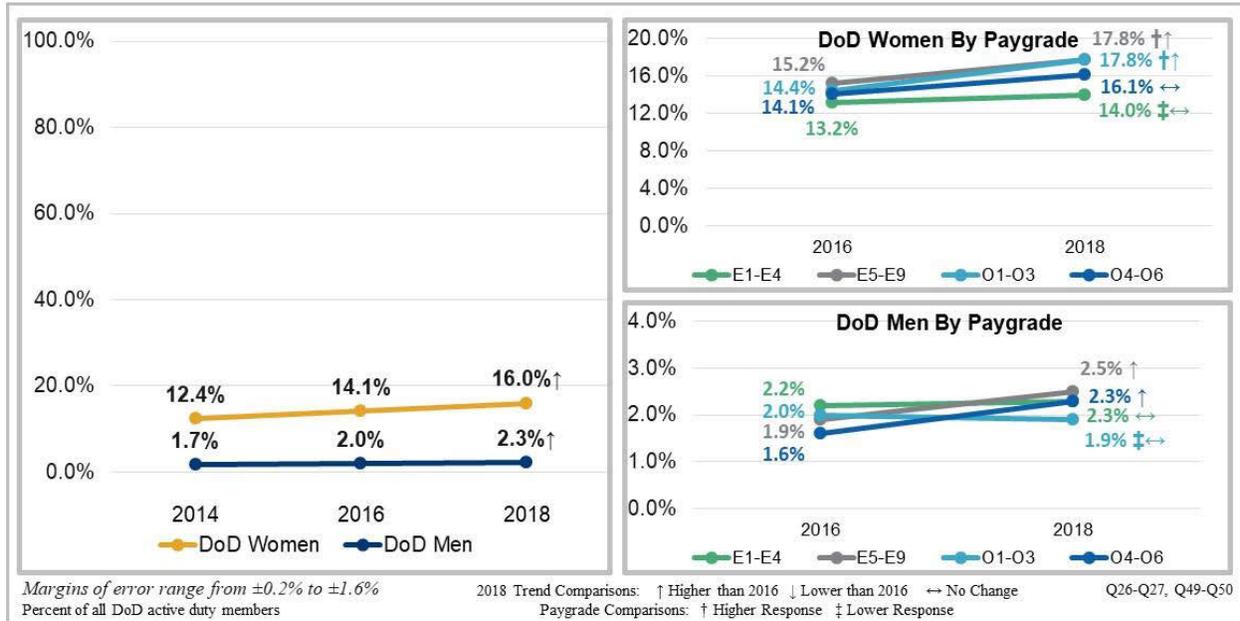
In the cases that Service members elected not to file a report, they endorsed several reasons for choosing not to report. Both women and men frequently thought the harassment was not serious enough to report (44% and 43%, respectively). However, women (53%) were more likely than men (40%) to avoid reporting because they wanted to forget about it and move on.

### Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination as detailed in Chapter 1 of this report.

In 2018, DoD women were significantly more likely to experience gender discrimination (16.0%) than men (2.3%). These estimated rates were significantly higher than rates in 2016, when 14.1% of women and 2.0% of men experienced gender discrimination. As with sexual harassment, differences were apparent based on paygrade, with an estimated 17.8% of senior enlisted women (up from 15.2% in 2016) and 17.8% of junior officer women (up from 14.4% in 2016) experiencing gender discrimination. Similarly, the increase in gender discrimination for DoD men was driven by the estimated 2.5% of senior enlisted men (up from 1.9% in 2016) and 2.3% of senior officer men (up from 1.6% in 2016) who experienced gender discrimination (Figure 31).

**Figure 31.**  
**Estimated Gender Discrimination Past Year Rates for DoD**



## One Situation of Gender Discrimination with the Biggest Effect

### Most Serious Behavior Experienced in the One Situation

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation, “the one situation,” that was the worst or most serious to them. In 2018, 66% of women and 35% of men identified an incident that involved behaviors consistent with gender discrimination. For the vast majority of these men (85%) and women (84%), these incidents involved being mistreated, ignored, or insulted because of their gender.

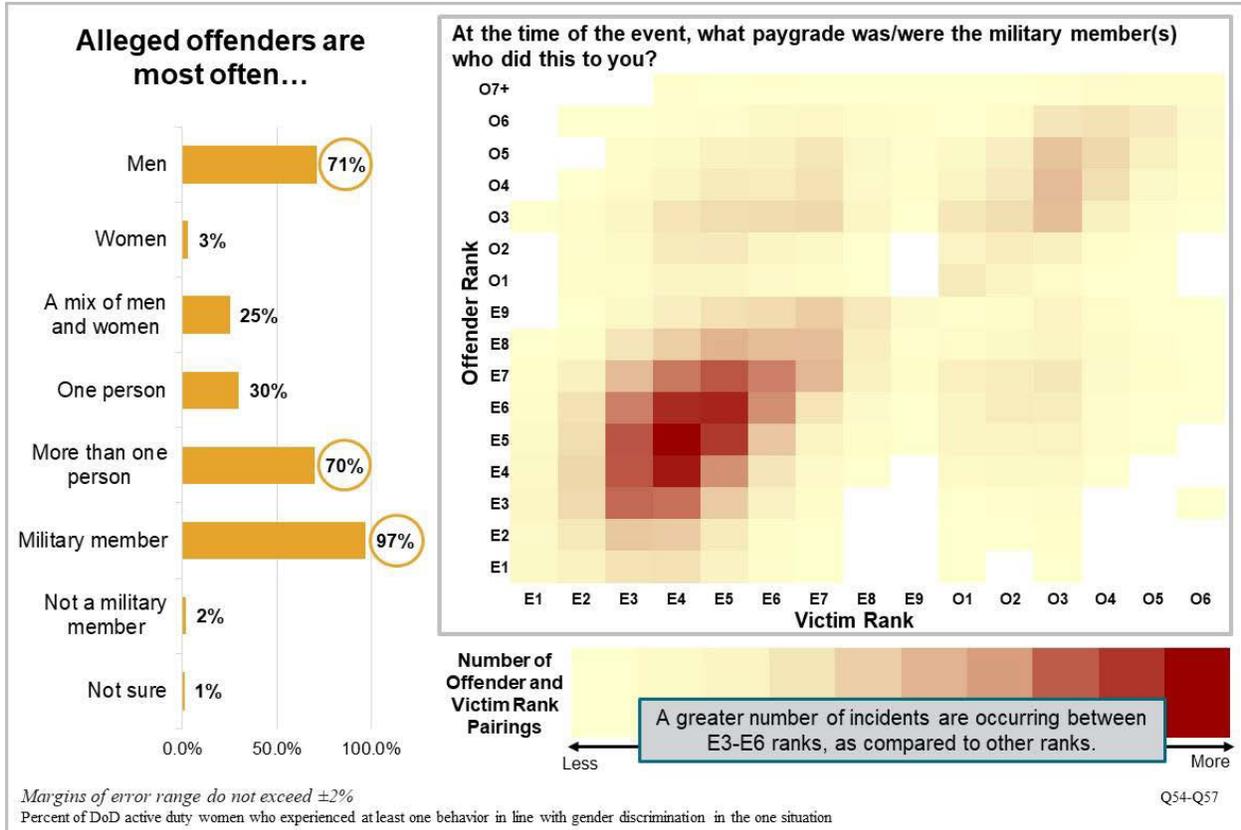
Once again, a closer examination by paygrade paints a more nuanced picture. Junior enlisted women (71%) were significantly more likely than other women to say that “the one situation” involved being told that women were not as good at their particular job or should be prevented from having that job. They were significantly less likely than other women to say that the behaviors involved being mistreated, ignored, or insulted you because of their gender (although at 82% a large portion of them identified this behavior).

Notably, for both men and women, “the one situation” involved violations that occurred more than once or over a substantial period of time. In 2018, 82% of women and 81% of men responded that the upsetting behaviors they experienced happened more than one time. Moreover, 41% of women and 31% of men responded that the behaviors took place over a period of a few months.

### Reported Demographics of the Alleged Offender(s)

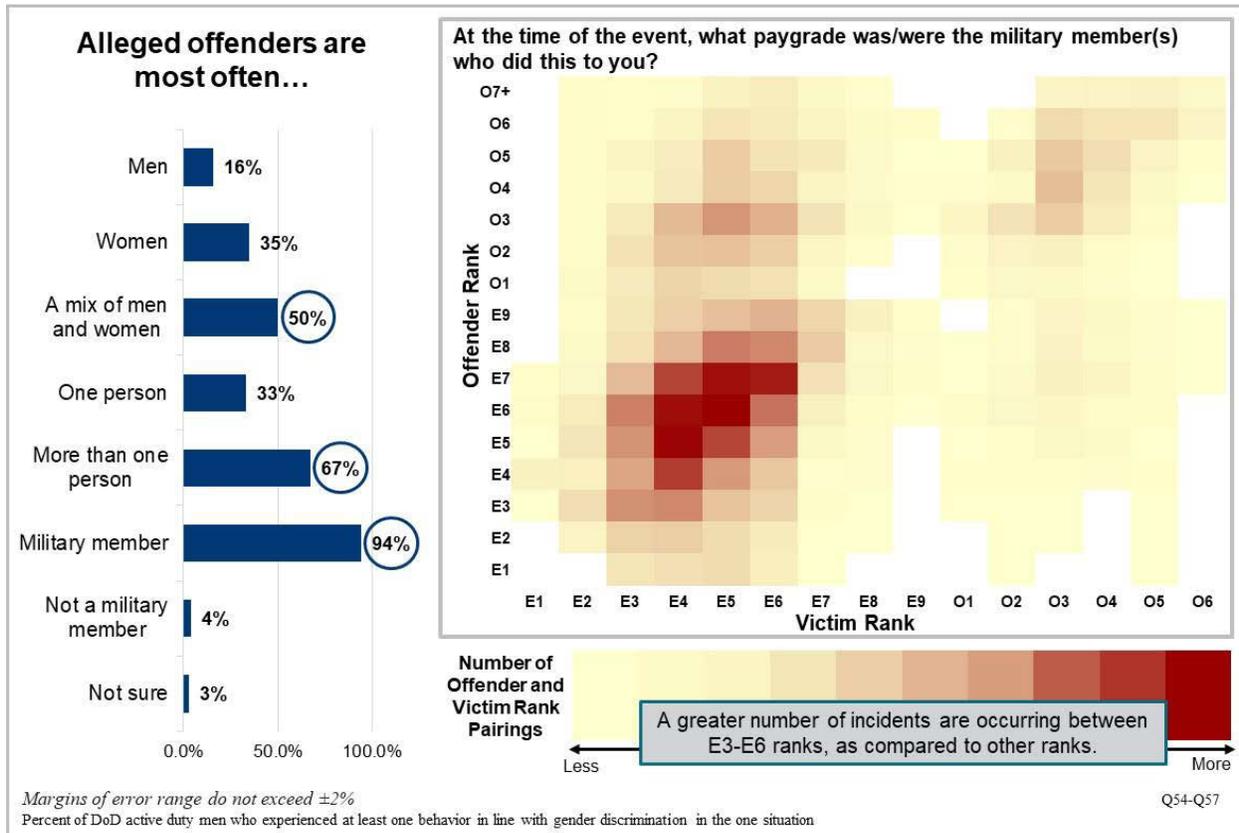
For both men (67%) and women (70%) Service members, “the one situation” of gender discrimination most often involved more than one person. For women, these alleged offenders were likely to be all men (71%), more likely to be military members (97%), and typically someone slightly higher ranking than them (Figure 32).

**Figure 32.**  
*Reported Demographics of Gender Discrimination Alleged Offenders for DoD Women*



Important differences were evident for men in the characteristics of the alleged offenders in “the one situation” of gender discrimination that they experienced. Most notably, only 16% of men responded that the offenders were all men. In fact, compared to women victims, men were substantially more likely to identify their offenders as all women (35% compared to 3%) or a mix of men and women (50% compared to 25%). As with women, the majority of men (94%) responded that the individuals involved in the gender discrimination were all military members and typically someone slightly higher ranking than them (Figure 33).

**Figure 33.**  
**Reported Demographics of Gender Discrimination Alleged Offenders for DoD Men**

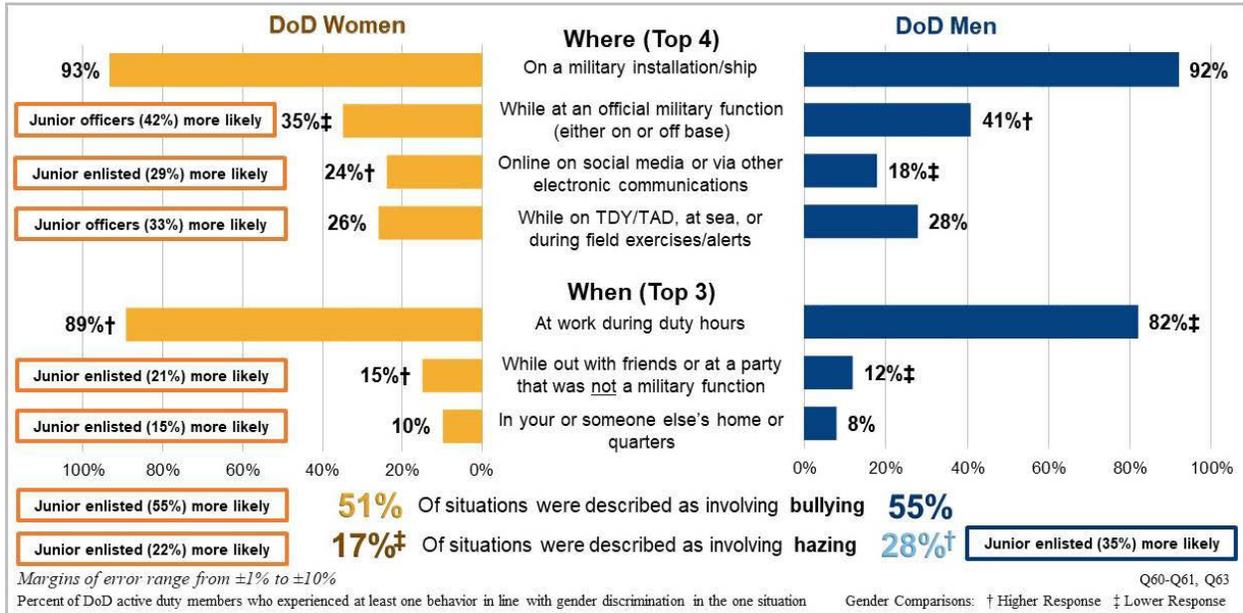


**Location and Context**

As shown in Figure 34, Service members most often indicated that their one worst situation of gender discrimination occurred at a military installation or ship (93% of women and 92% of men) and while the Service member was at work during duty hours (89% of women and 82% of men). Men (41%) were more likely than women (35%) to respond that the behaviors took place at an official military function (either on or off base).

Hazing was not a prominent way in which Service members characterized “the one situation” with just 17% of women and a higher percentage of men (28%) responding that they considered the situation to be hazing. However, bullying was prominent, with 51% of women and 55% of men describing the behaviors in “the one situation” as bullying.

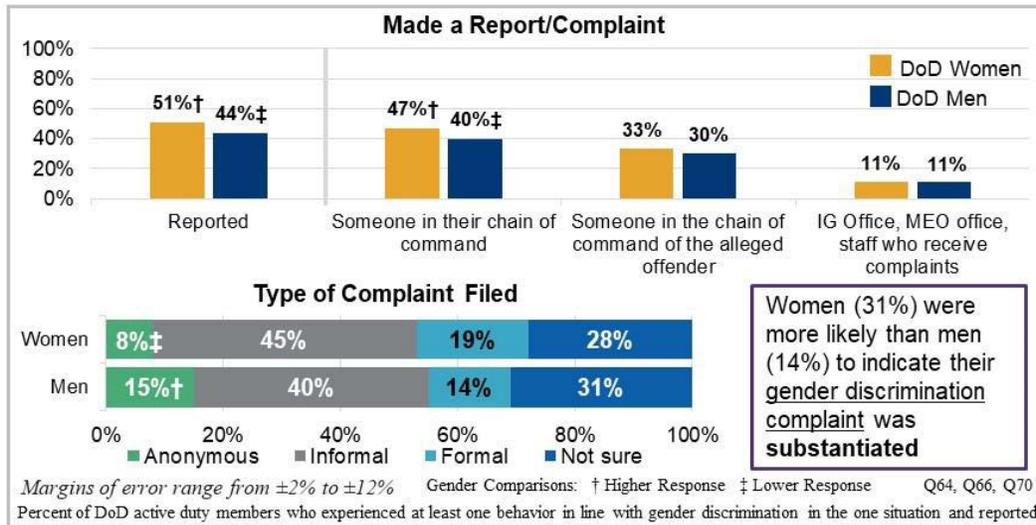
**Figure 34.**  
*Location and Context of the Gender Discrimination One Situation for DoD*



### Filing a Report/Complaint of Gender Discrimination

Service members have multiple options for filing a complaint related to a sex-based MEO violation, including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints. DoD women (51%) were significantly more likely than men (44%) to report gender discrimination to the military, and senior enlisted women (54%) were significantly more likely than other women to report gender discrimination (Figure 35).

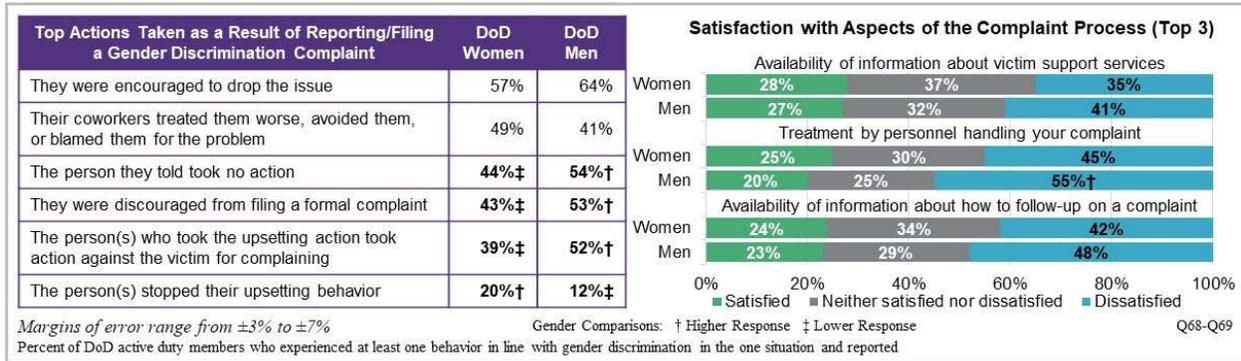
**Figure 35.**  
**Filing a Report/Complaint of Gender Discrimination for DoD**



Actions taken in response to those who reported the unwanted behaviors varied. However, for both men and women Service members, these responses were frequently negative (Figure 36). Half of women (57%) and the majority of men (64%) who reported the unwanted behaviors they experienced to the military were encouraged to drop the issue. Moreover, 44% of women and 54% of men responded that the person they told took no action. Notably, roughly one-third of women (43%) and nearly half of men (53%) responded that they were discouraged from filing a report.

As with sexual harassment, fairly small proportions of Service members were satisfied or very satisfied with the complaint process for gender discrimination violations. Among men, this proportion ranged from as low as 11% to a high of 27% with the most men identifying the availability of information about victim support resources as the part of the process with which they were satisfied or very satisfied. One-quarter of women (25%) identified the way that they were treated by personnel handling the complaint as the part of the process with which they were satisfied or very satisfied.

**Figure 36.**  
**Response to Filing a Report/Complaint of Gender Discrimination for DoD**



Among Service members who elected not to report their experiences in “the one situation,” the most endorsed reason for not doing so was because they did not think anything would be done (56% of men and 55% of women). However, men (52%) were more likely than women (42%) to also decide not to report because they did not trust that the process would be fair. Men were also more likely than women to worry about negative consequences from a military supervisor/their chain of command (43% compared to 35% of women) or to believe that reporting would hurt their performance evaluations/fitness report or their career (42% of men compared to 34% of women).

Notably, men (41%) were more likely than women (33%) to say that the gender discrimination behaviors in “the one situation” made them take steps to leave the military.

## Conclusion

Prior research has demonstrated a relationship between sexual harassment, gender discrimination, and sexual assault (Davis et al., 2016; Grifka et al., 2017; Harned et al., 2002; Stander et al., 2018). Evidence regarding the timeline of these behaviors is unclear, specifically whether sexual harassment necessarily precedes or happens alongside sexual assault (Stander & Thomsen 2016). However, there is reason to believe that these behaviors are strongly correlated, because environments that are conducive to sexual harassment are also environments in which perpetrators of sexual assault may best operate, undetected and without consequence. Characterized as the continuum of harm, the expectation is that by focusing attention on the lesser unwanted behaviors (e.g. sexual harassment) the DoD can diminish the prevalence of those behaviors as well as sexual assault. However, sexual harassment and gender discrimination are workplace equal opportunity violations that are also problematic independent of their relationship to sexual assault. Victims of sexual harassment may experience negative psychological outcomes (Schneider & Swan, 1997), decreased job satisfaction, and lower organizational commitment (Willness et al., 2007). To this end, the results of 2018 WGRA provide important insights regarding the prevalence of sexual harassment and gender discrimination in the active duty military and offer valuable insight as to areas in need of further improvement and research.

Compared to 2016, the estimated sexual harassment rate was significantly higher in 2018 for both women and men. The rate was highest among DoD women with nearly one out of four women experiencing sexual harassment and significant increases evident in every paygrade. The increase in 2018 among men was also notable because it was driven by increases among the senior enlisted and junior officers.

In 2018, rates of gender discrimination were also significantly higher for both DoD women and men. As with sexual harassment, differences were apparent based on paygrade, with one out of five senior enlisted women and junior officer women experiencing gender discrimination. Similarly, the increase in gender discrimination for DoD men was driven by an increase among senior enlisted men, and in this case, senior officer men experiencing gender discrimination.

The complaint process and leadership's response to Service members who reported sexual harassment and gender discrimination exposes an area that merits serious attention. Service members who experienced sex-based MEO violations and reported these incidents to military authorities had overwhelmingly negative reactions as a consequence of doing so. Service members were frequently encouraged to drop the issue, discouraged from filing a report, and some indicated that the person they told took no action at all. These negative reporting experiences may have severe consequences for the individual, the unit, and more broadly, the military. Negative reporting experiences cultivate an unhealthy workplace environment, degrade trust in the military for not only individuals who experience the sex-based violation but also those within the unit who observe the treatment of Service members who report violations, and potentially impact retention. To this point, a large portion of men and women who experienced gender discrimination (41% of men and 33% of women) took steps to leave or separate from the military as a result. Future research can help inform whether, or to what extent, Service members follow through with these separation intentions and whether for those who do separate, their decision was influenced by the violation itself or their experiences after reporting it.



## Chapter 4: Workplace Culture and Unit Climate

### Introduction

Identifying both risk and protective factors related to sexual assault, sexual harassment, and gender discrimination is a critical goal of the data collection and analyses that OPA conducts. Prior research of civilian and military populations has identified many of the predictors of victimization discussed in the prior chapters of this report—namely, gender, age, and status (Harned et al., 2002; Krebs et al., 2007; Sadler et al. 2003). Equally important are the specific risk factors associated with perpetration, including alcohol use, military occupation (Rosellini et al., 2017), and prior perpetration of sexual misconduct or violence (Elbogen et al., 2010; Loh et al., 2005; McWhorter et al., 2009; Stander et al., 2018; Zinzow & Thompson, 2015). However, research also suggests that there are important contextual or environmental factors related to both victimization and perpetration that create additional sources of risk or offer other ways to protect against sexual violence. These factors include peer attitudes and behaviors (Tharp et al., 2013), organizational climate (Harned et al., 2002), and unit support (Walsh et al., 2014).

In order to better observe and monitor these contextual factors across the DoD, several questions were added to or revised on the 2018 survey instrument. These questions examine Service members' alcohol use, bystander intervention, Service culture, unit climate, and workplace hostility. Although responses to these questions cannot be compared to data from prior years, they offer useful insights regarding the context in which active duty members operate and provide critical insights for designing and evaluating future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### Alcohol Use

Overall, 79% of Service members indicated that they did not drink, or drank one or two drinks containing alcohol on a typical day when drinking (Figure 37). Excessive alcohol use—drinking five or more drinks containing alcohol on a typical day when drinking—was significantly more common among DoD men (6%) than women (2%).

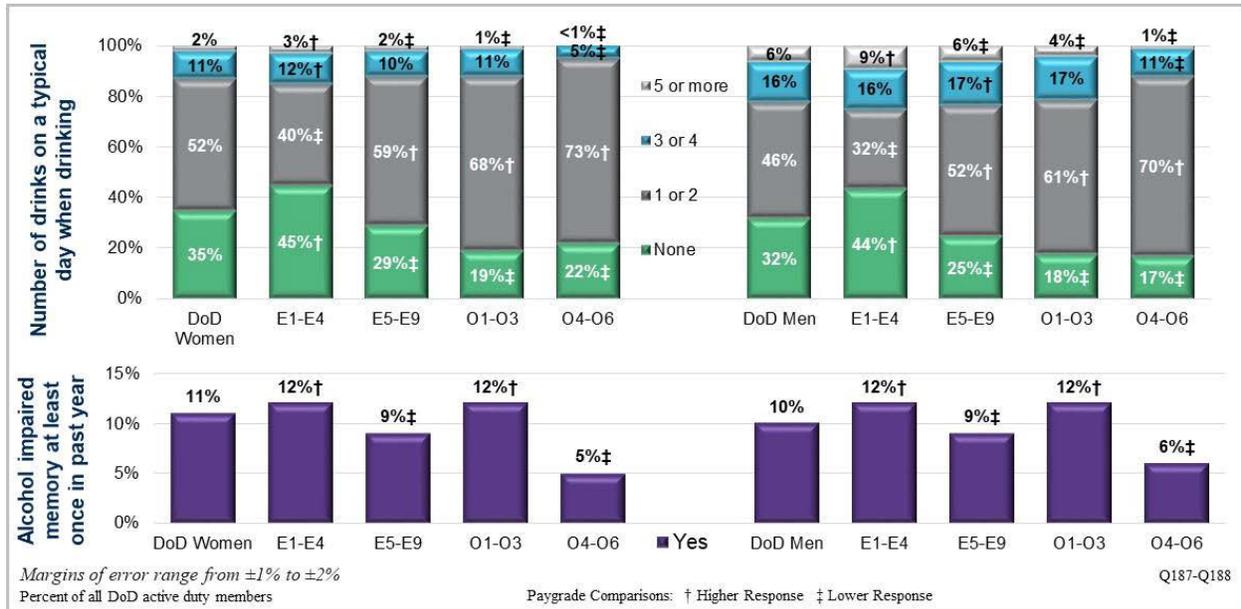
Importantly, the Substance Abuse and Mental Health Services Administration (SAMHSA) defines the quantity of alcoholic beverages associated with “binge” drinking as five alcoholic drinks for males, and four or more alcoholic drinks for females, on the same occasion.<sup>28</sup> However, the response categories on the 2018 WGRA combines three to four drinks, meaning that our estimate of excessive drinking among DoD women (2%) is a lower bound on the true percentage.

***Excessive drinking differs by paygrade.*** As might be expected, the highest rates of excessive drinking were among junior enlisted Service members. Among junior enlisted women, 3% indicated drinking five or more alcoholic drinks on a typical day when drinking. For junior

<sup>28</sup> For more information, visit <https://www.samhsa.gov/sites/default/files/alcohol-use-facts-resources-fact-sheet.pdf>.

enlisted men, 9% indicated drinking five or more alcoholic drinks on a typical day when drinking.

**Figure 37.**  
*Alcohol Use Among DoD Members*

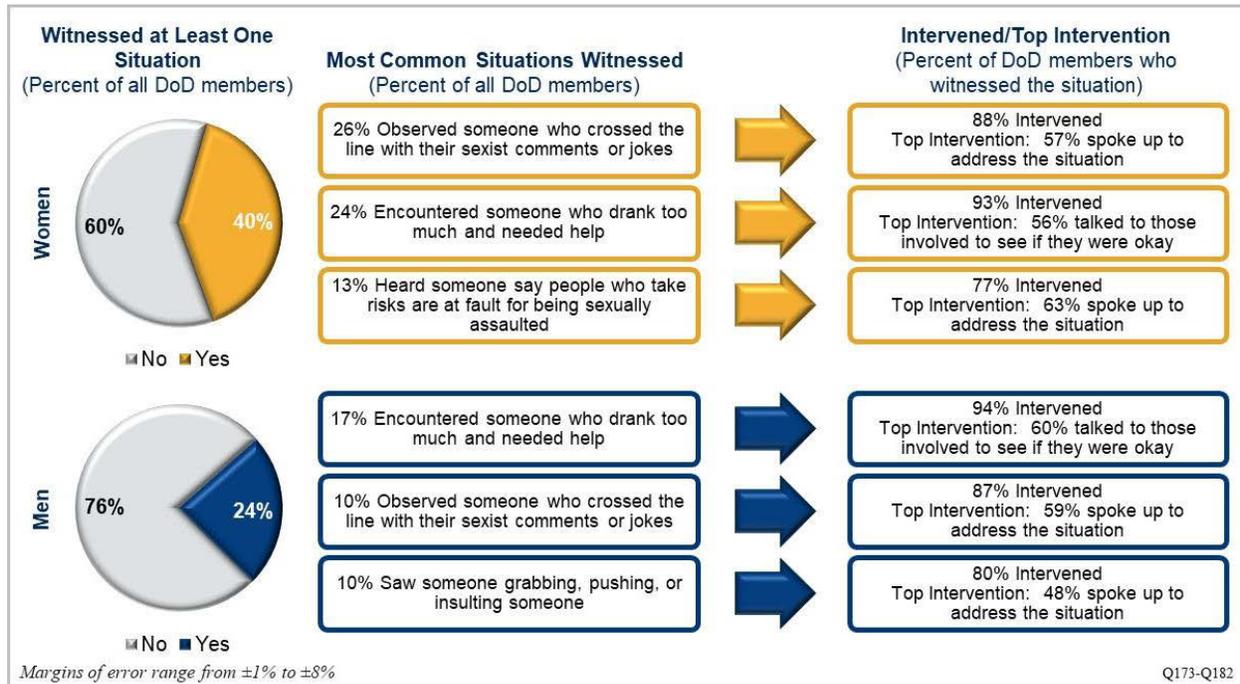


## Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response. Response options included speaking up to address the situation, telling someone else about it while it was happening, telling someone else about it after it happened, creating a distraction, talking to those involved to see if they were okay, intervening in some other way, or not intervening (Figure 38).

Individuals who noticed inappropriate behavior—for example, sexist comments or jokes—often indicated that they intervened in some way (at least 70% and as high as 94%). However, gender played an important role in whether or not Service members observed any inappropriate behaviors. In fact, women (40%) were significantly more likely than men (24%) to indicate observing at least one potentially dangerous situation in the past 12 months. Nearly half of junior officer women (51%) indicated observing at least one situation.

**Figure 38.**  
**Bystander Intervention for DoD**



Taking into account all of the opportunities to intervene, Service members were least likely to intervene when they encountered language consistent with rape myth acceptance or victim blaming (e.g., hearing someone say people who take risks are at fault for being sexually assaulted). The percentage of Service members who indicated that they did not intervene when they observed this behavior was the highest among DoD men (30%).

Overall, junior enlisted Service members were generally the least likely to intervene in any situation.

## Unit Climate and Workplace Hostility

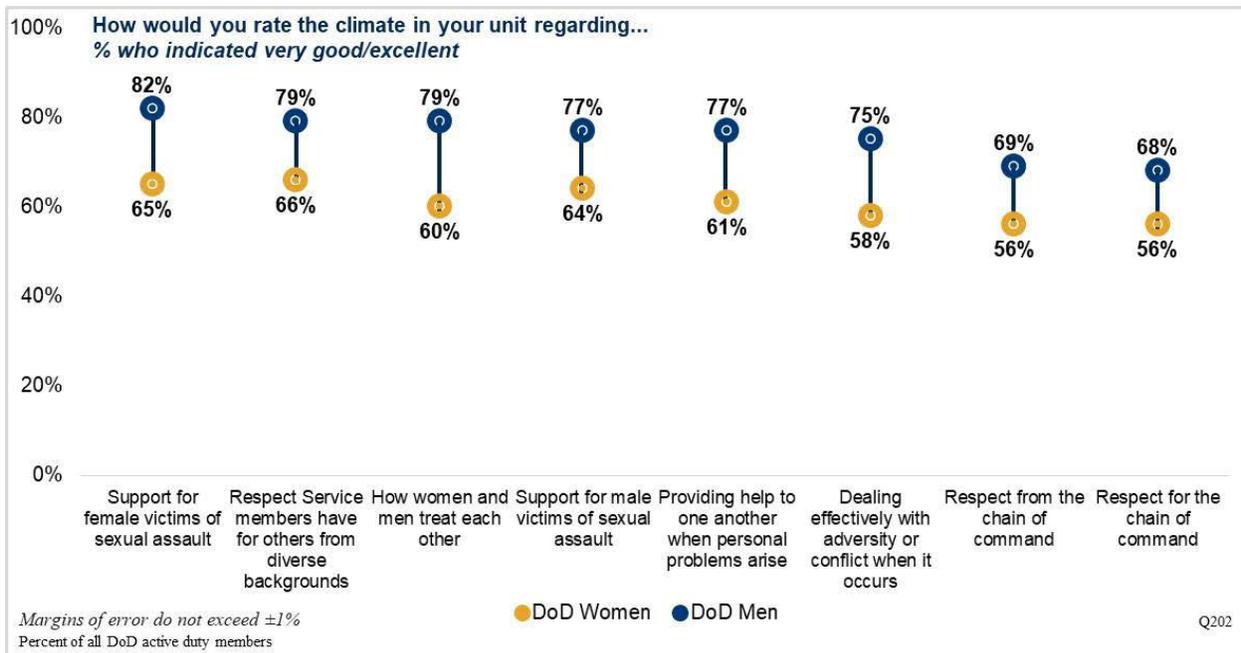
Social support is consistently cited as among the most important factors related to an individual's ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can come from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance. In 2018, Service members were asked to assess their unit's climate, in general and with regards to sexual assault, and their workplace culture.

Service members consistently responded that their unit climate was positive and that members in the unit treated each other with respect, refrained from sexist comments or behaviors, and encouraged bystander intervention and reporting of sexual assault or sexual harassment. Similarly, Service members generally provided positive assessments of their immediate supervisors in regard to their commitment to promoting a positive work environment. However,

there were significant differences in perceptions of the unit climate and unit leadership between men and women Service members.

Women rated every aspect of the unit climate as significantly less healthy than men (Figure 39). Among the largest differences was regarding how women and men treat each other. In 2018, 79% of men rated their unit climate as very good or excellent in this regard compared to 60% of women. Also notable were the significant differences in positive ratings of unit cohesion (men 65% and women 50%), providing help to one another when personal problems arise (men 77% and women 61%), dealing effectively with adversity or conflict when it occurs (men 75% and women 58%), and support for female victims of sexual assault (men 82% and women 65%).

**Figure 39.**  
*Unit Climate for DoD*

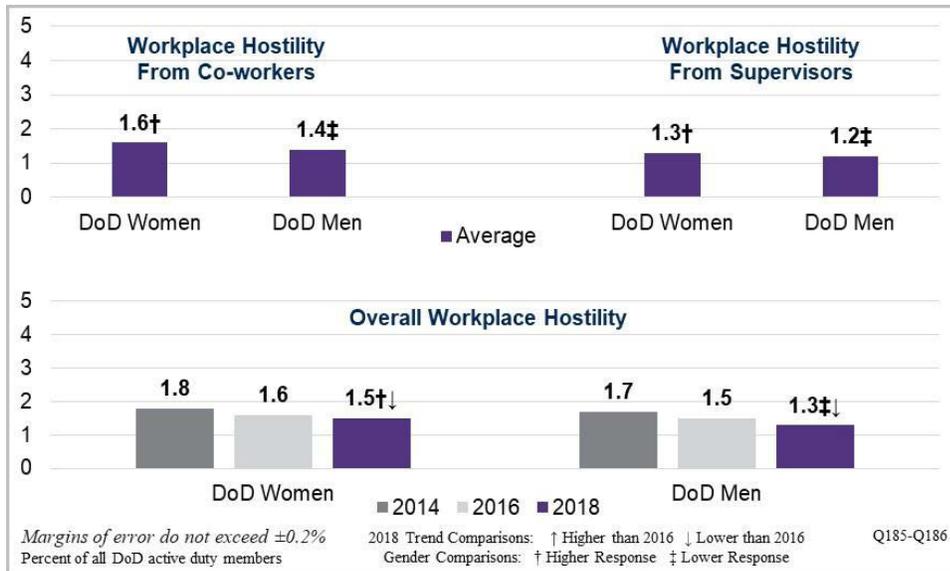


Women also indicated significantly higher levels of workplace hostility than men. Workplace hostility is the degree to which people in the workplace act in an angry or hostile manner toward personnel. It encompasses behaviors such as the perception of others within the organization interfering with the member’s work performance, not providing assistance when needed, or using insults, sarcasm, or gestures to humiliate the member. Service members provided separate assessments regarding the frequency they experienced these behaviors—from never (1) to very often (5)—for coworkers and their supervisors. Their responses were then averaged to create a workplace hostility score for coworkers, supervisors, and an overall workplace hostility score that combines both.

In 2018, women were more likely to experience workplace hostility involving their coworkers (on average once or twice in the past 12 months) compared to men (Figure 40). Women were also more likely than men to experience workplace hostility involving their immediate

supervisors (on average less than once or twice in the past 12 months). However, compared to 2016, there was a significant decrease in overall workplace hostility for both women and men. Women were still more likely to experience workplace hostility than men, but this decreased from an average of once or twice in the past 12 months to less than that or close to never. The change was almost imperceptible for men, again from an average of once or twice in the past 12 months to almost never.

**Figure 40.**  
**Workplace Hostility for DoD**

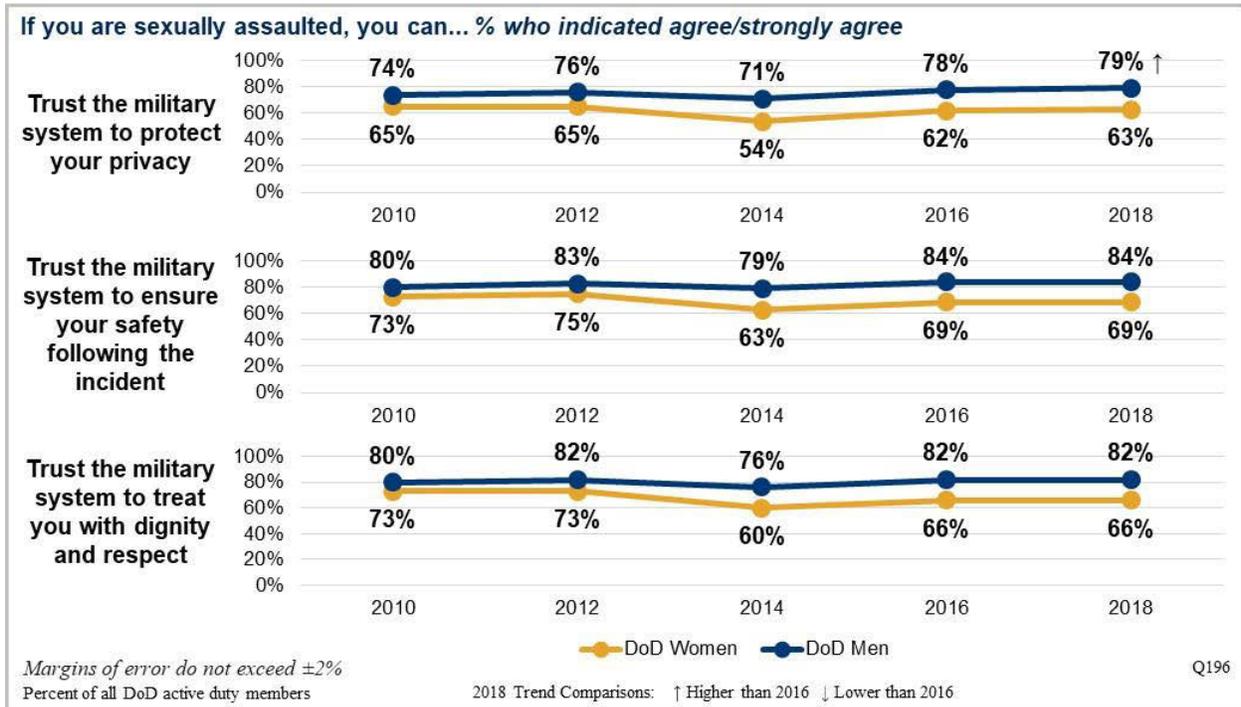


## Trust in the Military System

Trust in the military system is paramount for encouraging survivors of sexual assault or sexual harassment to come forward. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

Overall, Service members expressed a great deal of trust in the military system, and specifically, trust that if the member was sexually assaulted, the military would protect their privacy (77%), ensure their safety (82%), and treat them with dignity and respect (80%; Figure 41). However, women expressed significantly lower levels of trust in the military than men in each of these areas.

**Figure 41.**  
*Trust in the Military System for DoD*



For men, the level of trust in the military to protect their privacy significantly increased from 2016 (from 78% to 79%). However, there was no change from 2016 for women and significantly fewer women (63%) held the same level of trust as men. With regards to ensuring their safety following a sexual assault, 69% of women agreed or strongly agreed that they could trust the military to do so compared to 84% of men. Two-thirds of women (66%), compared to 82% of men, responded that they trusted the military system to treat them with dignity and respect if they were sexually assaulted.

## Conclusion

To be effective, prevention and response efforts must examine risk and protective factors related to both victimization and perpetration. Contextual factors—particularly organizational climate and culture—provide critical insights regarding the environment that may embolden perpetrators, prevent victims from reporting their experiences, or hamper their recovery. Several important results related to these factors are highlighted below.

Evidence strongly demonstrates the relationship between alcohol use—by both victims and perpetrators—and the incidence of sexual assault. Perpetrators may target individuals who have been consuming alcohol or target locations where excessive alcohol use is anticipated (Abbey, 2011; Zawacki et al., 2003). Thus, reducing alcohol use and promoting responsible alcohol consumption are recognized as promising practices for sexual assault prevention (Farris & Hepner, 2015; Greathouse et al., 2015). To this end, the 2018 WGRA examined alcohol use directly related to incidents of sexual assault (see Chapter 2), but also alcohol use in general.

Monitoring these data over time will serve to inform the extent to which efforts to promote responsible alcohol use are working. The results of the survey reveal that excessive alcohol use—drinking five or more drinks containing alcohol on a typical day when drinking—is uncommon among active duty members. However, it was significantly more common among DoD men (6%) than women (2%). Junior enlisted Service members were more likely than other paygrades to drink excessively, with nearly one out of 10 junior enlisted men responding that they drank five or more drinks on a typical day when drinking.

Service members observed a variety of inappropriate behaviors in the prior year that either were or could lead to a sexual assault. The majority of individuals who noticed these behaviors indicated that they intervened in some way. This is a perhaps counterintuitive finding given the increased rates of sexual assault in 2018 and suggests multiple possibilities. First, it is possible that Service members intervened, but that the intervention did not stop the sexual assault from happening. Secondly, bystander intervention may have been largely effective but only attenuated a potentially larger increase in sexual assaults between 2016 and 2018. A third possibility is related to the finding that junior enlisted Service members were frequently the least likely to intervene in any situation—possibly because their age and status led them to feel less empowered to do so. Given, the higher level of risk among this peer group, lower rates of intervention may have influenced the higher rates of victimization. In the end, all three of these alternatives may have been at play and future research should more closely examine how, and how well, bystander intervention works in the military context.<sup>29</sup>

Finally, although overall assessments of the unit climate, unit culture, and workplace civility were positive, disaggregating these ratings by gender reveals a critical problem. The fact that women consistently rated unit climate lower and workplace hostility higher than men highlights the enduring challenges of the military environment for women Service members. Coupled with the stagnation in levels of trust in the military system since 2016, these results suggest that much work remains to be done to create and foster a climate that protects against, rather than sustains, the norms that lead to sexual violence and to ensure that women who experience these incidents have a high level of trust and confidence in the military's response.

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<sup>29</sup> The 2018 WGRA made use of a new scale to assess bystander intervention and thus we are unable to examine whether rates of bystander intervention decreased from 2016 to 2018 in tandem with the increase in rates of sexual assault. Future surveys will allow us to examine whether changes in these rates are associated.



## Chapter 5: Discussion and Conclusions

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### Introduction

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination; the characteristics of these offenses; experiences with reporting or decisions not to report these offenses; and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made in reducing sexual assault rates among men, substantial work remains to be done. Sexual assault of women Service members is a persistent challenge. Although some groups of women are at higher risk than others, no population of women in the military is immune from this problem. The data suggest that the climate in the military is worse for women than for men. This has not improved in recent years and, in some cases, has worsened, making it even more apparent that, in the absence of constant, focused leadership attention, sexual assault among women quickly rebounds because the root causes within the culture have not been fully ameliorated.

The Department has made significant progress in responding to sexual assault. However, the prevalence data suggest that a robust response system is not sufficient for preventing the occurrence of sexual assault. This final chapter summarizes the key findings of the overview report and concludes by identifying the enduring research questions and some noteworthy areas for future research.

### Discussion and Summary of Key Findings

***Sexual assault prevalence increased for women.*** Compared to 2016, significantly more DoD women experienced sexual assault. This increase was driven by increases in penetrative sexual assaults and touching crimes. Although the estimated rates of sexual assault did not increase among men overall, which is a positive sign, rates remained the highest among junior enlisted men.

***Rates of sexual assault increased for women across many subgroups.*** The highest estimated rates of sexual assault for women were among the most junior Service members. More specifically, among women Service members in the paygrade of E1 to E4, an estimated 9.1% experienced a sexual assault in the past 12 months. However, increases in the rate of sexual assault were not limited to the typically highest risk groups. Rates were also higher than 2016 for senior enlisted women, junior officer women, racial and ethnic minority women, white non-Hispanic women, women with no college and with four-year college degrees, single and married

women, and lesbian, gay, or bisexual (LGB) and non-LGB women. The largest increase from 2016 was among 31–35 year-old women.

***Alleged offenders were more often male military members of a similar or higher rank.*** The distance between the rank of women victims of sexual assault and their alleged offenders was typically small. Perpetrators may exploit other more informal sources of power—such as gender, status (their own or the victim’s), and alcohol—to select victims.

***Fact patterns for where, when, and context of the sexual assaults were consistent with 2016.*** In general, characteristics of sexual assault as described in “the one situation” did not substantially vary from those provided in 2016. Most offenses took place on a military installation, alcohol use was involved in nearly two-thirds of the situations, and nearly one-third of victims were harassed and/or stalked by the same offender both before and after the situation.

***Rates of sexual harassment and gender discrimination were higher for women than for men.*** Compared to 2016, the sexual harassment rate was significantly higher in 2018 for both women and men. However, the rate was highest among DoD women, with nearly one out of four women experiencing sexual harassment and significant increases evident in nearly every paygrade. The increase among men was also notable because it was driven by increases among the senior enlisted and junior officers.

***Restricted reporting was an extremely valuable option to Service members.*** The Department has invested substantial effort into encouraging victims of sexual assault to report their experiences; for example, the DoD has established a restricted reporting process that allows Service members to receive support and treatment following an assault without disclosing the details of the event or the identity of the alleged offender. Results of the *2018 WGRA* underline the value of this restricted reporting option to Service members. Barely 10% of women who experienced sexual assault and initially filed a restricted report would have sought out civilian confidential resources without the option to make a restricted report, and nearly half said they would not have made a report at all.

***Retaliation in response to reporting sexual assault remains a problem.*** One out of five women who experienced and reported sexual assault experienced a behavior perceived as retaliation that met the follow-up legal criteria. Meanwhile, leadership actions after Service members reported their assault also highlight a critical need for improvement. Among women, less than half (41%) said their leadership expressed concern for their well-being, and 38% said their leadership made them feel supported to a large extent.

***Negative responses to reporting sex-based MEO violations are evident.*** Service members who experienced sexual harassment and gender discrimination and reported these incidents to military authorities also had overwhelmingly negative reactions as a consequence of doing so. Service members were frequently encouraged to drop the issue, discouraged from filing a report, and some indicated that the person they told took no action at all. One potential consequence of these negative responses to reporting may be to influence the victim’s willingness to remain in the military. To this point, the *2018 WGRA* reveals that a large portion of men and women who experienced gender discrimination (41% of men and 33% of women) indicated that the experience made them take steps to leave or separate from the military. Given the importance of

social support to an individual's ability to recover from or be resilient to traumatic events (Crabtree-Nelson & DeYoung, 2017), negative responses to reporting unwanted gender-related behaviors are an especially important problem to address. Not only might these experiences undermine trust in leadership, but they may also undermine the DoD's commitment to the well-being of all of its members.

***Women had more negative views of the general climate in their unit than men and rated the culture specific to sexual harassment and sexual assault less favorably.*** Contextual factors—particularly organizational climate and culture—provide critical insights regarding a peer environment that may embolden perpetrators, prevent victims from reporting their experiences, or hamper their recovery. Although overall assessments of the unit climate and unit culture were positive, disaggregating these ratings by gender revealed a critical problem. Women consistently rated unit climate lower than men, which highlights the enduring challenges of the military environment for women Service members. Coupled with the stagnation in levels of trust in the military system since 2016, these results suggest that much work remains to be done to create and foster a climate that protects against, rather than sustains, the norms that may lead to sexual violence or misconduct.

## Conclusion

### Enduring Research Questions and Future Research

The results included in this report provide a summary of the main findings of the *2018 WGRA*. They are intended to answer the main research questions that are foundational to the WGR survey series: namely, what is the prevalence of sexual assault, sexual harassment, and gender discrimination within the military? What are the characteristics of these incidents? What are the reasons that Service members do or do not report these incidents? What are the outcomes of reporting? However, there are a number of additional questions that the survey data, especially when combined with other administrative data, could also help answer in order to expand upon the existing knowledge about sexual violence within the military population.

***What are the contextual risk factors of sexual assault?*** Much of the WGRA results naturally focus on results at the Department- and Service-level (see appendices for Service-level results) and on individual characteristics (e.g. gender and paygrade). However, the data may be more actionable at lower levels (e.g. installations) and with a focus on contextual factors (e.g., culture) that contribute to risk or offer protection. Along these lines, future research should identify the climate and location-based risk and protective factors for sexual assault and sexual harassment. These studies should address the following questions: Which climate-related risk factors are the strongest predictors of sexual assault? After accounting for geographic location, how does overall climate affect the risk of sexual assault? What are the characteristics of military installations or organizations with healthy or unhealthy workplace cultures?

With the rescission of the combat exclusion for women and the opening of formerly male-only occupational specialties, there is a reasonable concern as to whether, and to what extent, those occupations pose unique risks for sexual assault of women Service members. In addition, military occupational specialties (MOS) may intersect with other factors (e.g., gender composition of the MOS and type of installation) to produce meaningful differences. Future

research should examine the risk of sexual assault related to both installations and MOS by asking: What is the composition of MOSs at the installations with the highest risk of sexual assault?

***What are the characteristics of perpetrators and the risk factors for perpetration?*** Research regarding sexual assault in the military often focuses on victims and specifically understanding the factors that predict the likelihood of victimization. However, there is an increasing need to better understand the characteristics of perpetrators and the factors that predict perpetration in the military context. To this end, future research should focus more narrowly on alleged perpetrators. How do the characteristics of alleged perpetrators who are reported to military authorities differ from the overall military population? How do the situational characteristics of sexual assaults reported to and investigated by military authorities differ from those that are not reported or investigated? Such analyses would better our understanding of sexual assault crimes and contribute to enhancing prevention and response.

***What makes LGB Service members more vulnerable to sexual assault?*** One critical finding of the 2018 WGRA was that women Service members continue to be at greater risk for sexual assault compared to men. This risk was evident, by way of significant increases in rates from 2016, across many subgroups of women. This increased risk was also evident among LGB women who were also significantly more likely to experience sexual assault than LGB men. Prior research has demonstrated the heightened risk that LGB members of the military face (Davis et al., 2016). However, further research is necessary to understand whether, and to what extent, the risk and protective factors for LGB Service members are unique to this group or overlap with those identified for non-LGB members.

***What are the outcomes associated with sexual assault, sexual harassment, and gender discrimination?*** In 2018, a large portion of Service members who experienced sexual assault, sexual harassment, or gender discrimination responded that the experience made them take steps to leave the military. However, it is not clear how closely these separate intentions align with actual separation. Moreover, some members who did not intend to leave the military at the time of the survey may still do so. In either case, the loss of these Service members is a critical piece of the impact of sexual misconduct that requires careful measurement and analysis conducted over time. This type of longitudinal research—research that follows specific individuals over time—will aid in our understanding of the outcomes that victims of sexual assault, sexual harassment, and gender discrimination in the military face and will provide a more critical assessment of what informs their separation decisions.

Finally, this report reveals the need for more rigorous and more frequent evaluation—specifically impact or outcome evaluations—of prevention and response programs and policies that are intended to address unwanted gender-related behaviors. Many of the existing interventions that exist for prevention and response in the civilian world are not designed for the military environment. Instead, military leaders must adapt these programs to meet the unique needs of Service members. This makes all the more important the need to expand the evidence base, to use rigorous evaluations in order to discern how well existing efforts are working, and to incorporate evaluation into plans for the implementation of future efforts in order to better assess their effectiveness for military Service members.

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# Appendix A. Army Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Army Overview Report

### Executive Summary

This appendix presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* for the Army compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experience behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault, sexual harassment, and gender discrimination prevention and response programs. OPA produces prevalence rates for the Department of Defense (DoD) as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity to identify Service-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results from the Army overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Army. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

Results of the *2018 WGRA* are presented for both men and women. However, in many cases, data are not reportable for Army men due to low reliability. In this case, we report results for women only.

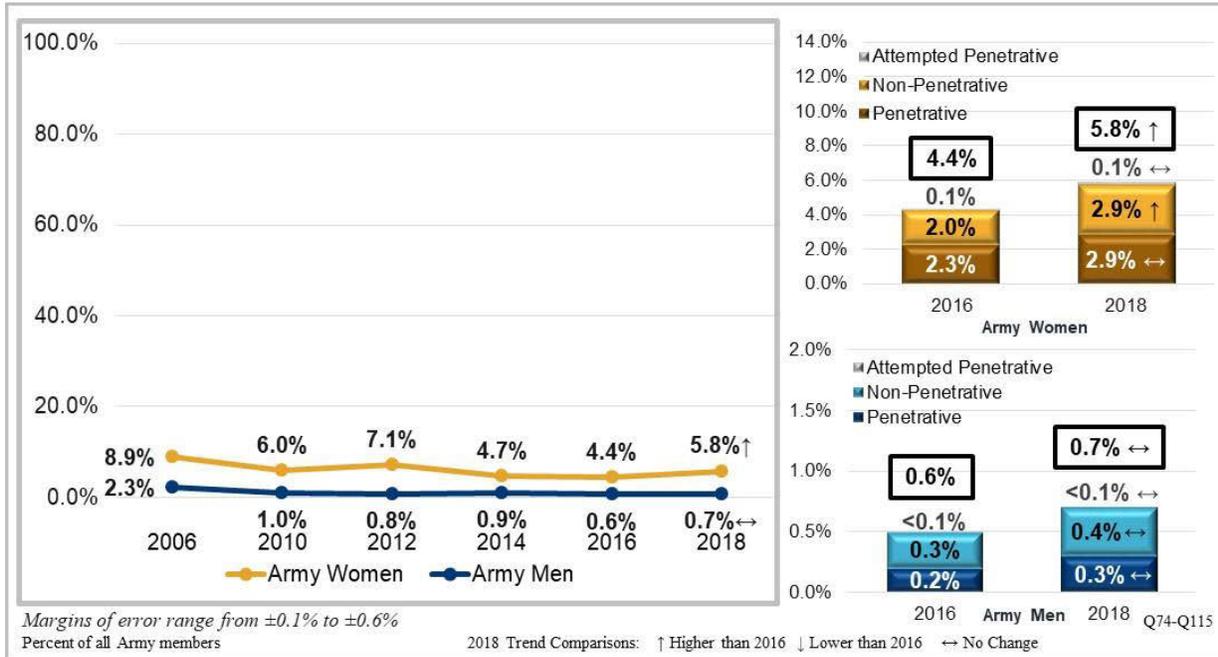
### ***Estimated Sexual Assault Past Year Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>30</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>30</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported

**Figure 42.**  
*Estimated Sexual Assault Past Year Prevalence Rates for Army*



- In 2018, 5.8% of Army women (an estimated 3,948 Soldiers) and 0.7% of Army men (an estimated 2,597 Soldiers) experienced a sexual assault in the past 12 months (Figure 42). This was a statistically significant increase from 4.4% in 2016 for women. However, there was no significant change for men.
- The substantial increase in the overall prevalence of sexual assault for female Soldiers was driven by a significant increase in non-penetrative sexual assaults, from an estimated 2.0% in 2016 to 2.9% in 2018. The estimated rates for penetrative and attempted penetrative sexual assault remained unchanged from 2016.

**Reporting and Outcomes of Reporting Sexual Assault**

- There were no significant changes in reporting rates between 2016 and 2018. In 2018, 31% of women Soldiers and 23% of male Soldiers who experienced a sexual assault reported the assault to the military.
- Compared to 2016, there was no change in the estimated rates of retaliation. Among women who reported their sexual assault, 21% experienced a behavior in line with retaliation that also met the follow-up legal criteria.

occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

### Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

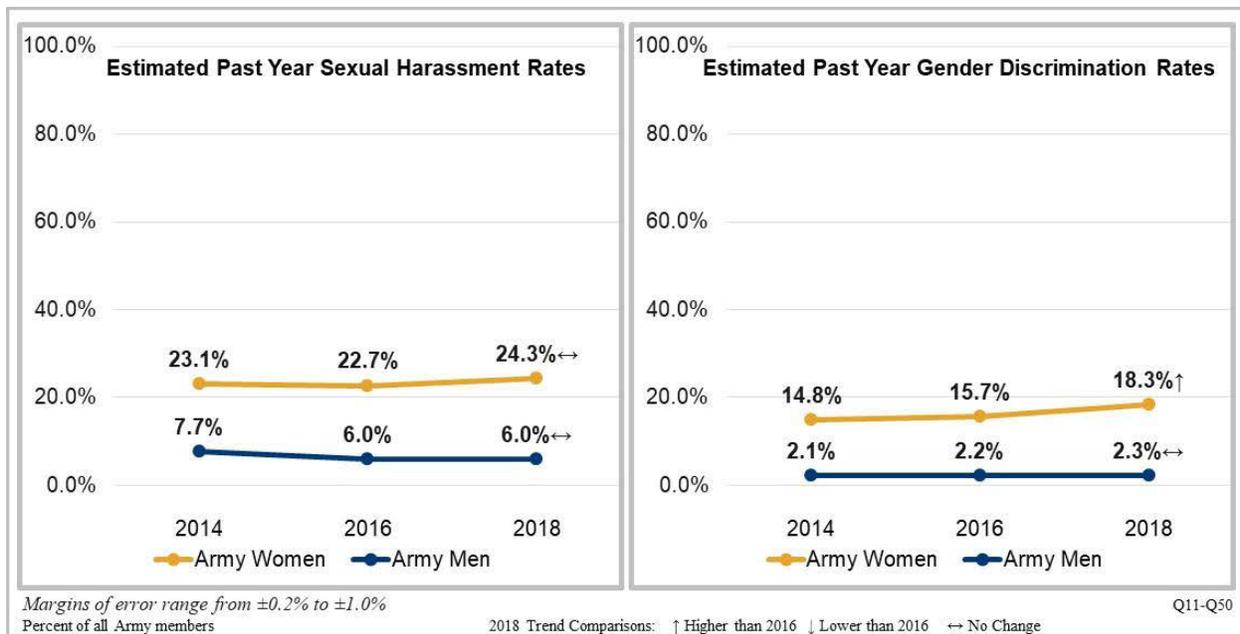
- Compared to 2016, there was significant increase, from 7% to 9%, in the estimated rates of sexual assault prior to joining the military for Army women. There was no change in the rates for Army men.
- Compared to 2016, there was also a significant increase in the estimated rates of sexual assault since joining the military for Army women (from 13% to 16% in 2018) and for senior enlisted men (from 1% to 2% in 2018).

### Estimated Sexual Harassment and Gender Discrimination Past Year Rates

The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination (Figure 43). Sexual harassment includes experiencing a sexually hostile work environment or sexual quid pro quo in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.

**Figure 43.**

#### Estimated Sexual Harassment and Gender Discrimination Past Year Rates for Army



- In 2018, an estimated 24.3% of women Soldiers and 6.0% of men experienced sexual harassment. There was no change from 2016 for both men and women.

- In 2018, an estimated 18.3% of women Soldiers and 2.3% of men experienced gender discrimination. For women, this was a statistically significant increase from 2016 when the rate was 15.7%. There was no change from 2016 for men.

### ***Reporting and Outcomes of Reporting Sexual Harassment or Gender Discrimination***

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

- Among Soldiers who experienced sexual harassment, Army women (48%) were significantly more likely than men (33%) to report the violation to the military.
- Among Soldiers who experienced gender discrimination, Army women (51%) were significantly more likely than men (42%) to report the violation to the military.
- Among men and women who experienced and then reported a sexual harassment incident, roughly one-quarter (24% and 27% respectively) were satisfied with the overall complaint process. Meanwhile, 12% of Army men and 16% of women who experienced and reported gender discrimination were satisfied with the complaint process.

### ***Workplace Culture and Unit Climate***

In 2018, Service members were asked several new questions regarding their typical alcohol use, bystander intervention, Service culture, and unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

#### ***Alcohol use.***

- Overall, 38% of male and female Soldiers indicated that they did not drink, and 50% of women and 42% of men drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.
- However, Army men were significantly more likely than women to drink excessively. Among men, one in twenty (5%) reported having five or more drinks containing alcohol on a typical day when drinking compared to 2% of women.

#### ***Bystander intervention.***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

- Army women (37%) were more likely than men (21%) to witness at least one inappropriate behavior in the past year. The top behavior witnessed by women was observing someone crossing the line with sexist comments or jokes (24% of women Soldiers), and the most frequently-witnessed behavior for male Soldiers was encountering someone who drank too much and needed help (14% of male Soldiers).
- Soldiers intervened at high rates to prevent a variety of potentially dangerous situations. However, men were less likely than women to intervene in response to hearing someone say that people taking risks were at fault for experiencing sexual assault (71% of men compared to 81% of women).

### ***Unit climate and workplace hostility.***

- Overall, assessments of the unit climate were positive. However, Army women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility as significantly higher, than did men.
- Junior enlisted men and women both indicated less positive unit climates than men and women of other paygrades, respectively.

***Trust in the military system.*** Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Army women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 62% of women compared to 80% of men agreed that the military system would protect their privacy.
- Junior officers shared particularly negative views on whether they would trust the military system if they were sexually assaulted. Junior officer women were significantly more likely than other women to disagree that they could trust the military system to protect their privacy after a sexual assault (24%), trust the military system to ensure their safety after a sexual assault (16%), or trust the military system to treat them with dignity/respect after a sexual assault (18% and a significant increase from 15% in 2016).

## **Conclusion**

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses,

experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made in the Army, increases in the prevalence of sexual assault and gender discrimination, suggest that substantial work remains to be done.

## Introduction

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented sexual assault, sexual harassment, and gender discrimination programs and policies. These efforts specifically aim to prevent incidents of sexual assault, sexual harassment, or gender discrimination from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault and sexual harassment from the military.

This appendix presents findings from the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*) for the Army. The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations surveys of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The ability to estimate annual prevalence rates is a distinguishing feature of these surveys.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault and sexual harassment prevention and response programs. OPA produces prevalence rates for the DoD as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault and sexual harassment within their ranks. It provides the opportunity identify Service-specific areas in need of improvement and promising practices.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and GAO).<sup>31</sup>

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<sup>31</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were

The 2018 WGRA was largely modeled off of the 2016 WGRA survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>32</sup>

The target population for the 2018 WGRA consisted of active duty members who were below flag rank and had been on active duty for at least four months.<sup>33</sup> Single-stage, nonproportional stratified random sampling procedures were used for the DoD Services. OPA sampled a total of 97,076 active duty Army Service members and data were collected between August 24 and November 5, 2018. Surveys were completed by 8,270 Soldiers, resulting in a weighted response rate of 11%.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning as base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process and full details regarding the 2018 WGRA survey methodology can be found in Chapter 1 of the *2018 WGRA Overview Report* and in the *2018 WGRA Statistical Methodology Report*.

The WGRA survey performs a surveillance function for the Department by providing reliable estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military over time. Unless stated otherwise, prevalence rates described throughout this report refer to the estimated number of Service members who experienced at least one unwanted behavior in the past year. To construct these rates, OPA utilizes approved sexual assault, sexual harassment, and gender discrimination metrics based on the behaviors and legal criteria outlined in the Uniform Code of Military Justice (UCMJ) and DoD policy. Further information regarding these metrics and construction of the prevalence rates is available in Chapter 1 of the *2018 WGRA Overview Report*.

Data are presented for Army women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g., men and women) and since

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reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

<sup>32</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>33</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

the 2016 *WGRA*. We denote whether changes since 2016 were statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Army. The complete, by question, listing of the results of the 2018 *WGRA* are available in the *2018 WGRA Results and Trends*.

## Sexual Assault

The following section examines the prevalence of sexual assault among active duty Air Force Service members. In addition, this section describes the situational characteristics of sexual assault experiences (e.g., alleged offender characteristics, where and when the assault occurred) and describes member experiences with, and attitudes regarding, reporting a sexual assault experience.

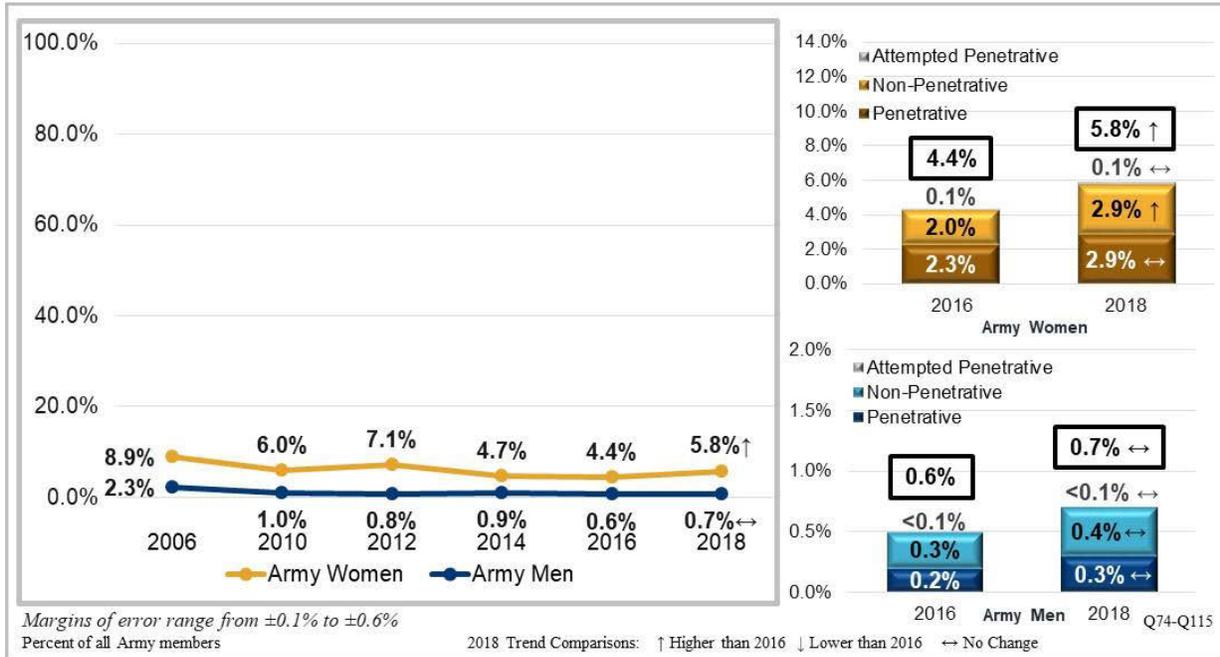
### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>34</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>34</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

**Figure 44.**  
*Estimated Sexual Assault Past Year Prevalence Rates for Army*

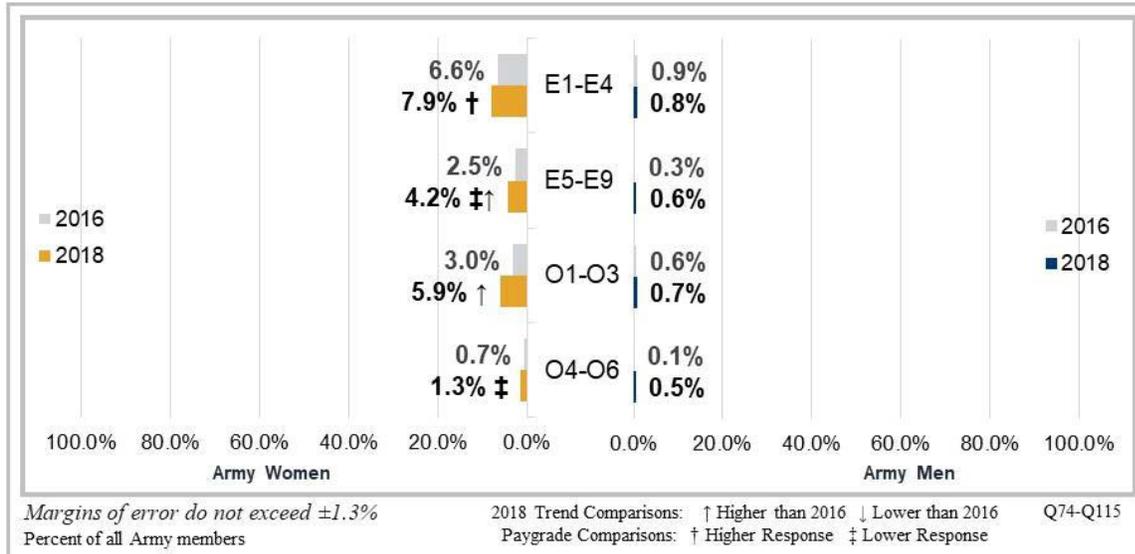


In 2018, 5.8% of Army women (an estimated 3,948 Soldiers) experienced a sexual assault in the prior 12 months (Figure 44). This was a statistically significant increase from 4.4% of women in 2016. This change was driven by a significant increase in estimated sexual assault rates for senior enlisted women (E5–E9) from 2.5% in 2016 to 4.2% in 2018, and junior officers (O1–O3) from 3.0 in 2016 to 5.9 in 2018 (Figure 45).

Compared to 2016, 2.9% of women experienced non-penetrative sexual assaults in 2018 (a significant increase from 2.0%; Figure 44). Again, this change was driven by a significant increase for senior enlisted women with an estimated rate more than twice that seen in 2016 (from 1.3% to 2.6%), and junior officers (from 1.7% to 3.4%). Estimated penetrative and attempted penetrative sexual assault rates were statistically unchanged.

In 2018, 0.7% of Army men (an estimated 2,597 Soldiers) experienced a sexual assault in the prior 12 months (Figure 44). This rate was statistically unchanged from 2016 and presented no differences by paygrade.

**Figure 45.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Paygrade for Army*

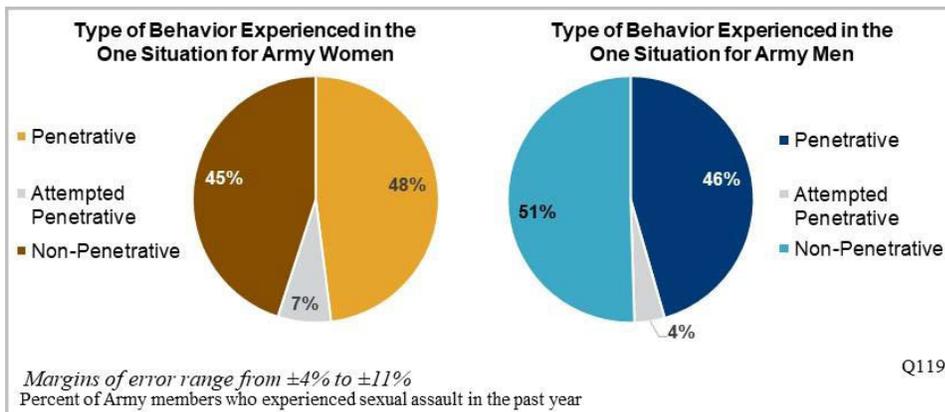


Notably, less than two-thirds of women (61%) and over half of men (57%) who experienced sexual assault in the prior 12 months experienced more than one unwanted event.

### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault that was the worst, or most serious, to them.

**Figure 46.**  
*Type of Behavior Experienced in the One Situation of Sexual Assault for Army*

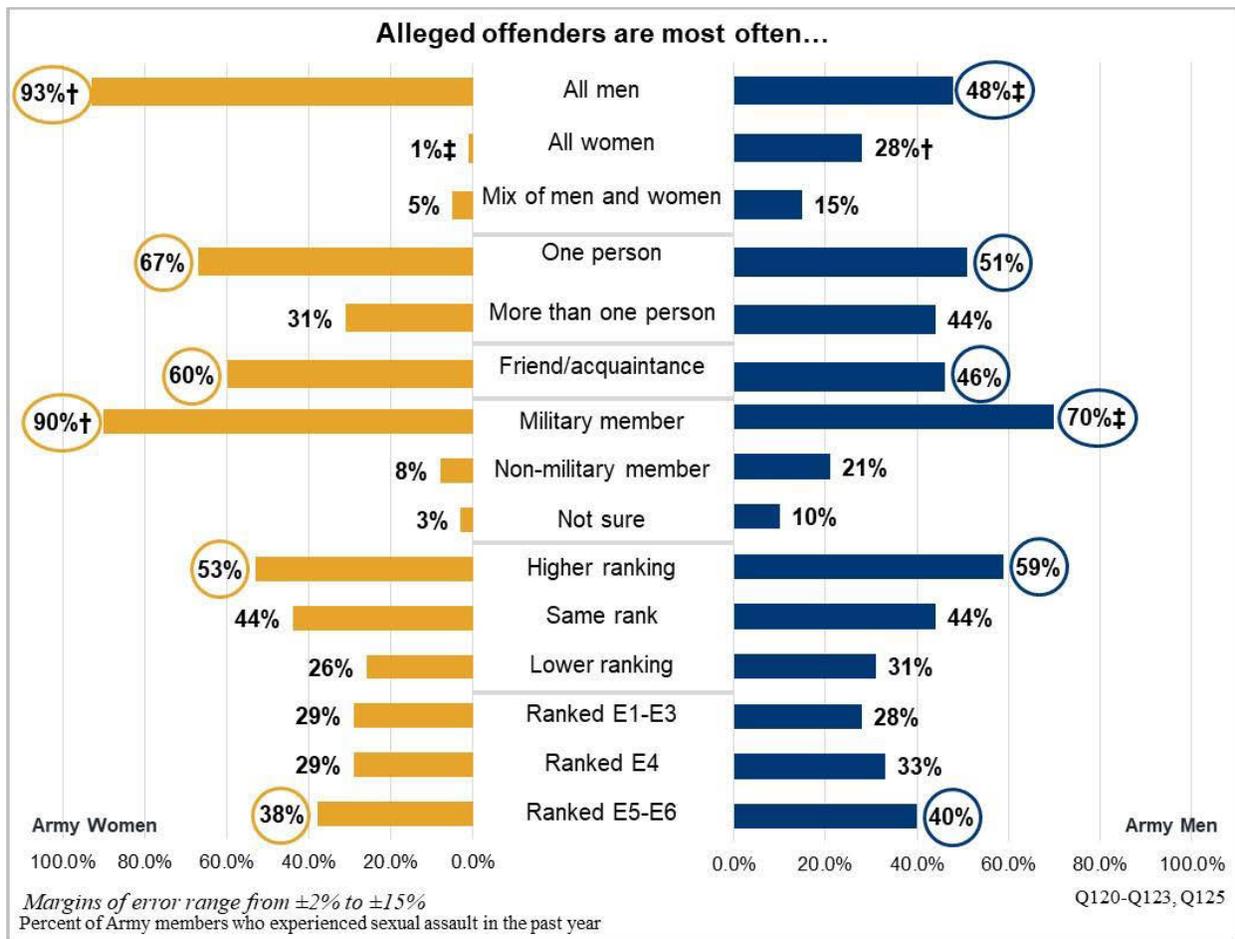


For Army women, the worst situations were primarily characterized as either penetrative or non-penetrative sexual assaults (48% and 45% respectively; Figure 46). In 2018, 31% of Army women who experienced sexual assault identified that “the one situation” involved more than

one alleged offender, nearly all of whom were military members (90%) and nearly all of whom were men (93%; Figure 47). These alleged offenders were most frequently at or below the rank of E6 and they were usually a higher rank (53%) or the same (44%) than the victim they assaulted. Almost two-thirds of women (60%) indicated that the alleged offender was a friend or acquaintance. The majority of incidents (66%) occurred on a military installation/ship (Figure 48).

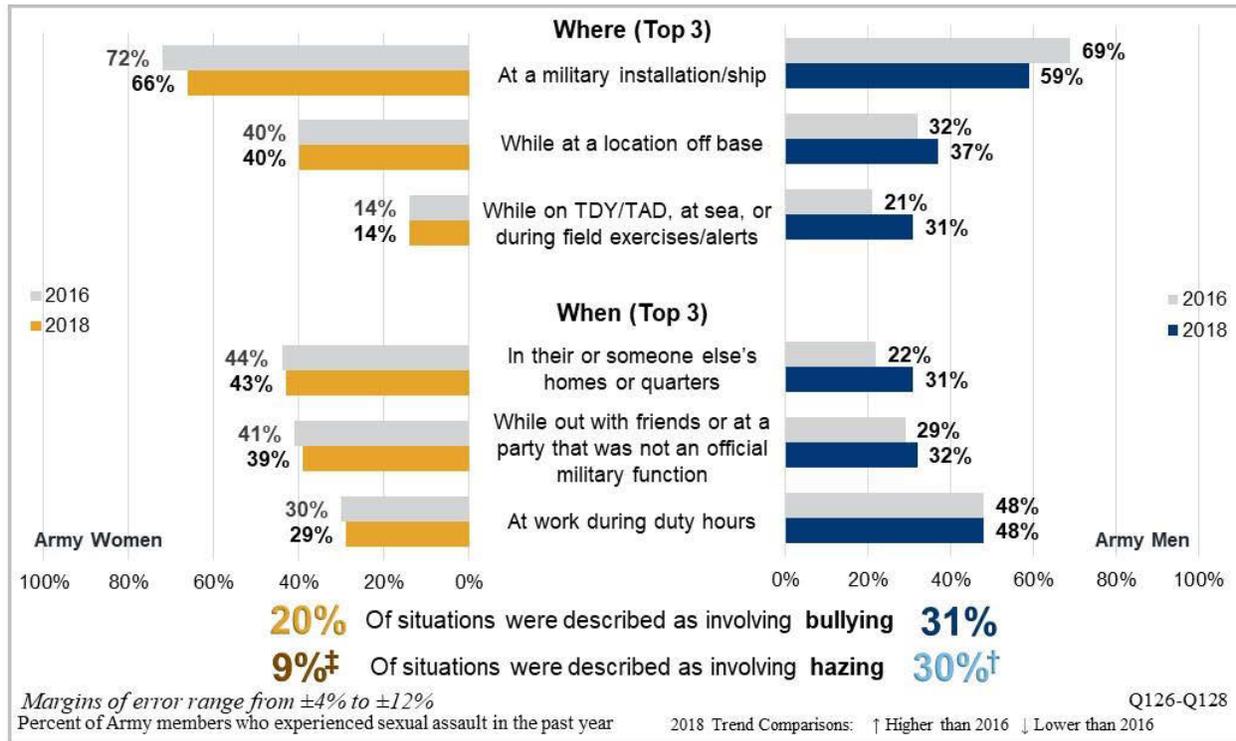
Compared to women victims, alleged offenders for incidents involving men were substantially more likely to be civilians (21% for men compared to 8% for women).

**Figure 47.**  
*Reported Characteristics of the Alleged Offenders in the One Situation for Army*



Finally, hazing and bullying continued to play a role in incidents of sexual assault although their prevalence remained unchanged from 2016 (Figure 48). With regards to the “one situation” of sexual assault that had the biggest effect, 9% of women and 30% of men considered the situation hazing whereas 20% of women and 31% of men considered the situation to be bullying.

**Figure 48.**  
**Location and Context of the Sexual Assault One Situation for Army**

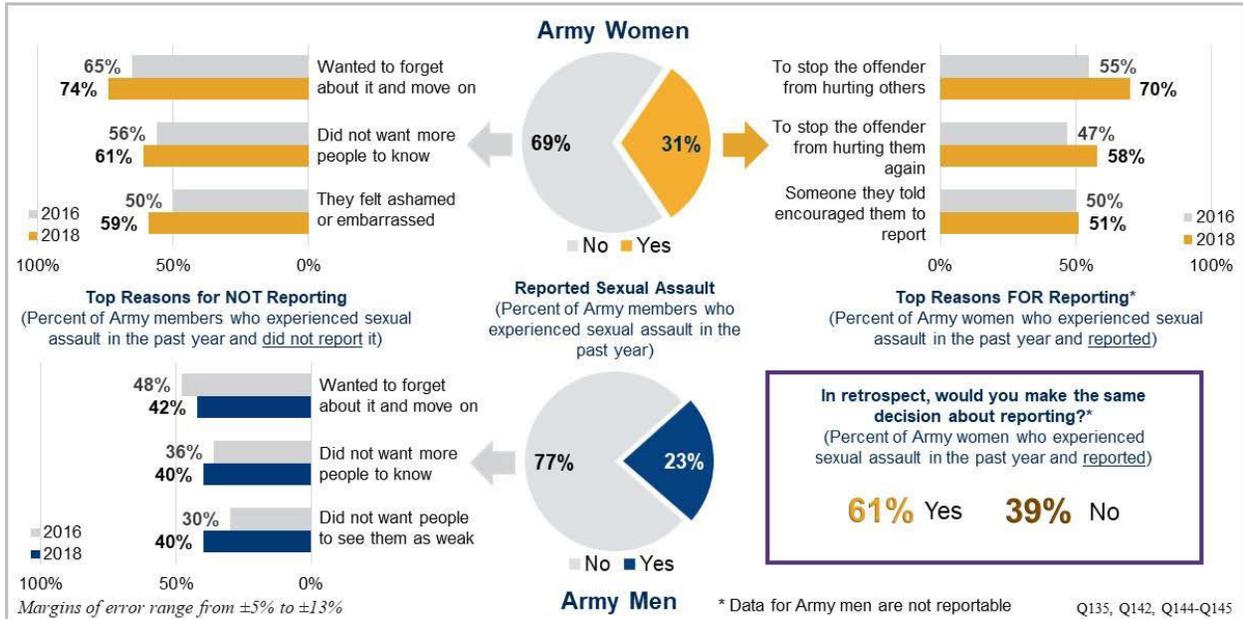


## Reporting Sexual Assault

There are a number of factors that are likely to influence a Service member’s decisions to report a sexual assault, including their own prior experiences with reporting and observations about how others who report their experiences are treated by their peers and leadership. There were no significant changes in reporting rates between 2016 and 2018. In 2018, 31% of women Soldiers and 23% of men who experienced a sexual assault reported the assault to the military (Figure 49). Among Army women who experienced a sexual assault and reported the crime, nearly two-thirds of women (61%) said that in retrospect they would make the same decision to report again, while 39% of women who reported would instead decide not to report.

Several reasons for reporting experiences of sexual assault were found to be most common amongst Army women (Figure 49). Namely, most female Soldiers indicated that they reported the assault to stop the alleged offender from hurting others (70%), over half reported to stop the alleged offender from hurting them again (58%), and just over half reported because someone they told encouraged them to report (51%). Although these reasons have not changed significantly over time, they remain salient factors influencing victims’ decision to report and potential areas for emphasis in training.

**Figure 49.**  
**Reporting of the One Situation of Sexual Assault for Army**



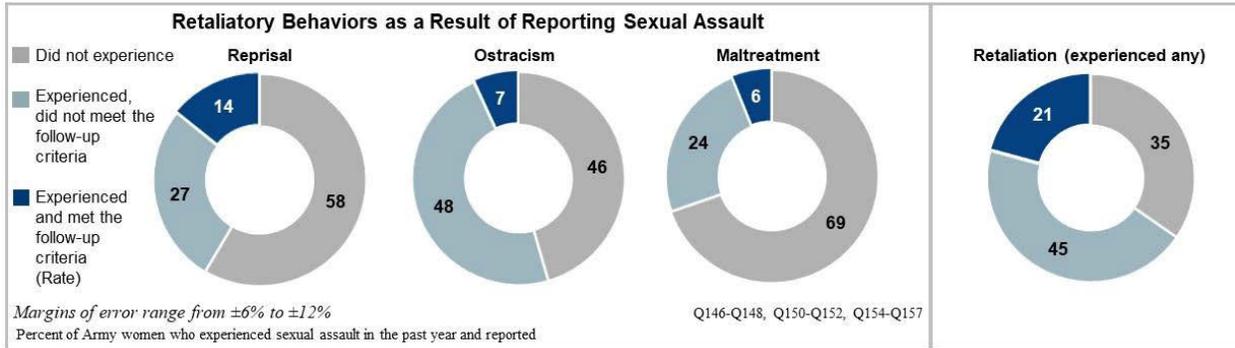
As with reasons *for* reporting, the top reasons that women Soldiers provided for *not* reporting a sexual assault to the military remained unchanged from 2016 (Figure 49). The vast majority of women (74% and 61% respectively) wanted to forget about the incident and move on or did not want more people to know. However, there was one significant and substantive change from 2016 to other reasons women provided for not reporting the assault: the proportion of women who did not report because they thought it might impact their performance evaluation, fitness report, or their career increased by 12 percentage points, from 17% in 2016 to 29% in 2018.

Male Soldiers indicated similar factors dissuaded them from reporting experiences of sexual assault (Figure 49). Although less than half of men indicated so, the most-endorsed reason for not reporting the incident was that the victim “wanted to forget about it and move on” with 42% of men, followed closely by not wanting more people to know, not wanting people to see them as weak, and not thinking their report would be kept confidential, each of which was expressed by 40% of Army men.

### Outcomes of Reporting Sexual Assault

At the core of Service members’ sense of fear regarding how their peers or leadership would respond to learning about the assault are concerns about the potential for retaliation. Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault. To construct this measure, Service members who experienced and reported a sexual assault were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction). None of these measures were reportable for Army men.

**Figure 50.**  
**Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Army Women**



### Professional Reprisal

Professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. The rate of professional reprisal was statistically unchanged from 2016. As shown in Figure 50, among Army women who experienced and reported sexual assault, 42% perceived experiencing behaviors in line with professional reprisal. This includes 27% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 14% who experienced behaviors and met the follow-up legal criteria.

### Ostracism

Ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 50, among Army women who experienced and reported sexual assault, 54% perceived experiencing behaviors in line with ostracism. This includes 48% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 7% of women who experienced behaviors and met the follow-up legal criteria. This rate was statistically unchanged from 2016.

### Maltreatment

Maltreatment refer to a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2018, 31% of Army women who experienced and reported sexual assault perceived experiencing maltreatment as a result (Figure 50). This includes 24% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 6% of women who experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016.

## Retaliation

Combining each of the negative outcomes of reporting sexual assault—professional reprisal, ostracism, and maltreatment—produces a measure of retaliation. Compared to 2016, there was no change in the estimated rate of retaliation (Figure 50). Among women who reported their sexual assault, 65% perceived experiencing a behavior in line with retaliation, including 45% who perceived experiencing a behavior but did not meet legal follow-up criteria and 21% who experienced a behavior that also met legal follow-up criteria (the estimated rate of retaliation).

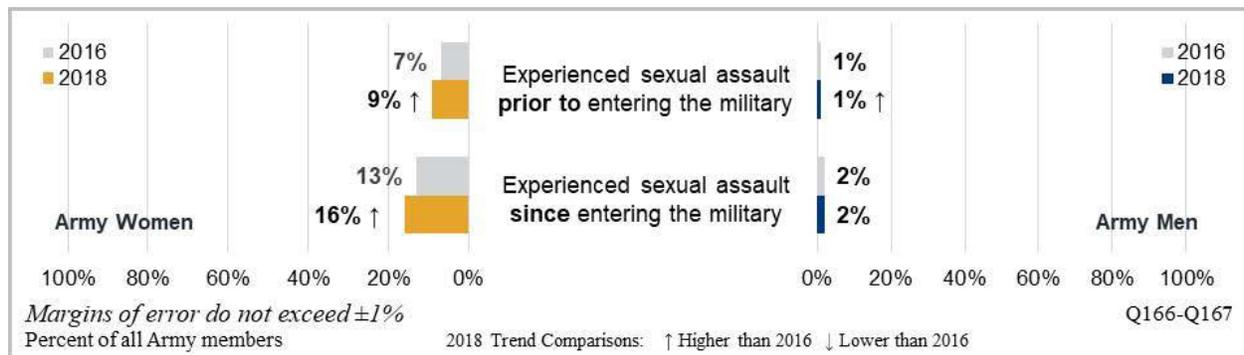
## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

Compared to 2016, there was significant increase, from 7% to 9%, in the estimated rates of sexual assault prior to joining the military for Army women (Figure 51). These rates increased for both junior officers (from 9% to 13%), as well as senior officers (from 10% to 13%). These rates were highest among junior officer and senior officer women (13% of both groups) compared to other women Soldiers. There was a slight statistical change in the estimated rates of sexual assault prior to joining the military for Army men overall (1%), where, the rates significantly increased, from 1% in 2016 to 2% in 2018, for junior officer men specifically.

In 2018, there was also a significant increase in the estimated rates of sexual assault since joining the military for Army women (from 13% in 2016 to 16%). For women, these changes were driven by significant increases among senior enlisted (from 15% to 17% in 2018) and junior officers (from 14% to 20% in 2018). Despite no overall change, senior enlisted male Soldiers increased in their estimated rates of sexual assault since joining the military, from 1% to 2%.

**Figure 51.**  
*Estimated Sexual Assault Prevalence Rates Prior to or After Joining the Military for Army*



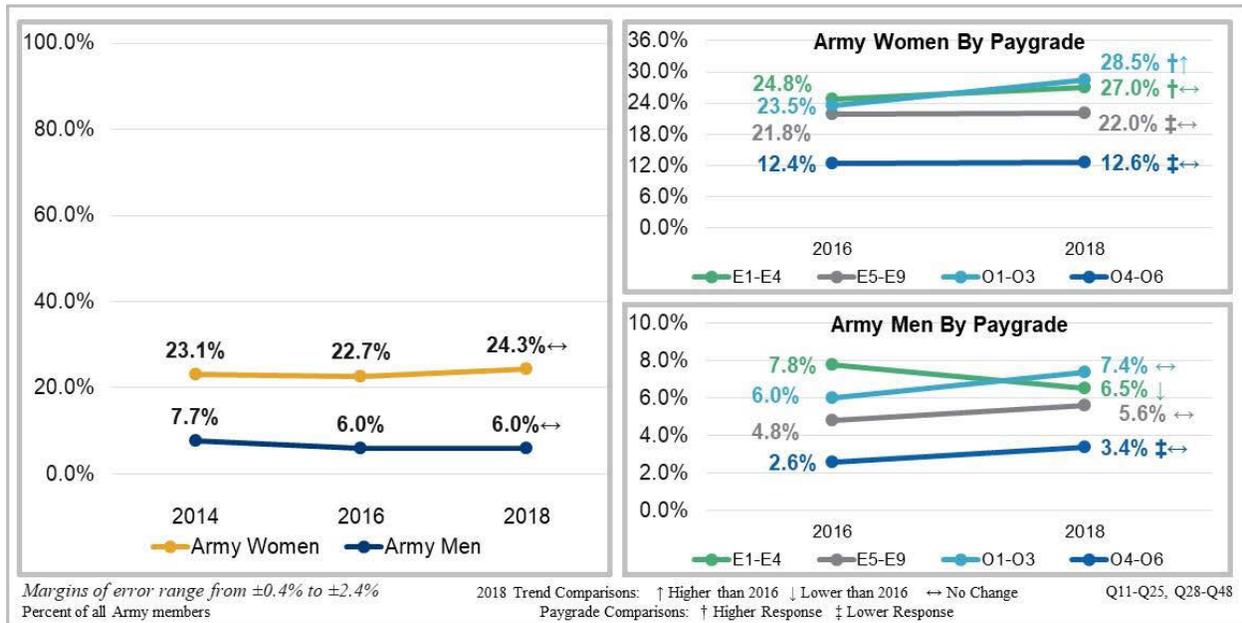
## Sexual Harassment and Gender Discrimination

The 2018 WGRA provides a past year rate for both sexual harassment and gender discrimination. These military equal opportunity (MEO) violations characterize a number of sex-based behaviors specified by DoDD 1350.2. The following sections summarize experiences of sexual harassment and/or gender discrimination in the prior 12 months including rates for each type of violation, a description of the worst situation, and experiences with filing a complaint.

### Estimated Sexual Harassment Past Year Rate

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

**Figure 52.**  
*Estimated Sexual Harassment Past Year Rates for Army*



In 2018, an estimated 24.3% of female Soldiers experienced sexual harassment, but this presented no significant change from 2016 (Figure 52). A significant increase in sexual harassment of junior officer women (from 23.5% in 2016 to 28.5%) was evident amongst Army women.

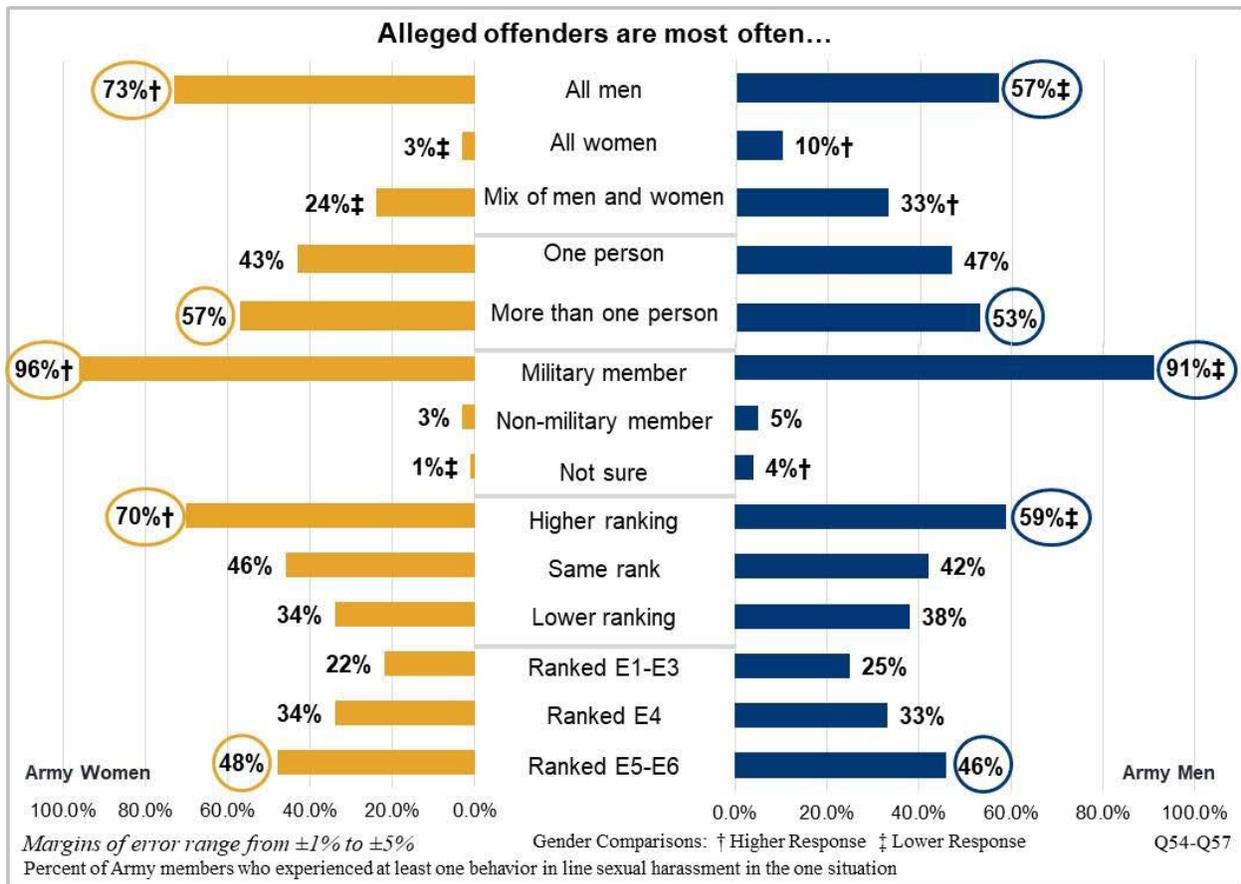
In 2018, an estimated 6.0% of men experienced sexual harassment. Although there was no change from 2016 for men, junior enlisted men were less likely to experience sexual harassment in 2018 (6.5%) than in 2016 (7.8%).

### ***One Situation of Sexual Harassment with the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them. The characteristics of these incidents often differed for men and women Soldiers.

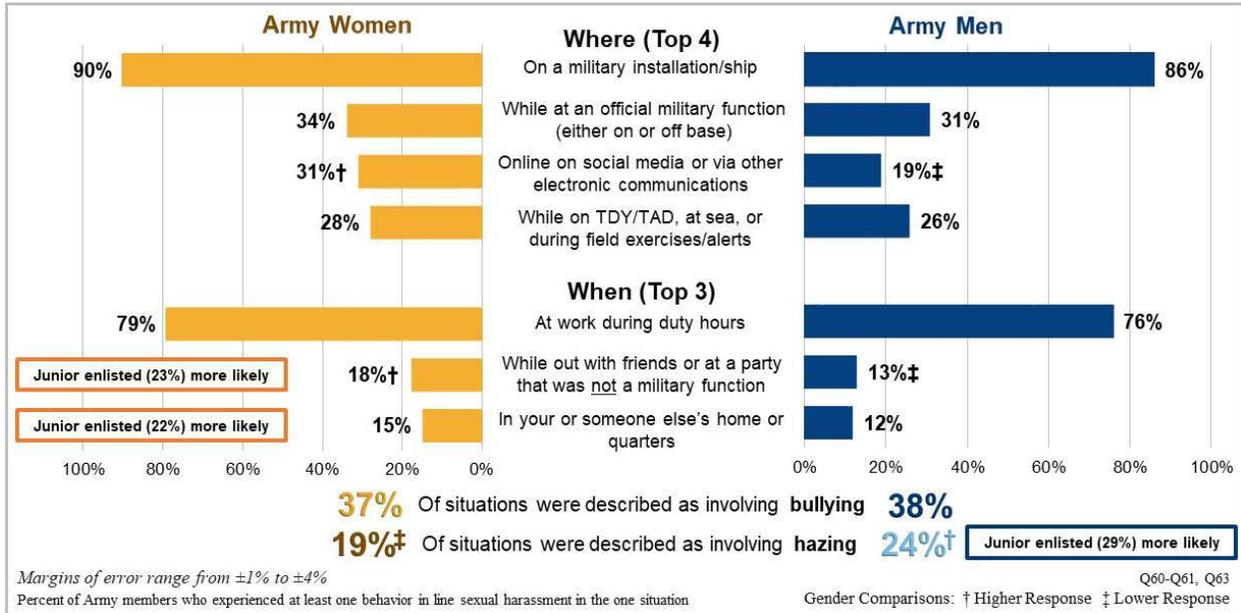
Overall, 67% of women and 78% of men who experienced sexual harassment or gender discrimination identified an incident involving sexual harassment behaviors as the worst situation. For women in the Army (57%), “the one situation” often involved more than one person (Figure 53). Alleged offenders were more likely to be all men (73% compared to 57% for male victims) and were nearly always military members (96%). Meanwhile, male victims (33%) were more likely than female victims (24%) to identify that alleged offenders in “the one situation” were a mix of men and women who were also primarily military members (91%). Regarding factors identifying the alleged offender, nearly half of women (48%) and men (46%) who experienced these unwanted behaviors identified the alleged offender as being in the rank of E5–E6 and higher ranking than the Service member they sexually harassed (70% for women and 59% for men). Examining results by paygrade reveals that both men and women junior officers were more likely than men and women of other paygrades to indicate that the alleged offender in their most serious case of sexual harassment was someone of a lower rank (62% of junior officer women, 60% of men) and less likely to identify the alleged offender as someone in a higher rank (51% of women, 37% of men).

**Figure 53.**  
**Reported Demographics of the Alleged Offenders in the Sexual Harassment One Situation for Army**



The frequency and location of sexual harassment identified in “the one situation” also provides important context and presents notable differences between men and women Soldiers (Figure 54). Regardless of gender, a majority of unwanted behaviors took place more than once; however, women (80%) were significantly more likely than men (64%) to experience the harassment more than one time. Additionally, although the majority of men and women experienced the worst case of sexual harassment at a military location, women were slightly more likely to indicate this (96% of women, 91% of men). Women were more likely to also identify other notable locations such as online on social media or via other electronic communications (31% of women compared to 19% of men) or at other locations off base (27% of women compared to 20% of men).

**Figure 54.**  
**Location and Context of the Sexual Harassment One Situation for Army**



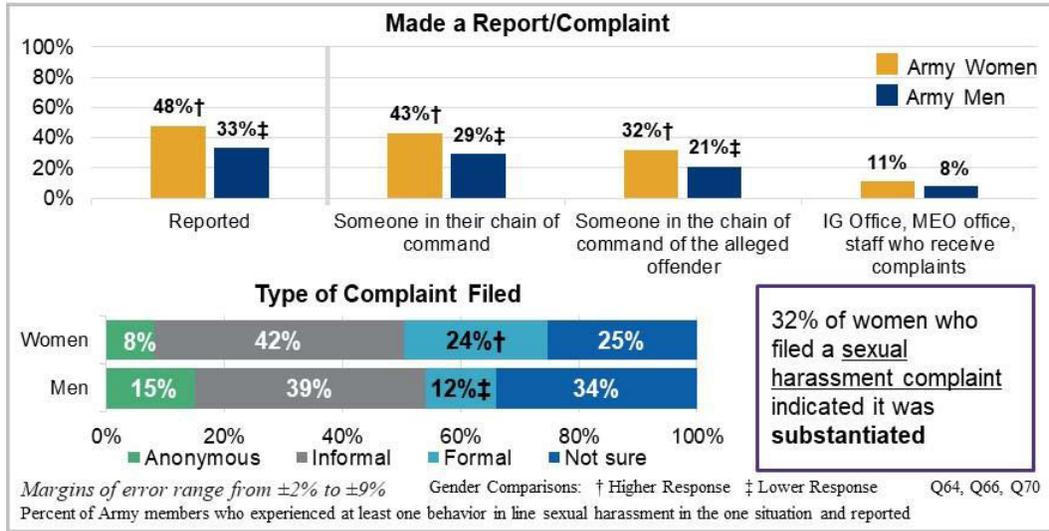
Finally, in 2018 hazing and bullying continued to play a prominent role in Soldier descriptions of the worst incident of sexual harassment. Among Soldiers, men (24%) were significantly more likely than women (19%) to categorize their experience as hazing but men and women were equally likely to categorize their sexual harassment experience as bullying (38% of men, 37% of women). Once again, examining responses by paygrade reveals additional differences. Junior enlisted men (29%) were more likely than other Army men to categorize their experience as hazing.

**Filing a Report/Complaint of Sexual Harassment**

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

Among Soldiers who experienced sexual harassment, Army women (48%) were significantly more likely than men (33%) to report their experience to the military (Figure 55). However, both men and women displayed low levels of satisfaction with the complaint process. In fact, none of the assessments of satisfaction with the MEO complaint process surpassed 50% (Figure 56). Women (38%) were most satisfied with the availability of information about victim support resources or by their treatment by personnel handling their complaint (37%). Meanwhile, men (36%) were most satisfied by the availability of information about how to follow-up on a complaint or the availability of information about the complaint process and timeliness (35%).

**Figure 55.**  
*Filing a Report/Complaint of Sexual Harassment for Army*



**Figure 56.**  
*Responses to Filing a Complaint of Sexual Harassment for Army*



One of the most-endorsed reasons provided by Soldiers for not reporting the violation they experienced was in line with the top reason for not reporting sexual assault: both men and women wanted to forget about the incident and move on (36% and 54% respectively), although women were more likely to indicate this. Men (33%) and women (40%) also frequently indicated that the reason they did not file a complaint was because they asked the person stop. Among women specifically, other frequently endorsed reasons for not reporting was because they did not think anything would be done (42%) or because they were worried about negative consequences from their military coworkers or peers (40%). For men, other frequently endorsed reasons for not reporting included not thinking it was serious enough to report (39%).

Several differences between men and women vis-à-vis the decision not to report the sexual harassment experience were notable. More specifically, women were significantly more likely than men to endorse a series of reasons for not reporting the sexual harassment they experienced,

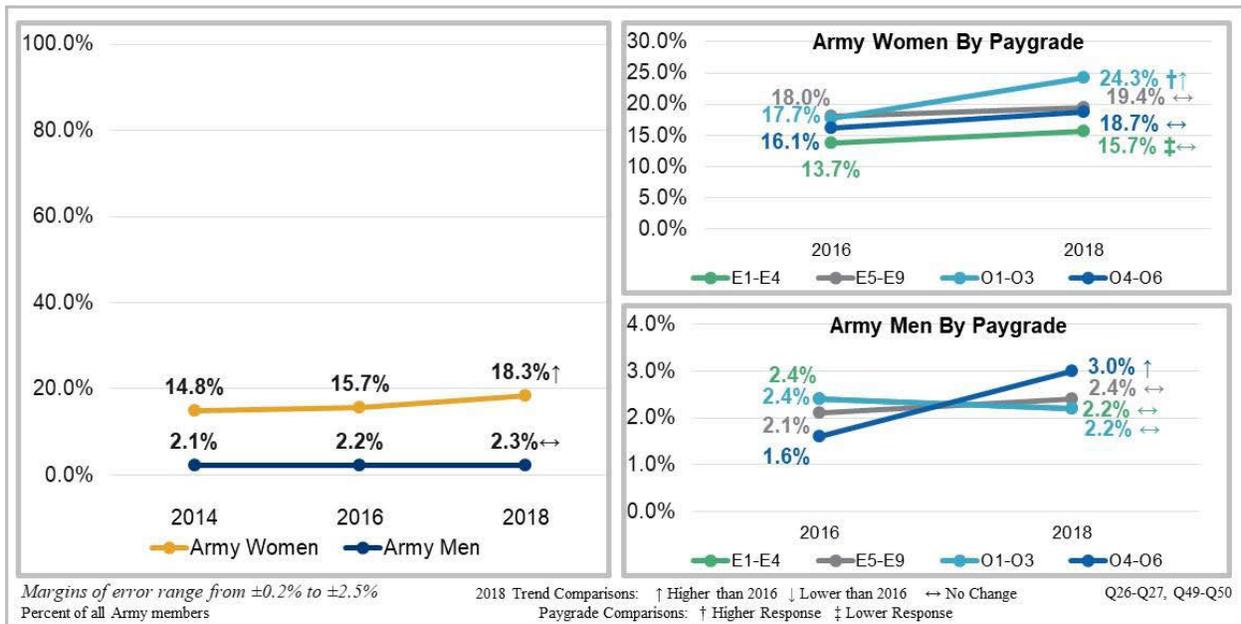
including: not wanting more people to know (37% of women, 20% of men), not thinking they would be believed (24% of women, 13% of men) feeling partially to blame or that other people would blame them (24% of women, 12% of men), or that they thought they might get in trouble for something they did and/or be labeled a troublemaker (26% of women, 15% of men).

### Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet DoD legal criteria for gender discrimination are detailed in Chapter 1 of the 2018 WGRA report.

In 2018, an estimated 18.3% of women Soldiers and 2.3% of men experienced gender discrimination (Figure 57). For women, this was a statistically significant increase from 2016 when the rate was 15.7%. The change in gender discrimination prevalence rates was driven by an increase from 17.7% to 24.3%, for junior officer women. There was no change in gender discrimination rates for men overall, but there was a significant increase for male senior officers from an estimated 1.6% in 2016 to 3.0% in 2018.

**Figure 57.**  
*Estimated Gender Discrimination Past Year Rate for Army*



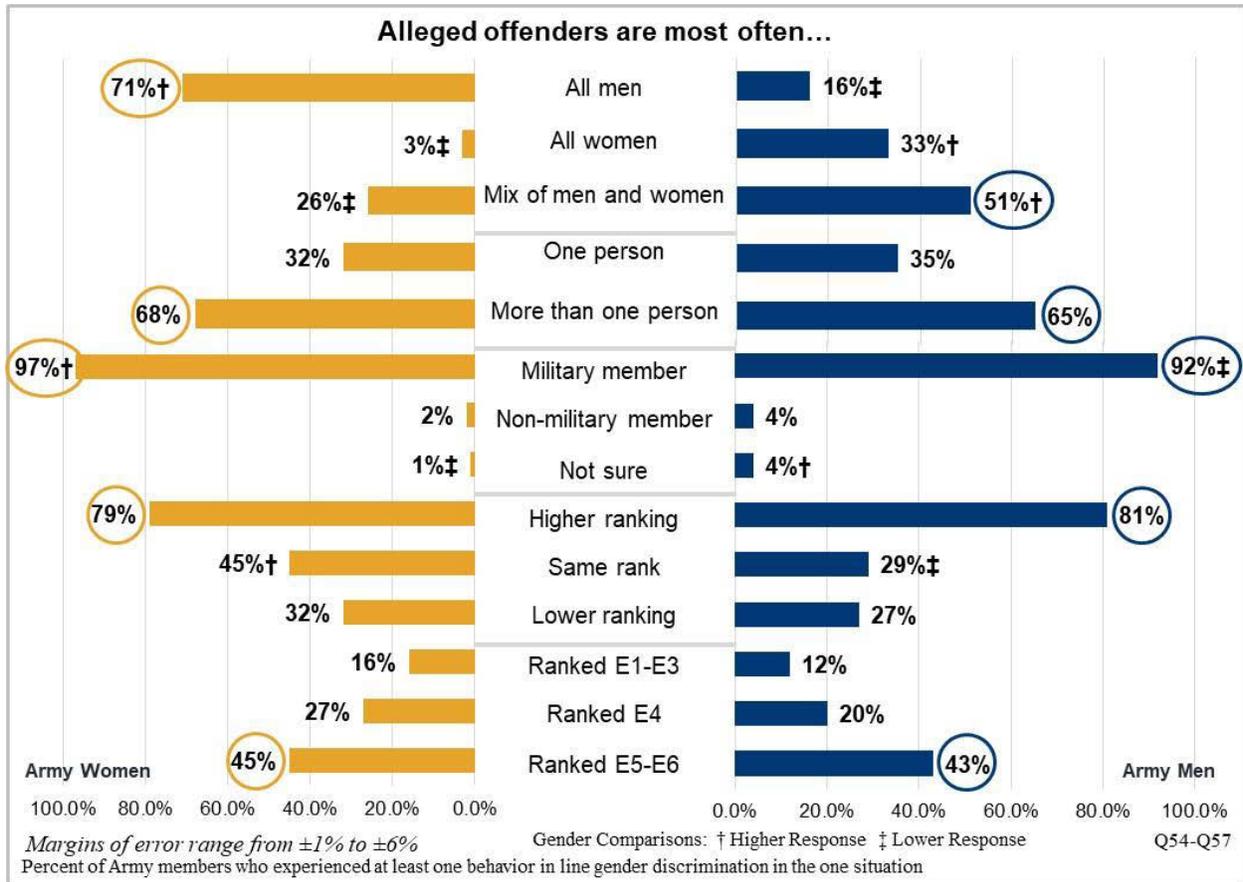
### One Situation of Gender Discrimination with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them. The characteristics of these incidents often differed for men and women Soldiers and illustrate differences from experiences involving sexual harassment.

Overall, 66% of women and 35% of men who experienced sexual harassment or gender discrimination identified an incident involving gender discrimination behaviors as the worst situation. For both men (65%) and women (68%), these incidents frequently involved more than one person (Figure 58). As with experiences of sexual harassment, the gender composition of alleged offenders in “the one situation” of gender discrimination sometimes differed between men and women Soldiers. For women, the alleged offenders were more likely to be all men (71% compared to 16% for male victims). However, men were more likely to identify their alleged offenders as all women (33% of men, 3% of women) or a mix of men and women (51% of men, 26% of women). For both men (92%) and women (97%), the alleged offenders were frequently military members, but this was slightly more likely to be the case among women.

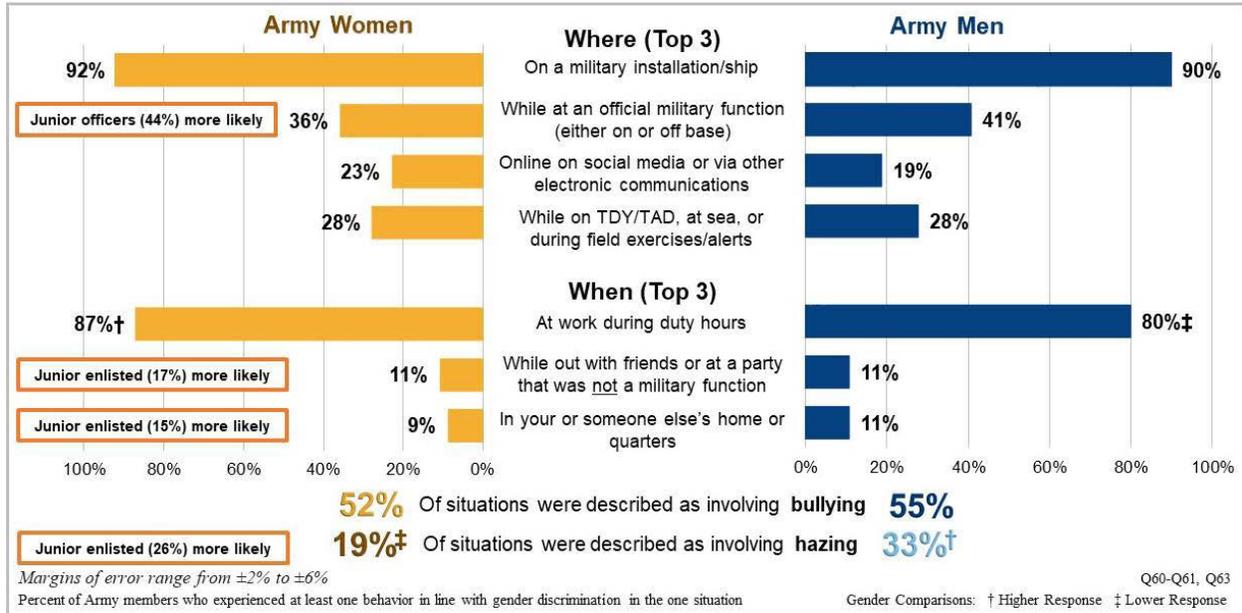
Among Army women (48%), the alleged offender was most often identified as being in the paygrade of E7–E9, whereas men (43%) most often identified the alleged offender as being in the paygrade of E5–E6. For both men and women, alleged offenders were frequently higher ranking (81% for men, 79% for women) than their victim. In fact, nearly two-thirds of men (64%) and women (65%) responded that the alleged offender was in their chain of command. However, women (45%) were more likely than men (29%) to also indicate that the alleged offender was the same rank. Notably, junior officer women (51%) were more likely than other women to identify their alleged offender as someone of a lower rank.

**Figure 58.**  
*Reported Demographics of the Alleged Offenders in the Gender Discrimination One Situation for Army*



The frequency and location of gender discrimination incidents in “the one situation” also provides important context and presents notable differences between men and women Soldiers (Figure 59). Regardless of gender, the majority, more than three quarters, of unwanted behaviors took place more than once (76% for men and 81% for women). Women (43%) were significantly more likely than men (29%) to indicate that the experience occurred over a period of a few months. The vast majority of gender discrimination behaviors occurred at a military location (97% for women and 94% for men) and more than a third of women (36%) and men (41%) indicated that the situation occurred while at an official military function (either on or off base). In general, the worst situation of gender discrimination occurred when Service members were at work during duty hours (87% of women and 80% of men).

**Figure 59.**  
**Location and Context of the Gender Discrimination One Situation for Army**



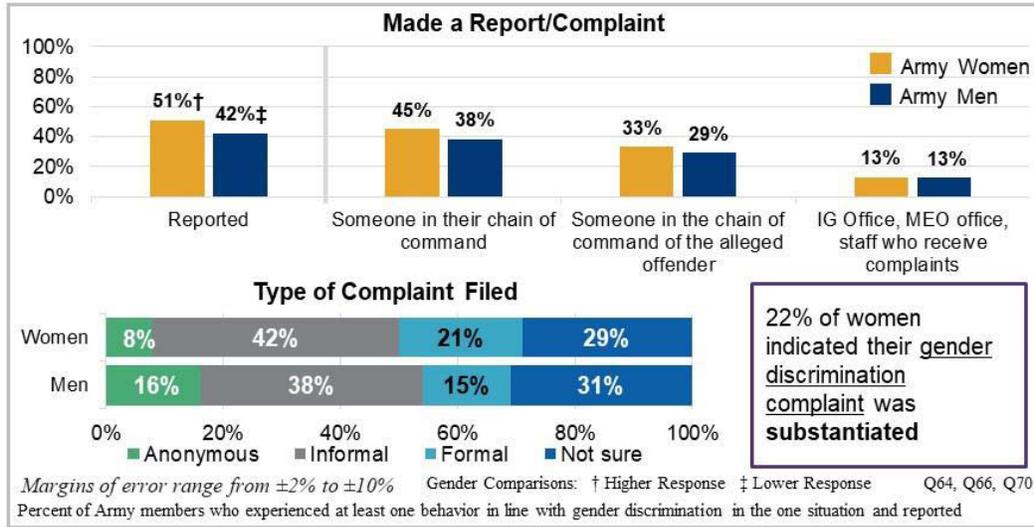
Few men (6%) or women (4%) categorized their experience as hazing. However, nearly one-third of men (29%) and significantly more women (37%) who experienced gender discrimination categorized the incident as bullying.

**Filing a Report/Complaint of Gender Discrimination**

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

Similar to experiences of sexual harassment, Army women (51%) were significantly more likely than men (42%) to report an experience of gender discrimination to the military (Figure 60). However, few men or women Service members expressed satisfaction with the reporting process overall (16% of women, 12% of men).

**Figure 60.**  
**Filing a Report/Complaint of Gender Discrimination for Army**



Compared to experiences with reporting sexual harassment, men and women provided markedly different reasons for not reporting the incident of gender discrimination. Namely, the most-endorsed reason for not reporting was not thinking anything would be done (54% of women, 54% of men). Women in the Army also frequently endorsed not reporting the gender discrimination they experienced because they wanted to forget about it and move on (43%), were worried about negative consequences from military coworkers or peers (42%), and did not want people to see them as weak (41%). For Army men, the leading reasons for not reporting included not trusting the process would be fair (49%), believing it would hurt their performance evaluation/fitness report or their career (41%), or because they were worried about negative consequences from a military supervisor or their chain of command (40%).

## Workplace Culture and Unit Climate

This final section summarizes member perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. This section also covers member trust in the military system.

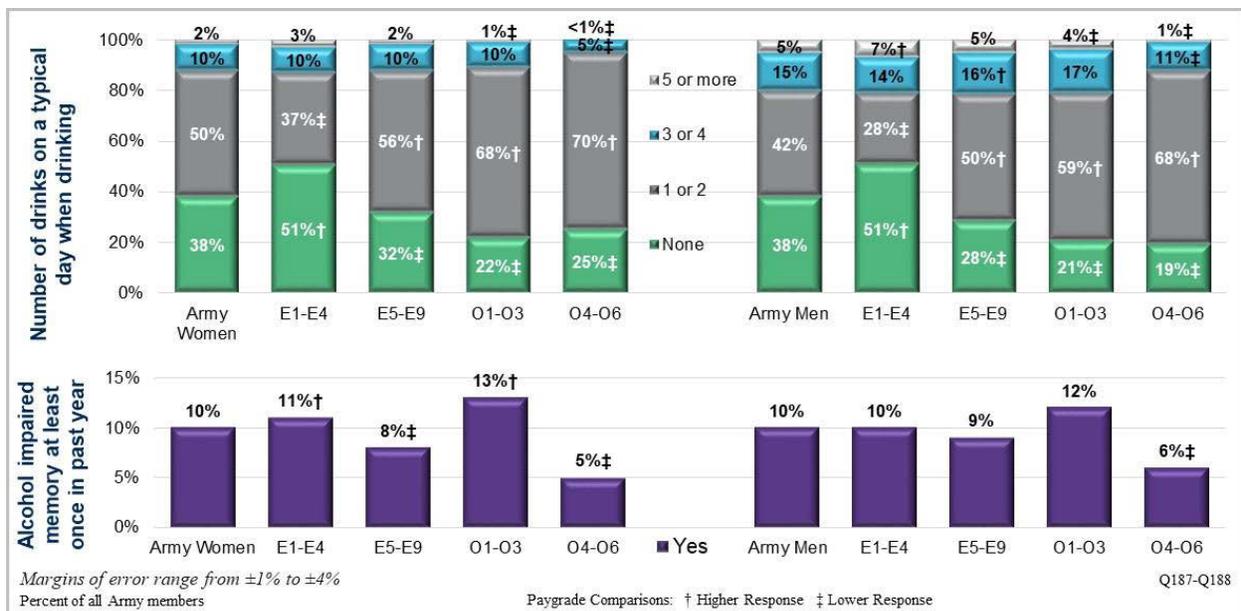
In 2018, Service members were asked several new questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### Alcohol Use

Overall, 38% of male and female Soldiers indicated that they did not drink, and 50% of women and 42% of men drank in moderation (one or two drinks containing alcohol) on a typical day when drinking; Figure 61).

However, Army men were significantly more likely than women to drink excessively. Among men, just over one in ten (5%) reported having five or more drinks containing alcohol on a typical day when drinking compared to 2% of women. Officers in general reported the lowest rates of excessive drinking, 1% and <1% for junior and senior female officers respectively, and 4% and 1% for junior and senior male officers. However, junior enlisted male Soldiers reported the highest degree of excessive drinking (7%). Regardless of typical number of drinks consumed, junior officer women indicated the highest degree of alcohol related memory impairment of any paygrade (13%), including those of men, and along with junior enlisted women (11%) were more likely than women of other paygrades to experience at least one episode of alcohol-induced amnesia in the past year.

**Figure 61.**  
*Alcohol Use Among Army Soldiers*



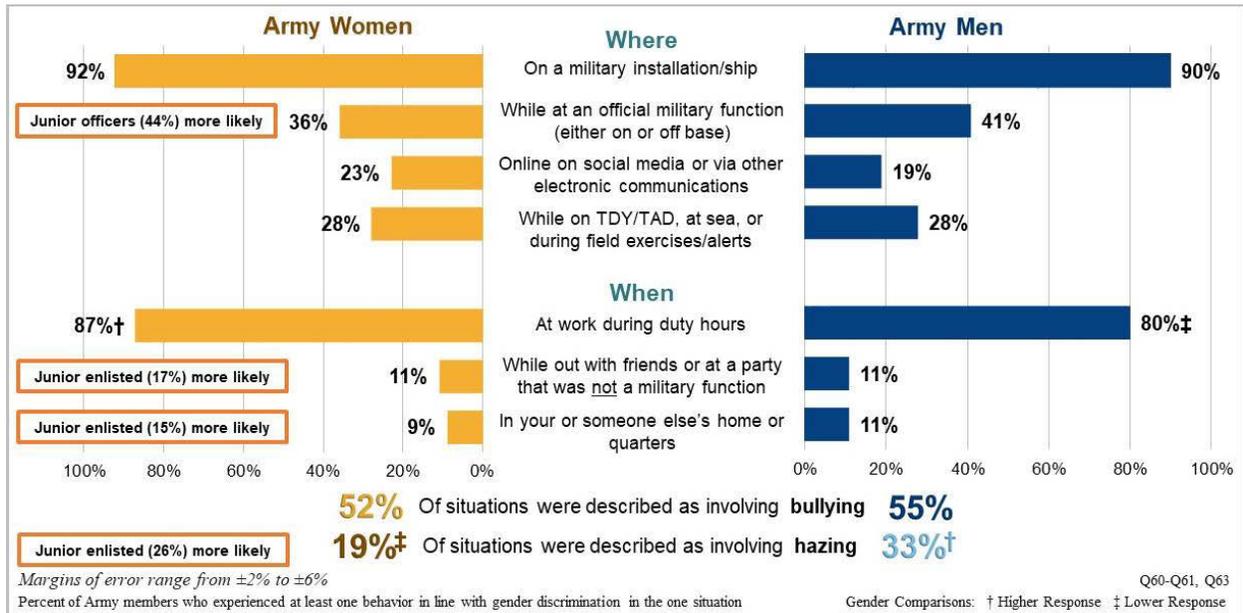
Finally, both Army men and women indicated that sexual assault training in 2018 was less likely to teach that alcohol consumption may increase the likelihood of sexual assault than in 2016 (a significant decrease from 92% to 87% for women and from 94% to 91% for men). This decrease was driven by women of all paygrades (junior enlisted decreased from 91% to 87%, senior enlisted decreased from 92% to 87%, junior officers decreased from 93% to 87%, and senior officers decreased from 94% to 89%) and enlisted men (junior enlisted decreased from 93% to 89%, and senior enlisted decreased from 94% to 91%).

### Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

Army women (37%) were more likely than men (21%) to witness at least one inappropriate behavior in the past year (Figure 62). The top behaviors witnessed by both men and women was observing someone who “crossed the line” with sexist comments or jokes (24% of women and 9% of men), and encountering someone who drank too much and needed help (22% of women, 14% of men). With regards to differences by paygrade, junior officer women were more likely (38%) than other female Soldiers to have witnessed someone who “crossed the line” with sexist comments or jokes, and junior enlisted women and men were less likely than other women and men respectively (21% of women, 6% of men).

**Figure 62.**  
*Bystander Intervention for Army*



In general, Soldiers intervened at high rates to prevent a variety of potentially dangerous situations. However, men were less likely than women to intervene in response to hearing someone say that people who take risks are at fault for being sexually assaulted (71% of men, 81% of women).

### Unit Climate and Workplace Hostility

Social support is consistently cited as amongst the most important factors related to an individual’s ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can be from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance.

In 2018, Service members were asked to assess their unit’s climate, in general and with regards to sexual assault, and their workplace culture. Army women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility from coworkers as well as

immediate supervisors as significantly higher than did men. Regardless of gender, paygrade also had an effect; junior enlisted men consistently responded with lower ratings of unit climate than men of other paygrades, as did junior enlisted women when compared to women of other paygrades.

However, with regards to expectations regarding how their leadership would respond to reporting unwanted gender related behavior, there was notable improvement. Both Army women (38%, up from 30%) and men (44%, up from 35%) were more likely in 2018 to believe that reporting that they were sexually harassed would not cause their chain of command to treat them differently. This perception was stronger among men but increased across all ranks for both male and female Soldiers, despite junior enlisted men and women being significantly less likely than men and women of other paygrades to share this perception. Soldiers were also more likely in 2018 to believe that their chain of command would not treat them differently for reporting that someone else was sexually harassed. This was the case for 44% of women (a significant increase from 36%) and 48% of men (a significant increase from 40%). A similar effect with paygrade was seen here as well, with junior enlisted men and women being less likely to share this perception than men and women of other paygrades.

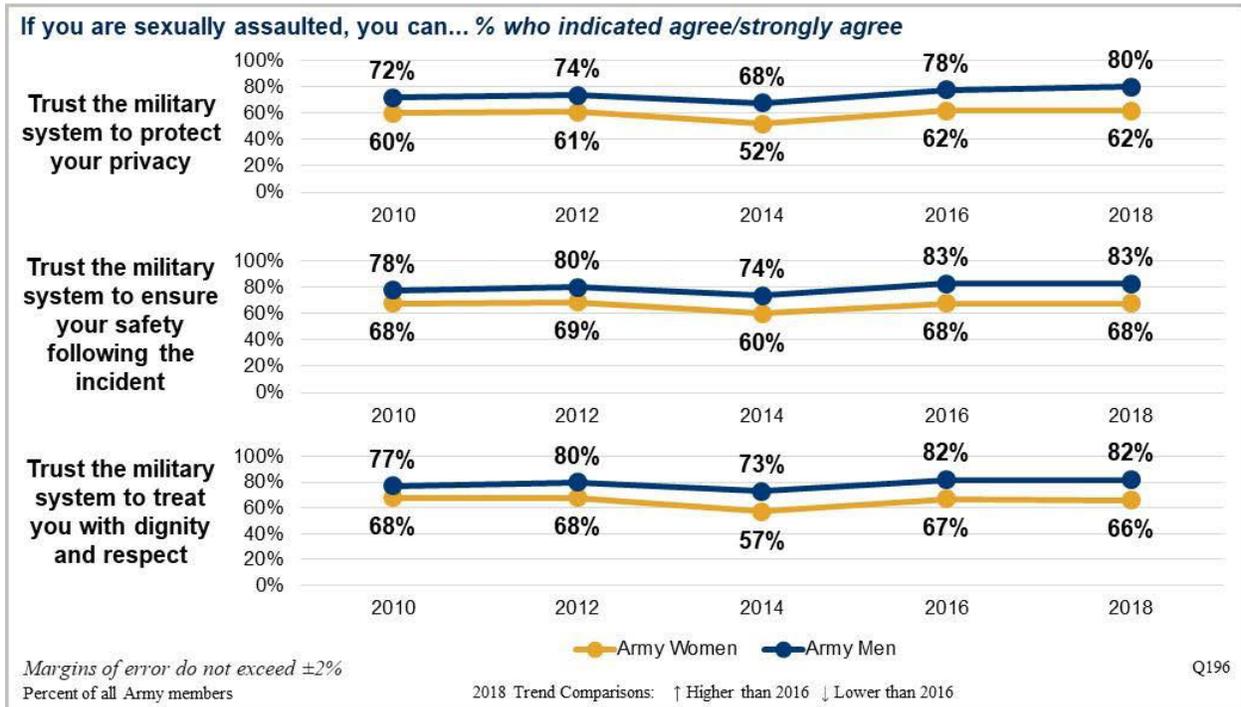
These changes in perceptions of leadership response are particularly noteworthy among men who have, in past years, been among the most reluctant to report or file a complaint regarding their experiences with unwanted gender-related behavior. Believing that they will have the support of their leadership may motivate more reporting in the future.

### **Trust in the military system**

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to the maintenance of good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

Overall, Army women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 62% of women compared to 80% of men agreed that the military system would protect their privacy in such an event (Figure 63).

**Figure 63.**  
*Trust in the Military System for Army*



Junior officers held particularly negative views on whether they would trust the military system if they were sexually assaulted. Junior officer women were significantly more likely than other women to disagree that they could trust the military system to protect their privacy after a sexual assault (24%), trust the military system to ensure their safety after a sexual assault (16%), or trust the military system to treat them with dignity/respect after a sexual assault (18% and a significant increase from 15% in 2016). Notably, junior officer men also held views that differed from other men. Junior officer men were more likely to disagree that they could trust the military system to protect their privacy after a sexual assault (9%) and more likely to disagree that they could trust the military system to treat them with dignity/respect if they were sexually assaulted (6%).

## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the 2018 WGRA performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

Sexual assault of women Soldiers is a persistent challenge and, while some groups of women are at higher risk than others, the results of the *2018 WGRA* demonstrate that no population of women in the military is immune from this problem. Although the prevalence of sexual assault increased for Army women overall, the Army was the only Service in 2018 that did not see an increase among junior enlisted women. Likewise, while the prevalence of sexual harassment of Army women increased for women as a group, there was no increase among junior enlisted women specifically. Again, the Army was the only Service for which this was the case. These results are notable not only because junior enlisted women (largely because of their age) are often cited as the highest risk group, but also because of the substantial increases in the prevalence of sexual assault among older and more senior Army women.

Progress with regards to sexual assault prevention and response in the military comes in the form of both a reduction in the prevalence of these events as well as an increase in reporting. However, results of the *2018 WGRA* suggest that more work is needed on both fronts. Alongside an increase in the prevalence of sexual assault in the Army, reporting rates did not statistically change for men or women. This may be a consequence of vicarious experiences related to reporting that perpetuate the expectation of negative consequences. The results of the survey suggest that these expectations may not be misplaced given that retaliation rates were also statistically unchanged from 2016. In fact, of those women who reported a sexual assault to the military, the majority of women perceived experiencing at least one behavior in line with retaliation, (not accounting for whether that retaliatory behavior met the threshold to be legally considered retaliation). Moreover, trust in the military system overall, a key component to reporting sensitive crimes or experiences, was lower for women than for men and especially so for women junior officers.

The results of the *2018 WGRA* suggest that, although some progress has been made in regards to unwanted gender-related behaviors, substantial work remains to be done. Overall, Soldiers were aware of the importance of bystander intervention and intervened at high rates to prevent potentially dangerous situations. Likewise, overall assessments of unit climate and culture were positive and perceptions of workplace hostility were unchanged from 2016. However, disaggregating these results by gender reveals important differences between men and women. Women were more likely to observe inappropriate behaviors that might lead to sexual assault, held less positive ratings of the unit climate or culture, and greater perceptions of workplace hostility. Future research should continue to examine the ways in which a focus on these and other relevant contextual risk factors for both victimization and perpetration can continue to inform prevention and response efforts.



# Appendix B. Air Force Overview Report

DATA  
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SOLUTIONS  
FOR  
DECISION  
MAKERS





## Air Force Overview Report

### Executive Summary

This appendix presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* for the Air Force compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experience behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault, sexual harassment, and gender discrimination prevention and response programs. OPA produces prevalence rates for the Department of Defense (DoD) as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity to identify Service-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results from the Air Force overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Air Force. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

Results of the *2018 WGRA* are presented for both men and women. However, in many cases, data are not reportable for Air Force men due to low reliability. In this case, we report results for women only.

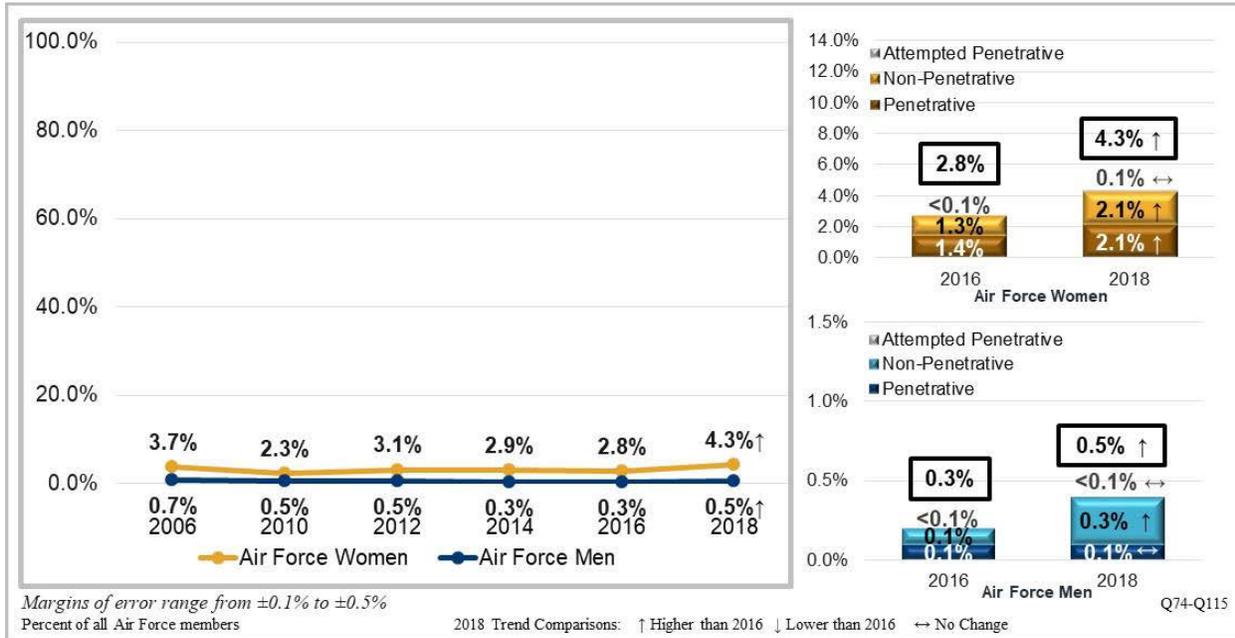
### ***Estimated Sexual Assault Past Year Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>35</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>35</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported

**Figure 64.**  
**Estimated Sexual Assault Past Year Prevalence Rates for Air Force**



- In 2018, 4.3% of Air Force women (an estimated 2,716 Airmen<sup>36</sup>) and 0.5% of Air Force men (an estimated 1,204 Airmen) experienced a sexual assault in the past 12 months (Figure 64). This was a statistically significant increase from 2016, from 2.8% for women and from 0.3% for men.
- The substantial increase in the overall prevalence of sexual assault for women in the Air Force was driven by significant increases in both penetrative and non-penetrative sexual assaults. In 2018, an estimated 2.1% of women experienced penetrative sexual assaults (up from 1.4%) and 2.1% of women experienced non-penetrative sexual assaults (up from 1.3%). The estimated rates for attempted penetrative sexual assault for women remained unchanged from 2016.
- However, for men in the Air Force, the increase in the overall prevalence of sexual assault was driven by a significant increase in non-penetrative sexual assault, from an estimated 0.1% in 2016 to 0.3% in 2018. The estimated rates for Air Force men for both attempted penetrative sexual assault and penetrative sexual assault remained unchanged in 2018.

occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

<sup>36</sup> Unless otherwise stated, we use the term “Airmen” throughout this report to refer to men and women in the Air Force, to include enlisted personnel or commissioned officers.

### **Reporting and Outcomes of Reporting Sexual Assault**

- There were no significant changes in reporting rates between 2016 and 2018 for Air Force men and women. In 2018, 33% of women and 22% of men in the Air Force who experienced a sexual assault reported the assault to the military.
- Notably, there was a significant decrease in Air Force women who indicated that the reason they reported the sexual assault was because someone made them do so or reported on the victim's behalf (20%, a decrease from 34% in 2016).
- Compared to 2016, there was no change in the estimated rates of perceived retaliation. Among women who reported their sexual assault, 18% experienced a behavior in line with retaliation that also met the follow-up legal criteria.

### **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

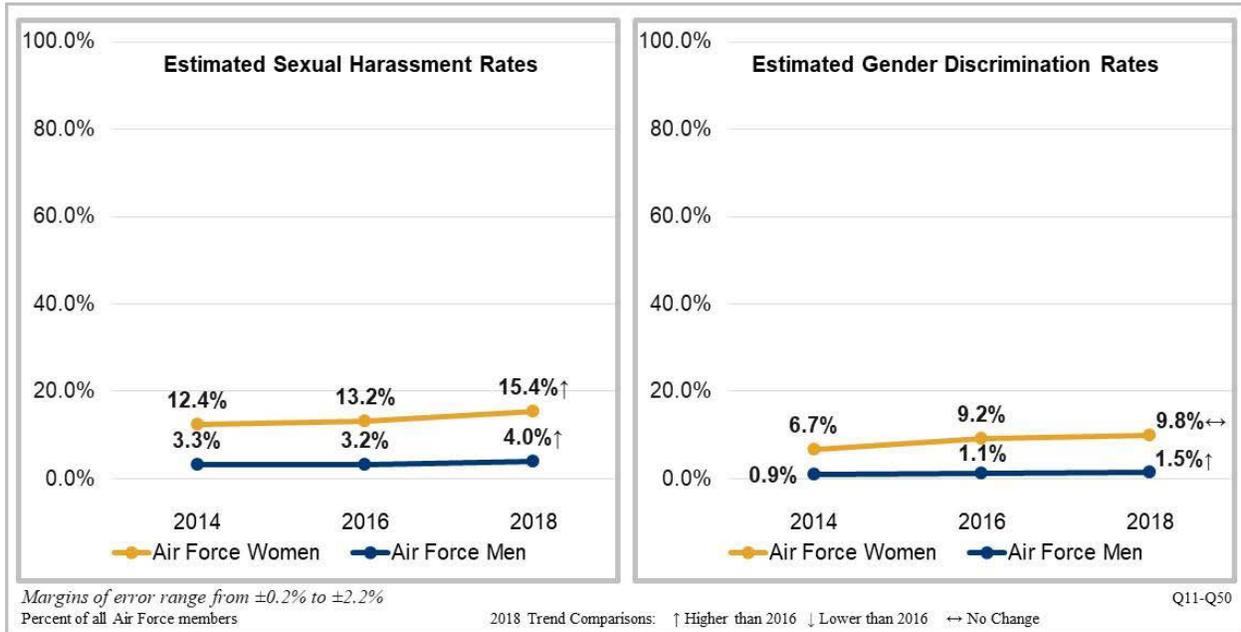
In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

- Compared to 2016, there was a significant increase, from 7% to 8%, in the estimated rates of sexual assault prior to joining the military for Air Force women. There was no change in the rates for Air Force men.
- Compared to 2016, there was also a significant increase in the estimated rates of sexual assault since joining the military for Air Force women (from 11% to 13%) and men (from 1% to 2%).

### **Estimated Sexual Harassment and Gender Discrimination Past Year Rates**

The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. Sexual harassment includes experiencing a sexually hostile work environment or sexual *quid pro quo* in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.

**Figure 65.**  
**Estimated Sexual Harassment and Gender Discrimination Past Year Rates for Air Force**



- Overall, an estimated 15.4% of women in the Air Force and 4.0% of men experienced sexual harassment (Figure 65). For women, this was a statistically significant increase from 2016 when the rate was 13.2%. There was no change from 2016 for men.
- In 2018, an estimated 9.8% of women in the Air Force and 1.5% of men experienced gender discrimination. For women, this was unchanged from 2016. However, for men, this was a statistically significant increase from 2016 when the rate of gender discrimination was 1.1%.

**Reporting and Outcomes of Reporting Sexual Harassment or Gender Discrimination**

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

- Among Airmen who experienced sexual harassment, Air Force women (43%) were significantly more likely than men (29%) to report the violation to the military.
- Among Airmen who experienced gender discrimination, Air Force women (51%) were significantly more likely than men (44%) to report the violation to the military.

- Among men and women who experienced and then reported a sexual harassment incident, roughly one-quarter (28% and 23% respectively) were satisfied with the overall complaint process. In contrast, less than 10% of Air Force men and just 16% of women who experienced and reported gender discrimination were satisfied with the complaint process.

### ***Workplace Culture and Unit Climate***

In 2018, Service members were asked several new questions regarding their typical alcohol use, bystander intervention, Service culture, and unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

#### ***Alcohol use.***

- Overall, 91% of women in the Air Force and 84% of men indicated that they did not drink, or drank in moderation (one or two drinks containing alcohol), on a typical day when drinking.
- However, Air Force men were significantly more likely than women to drink excessively. Among men, 3% reported having five or more drinks containing alcohol on a typical day when drinking compared to 1% of women.

#### ***Bystander intervention.***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

- Air Force women (33%) were more likely than men (19%) to witness at least one inappropriate behavior in the past year. The top behavior witnessed by men was encountering someone who drank too much and needed help (12%). This was the second most endorsed behavior for women at 19%. For women, the top behavior witnessed was observing someone crossing the line with sexist comments or jokes (20%).
- Overall, airmen intervened at high rates during a variety of potentially dangerous situations. However, men were less likely than women to intervene in response to someone crossing the line with sexist comments or jokes (83% of men compared to 87% of women), when encountering a group or individual being hazed or bullied (83% of men compared to 88% of women), or when hearing that people that take risks are at fault for sexual assault (67% of men compared to 78% of women).

#### ***Unit climate and workplace hostility.***

- Overall, assessments of the unit climate were positive. However, Air Force women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility as significantly higher, than did men.

### ***Trust in the military system.***

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Air Force women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. However, there were signs of progress.
- Just two-thirds (67%) of women, compared to 81% of men, agreed that the military system would protect their privacy. However, for both men and women this was a significant increase from 2016 (from 79% for men and 65% for women) in trust related to privacy.
- Likewise, women in the Air Force (71%) were significantly less likely than men (84%) to believe the military system would treat them with dignity and respect. However, this represents a slight improvement from 2016 for both women (up from 69%) and men (up from 83%).

### **Conclusion**

The DoD, and each of the Services, continue to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these alleged offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of *2018 WGRA* suggest that, although some progress has been made, significant increases in sexual assault, sexual harassment, and gender discrimination among both Air Force women and men indicates that substantial work remains to be done. Future research can better inform prevention and response efforts.

## Introduction

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented sexual assault, sexual harassment, and gender discrimination programs and policies. These efforts specifically aim to prevent incidents of sexual assault, sexual harassment, or gender discrimination from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault and sexual harassment from the military.

This appendix presents findings from the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*) for the Army. The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations surveys of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The ability to estimate annual prevalence rates is a distinguishing feature of these surveys.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault and sexual harassment prevention and response programs. OPA produces prevalence rates for the DoD as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault and sexual harassment within their ranks. It provides the opportunity identify Service-specific areas in need of improvement and promising practices.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and GAO).<sup>37</sup>

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<sup>37</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

The 2018 WGRA was largely modeled off of the 2016 WGRA survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>38</sup>

The target population for the 2018 WGRA consisted of active duty members who were below flag rank and had been on active duty for at least four months.<sup>39</sup> Single-stage, nonproportional stratified random sampling procedures were used for the DoD Services. OPA sampled a total of 168,341 active duty Air Force Service members and data were collected between August 24 and November 5, 2018. Surveys were completed by 42,889 Airmen<sup>40</sup>, resulting in a weighted response rate of 27%.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning as base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process and full details regarding the 2018 WGRA survey methodology can be found in Chapter 1 of the *2018 WGRA Overview Report* and in the *2018 WGRA Statistical Methodology Report*.

The WGRA survey performs a surveillance function for the Department by providing reliable estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military over time. Unless stated otherwise, prevalence rates described throughout this report refer to the estimated number of Service members who experienced at least one unwanted behavior in the past year. To construct these rates, OPA utilizes approved sexual assault, sexual harassment, and gender discrimination metrics based on the behaviors and legal criteria outlined in the Uniform Code of Military Justice (UCMJ) and DoD policy. Further information regarding these metrics and construction of the prevalence rates is available in Chapter 1 of the *2018 WGRA Overview Report*.

Data are presented for Air Force women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g., men and women)

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<sup>38</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>39</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

<sup>40</sup> Unless otherwise stated, we use the term “Airmen” throughout this report to refer to men and women in the Air Force, to include enlisted personnel or commissioned officers.

and since the 2016 WGRA. We denote whether changes since 2016 were statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Air Force. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

## Sexual Assault

The following section examines the prevalence of sexual assault among active duty Air Force Service members. In addition, this section describes the situational characteristics of sexual assault experiences (e.g., alleged offender characteristics, where and when the assault occurred) and describes member experiences with, and attitudes regarding, reporting a sexual assault experience.

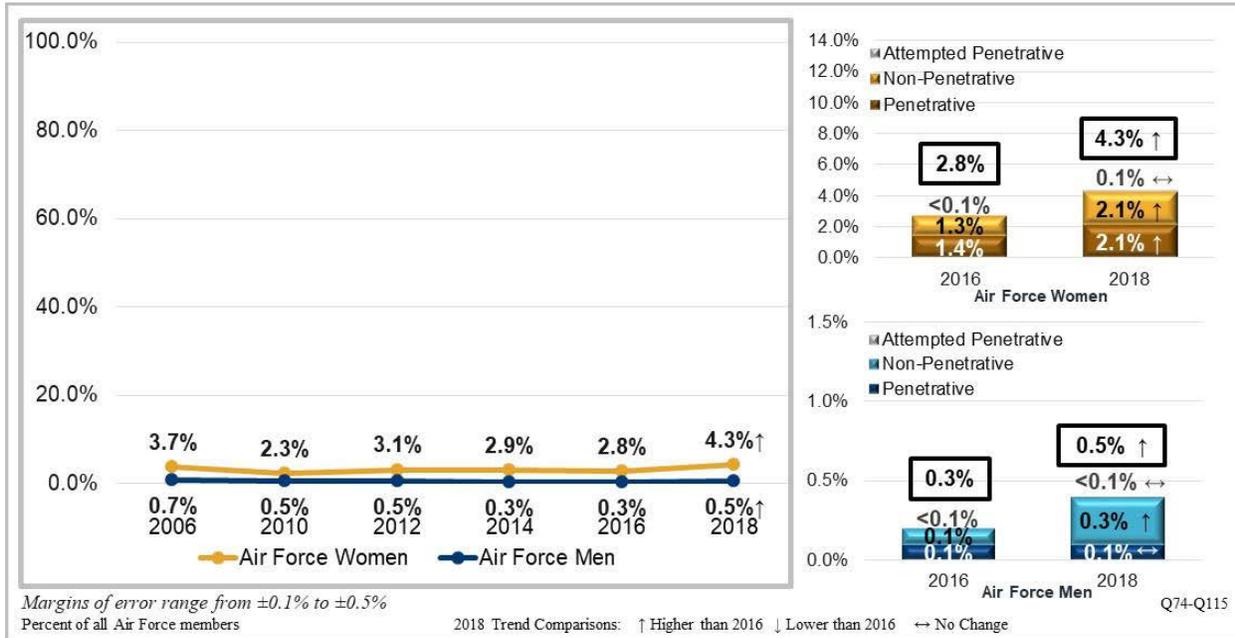
### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>41</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>41</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

**Figure 66.**  
**Estimated Sexual Assault Past Year Prevalence Rates for Air Force**

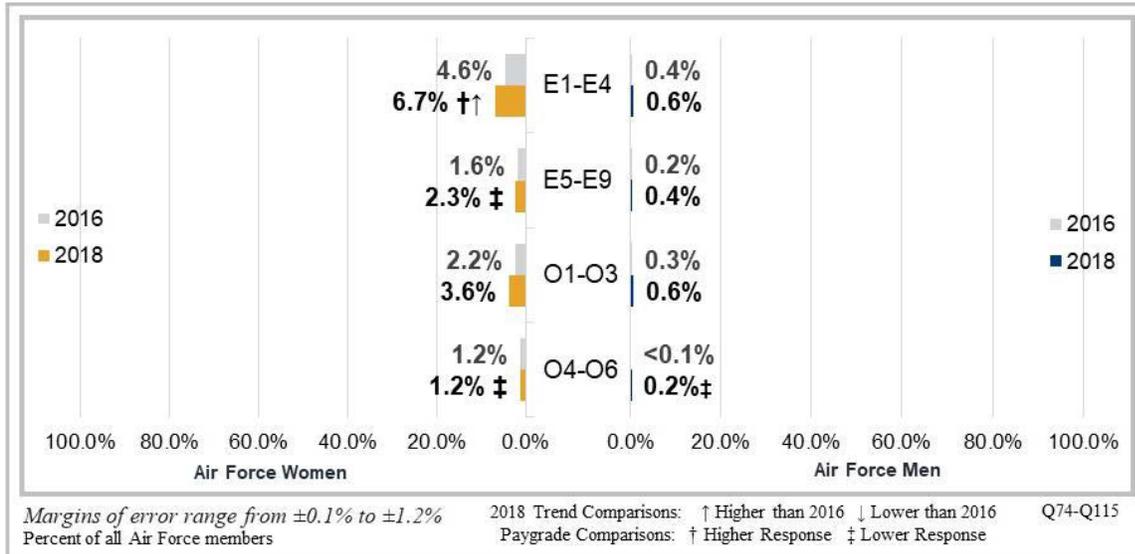


In 2018, 4.3% of Air Force women (an estimated 2,716 Airmen) experienced a sexual assault in the prior 12 months. This was a statistically significant increase from 2.8% of women in 2016. This change was driven by a significant increase in sexual assault rates for junior enlisted (E1–E4) women from 4.6% in 2016 to 6.7% in 2018 (Figure 67).

Compared to 2016, an estimated 2.1% of women experienced penetrative sexual assaults in 2018 (a significant increase from 1.4%). Again, this change was driven by a significant increase for junior enlisted women (from 2.7% in 2016 to 3.7%). Estimated non-penetrative sexual assault rates also increased from 1.3% to 2.1% of women. This change was also driven by a significant increase, from 1.9% to 2.9%, for junior enlisted women. Attempted penetrative sexual assault rates were statistically unchanged.

In 2018, an estimated 0.5% of Air Force men (an estimated 1,204 Airmen) experienced a sexual assault in the prior 12 months. This rate was significantly increased from 0.3% in 2016. The rates of non-penetrative sexual assault experienced by men in the Air Force increased from 0.1% in 2016 to 0.3% in 2018, and these increases were evident in every pay grade. The estimated rates of penetrative and attempted sexual assault remained unchanged from 2016.

**Figure 67.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Paygrade for Air Force*

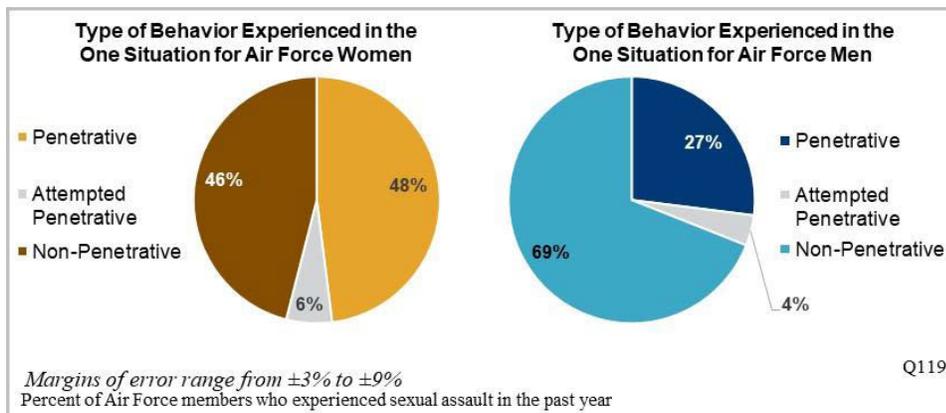


Notably, more than half of women (59%) and men (57%) who experienced sexual assault in the prior 12 months experienced more than one unwanted event. For women, this was a significant increase in repeat victimizations compared to 2016, when 50% of women experienced more than one sexual assault.

**One Situation of Sexual Assault with the Biggest Effect**

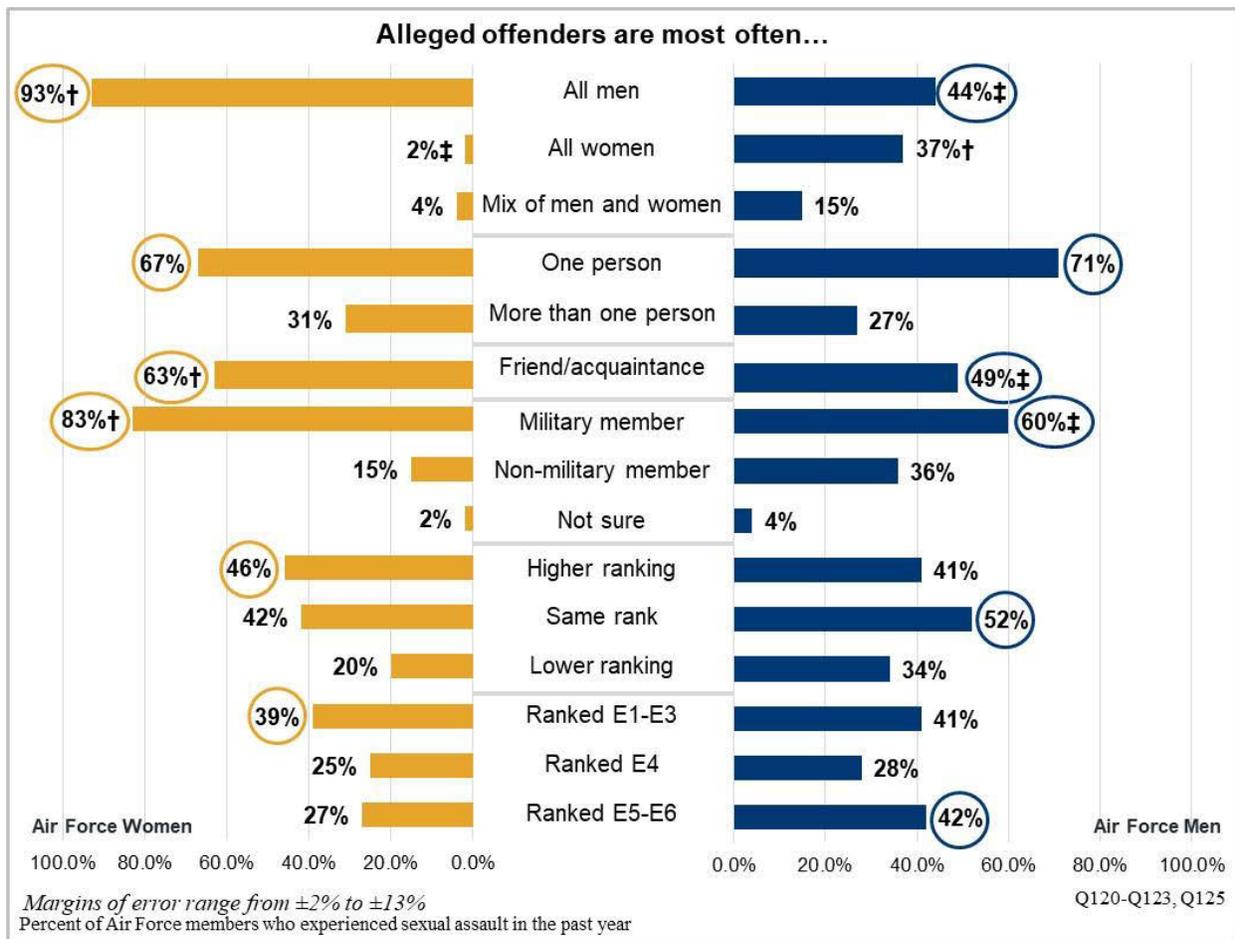
Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault that was the worst, or most serious, to them.

**Figure 68.**  
*Type of Behavior Experienced in the Sexual Assault One Situation for Air Force*



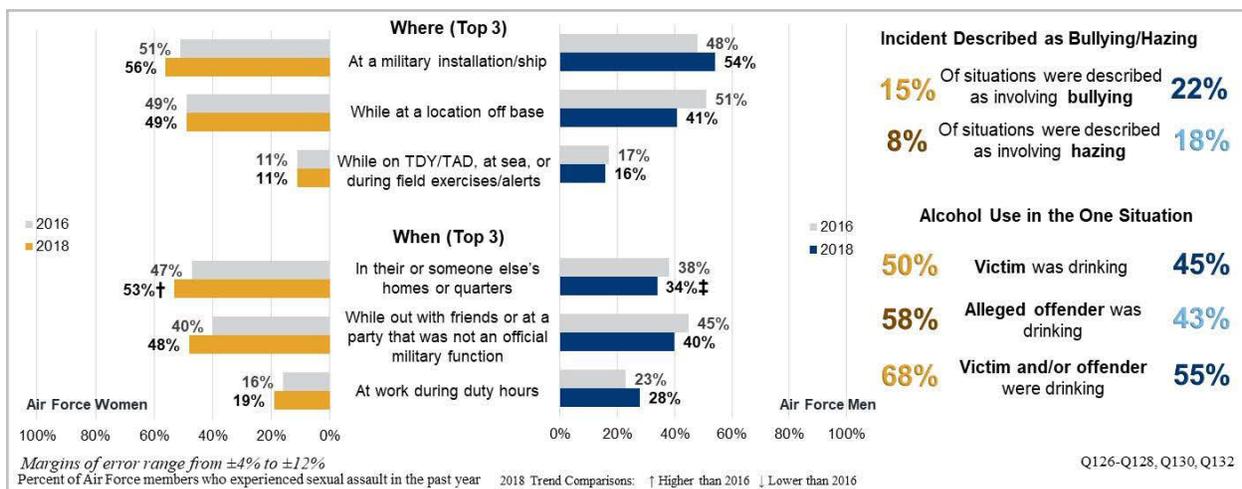
For Air Force women, the worst situations were primarily characterized as either penetrative or non-penetrative sexual assaults (48% and 46% respectively). In 2018, 31% of Air Force women who experienced sexual assault identified that “the one situation” involved more than one alleged offender (a significant increase from 23% in 2016). Women identified three-quarters of their alleged offenders as military members (83%), nearly all of whom were men (93%). These alleged offenders were most frequently at or below the rank of E6 and they were usually the same (42%) or a higher rank (46%) than the victim they assaulted. Almost two-thirds of women (63%) indicated that the alleged offender was a friend or acquaintance and a majority of incidents (56%) occurred on a military installation/ship and/or while at the victim’s own or someone else’s home (53%). Alcohol continued to play a role in a large portion of sexual assault incidents (Figure 70). Half of Air Force women (50%) responded that they drank alcohol before the sexual assault occurred and 57% responded that the alleged offender purchased and gave them the alcohol to drink.

**Figure 69.**  
*Reported Demographics of the Alleged Offenders in the Sexual Assault One Situation for Air Force*



An examination by paygrade offers some additional important insights. For “the one situation,” there was a significant increase, among junior enlisted women, in incidents that involved more than one person (from 23% in 2016 to 34% in 2018). There was also a significant increase in the percentage of senior enlisted (E5–E9) women identifying the alleged offender as someone lower ranking than them (from 17% in 2016 to 38% in 2018). Notably, there was also a significant increase in 2018 in the number of women who responded that the situation occurred when they were on a date (9%, a significant increase from 5% in 2016). This change was driven by an increase, from 1% to 10%, of senior enlisted women who said they were on a date when the worst incident of sexual assault occurred.

**Figure 70.**  
*Location and Context of the Sexual Assault One Situation for Air Force*



Men who experienced sexual assault were significantly more likely in 2018 to identify a non-penetrative sexual assault (69%, an increase from 46% in 2016) as their one worst situation. Compared to women victims, alleged offenders for incidents involving men were substantially more likely to be civilians (36% for men compared to 15% for women), and the alleged offenders were more likely to be women (37% for men compared to 2% for women victims) or a mix of men and women (15% for men and 4% for women victims).

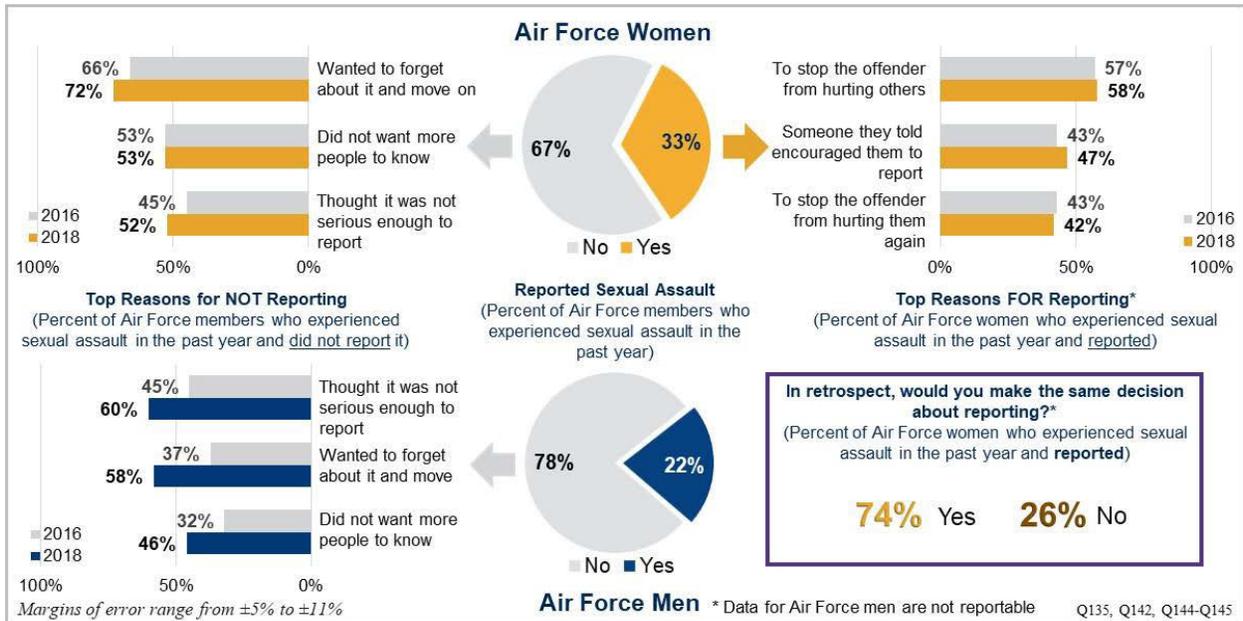
Finally, with no statistical change from 2016, hazing and bullying continued to play a role in a subset of incidents of sexual assault. With regards to “the one situation” of sexual assault that had the biggest effect, 8% of women and 18% of men considered the situation hazing whereas 15% of women and 22% of men considered the situation to be bullying.

### Reporting Sexual Assault

There are a number of factors that are likely to influence Service members’ decisions to report a sexual assault to military authorities, including their own prior experiences with reporting, observations about how others who report their experiences are treated, and assumptions or expectations about how they will be treated by their peers and leadership. There were no significant changes in reporting rates between 2016 and 2018 for the Air Force. In 2018, 33% of

women in the Air Force who experienced a sexual assault reported the assault to the military, and 22% of men reported the assault (Figure 71). Among Air Force women who experienced a sexual assault and reported it to military authorities, nearly three-quarters (74%) indicated that in retrospect they would make the same decision to report again, while 26% would not report.

**Figure 71.**  
*Reporting the Sexual Assault One Situation for Air Force*



Notably, there was a significant and substantial decrease in Air Force women who indicated that the reason they reported the sexual assault was because someone made them do so or reported on the victim’s behalf (20%, down from 34% in 2016). The top reason women in the Air Force decided to report was because they wanted to stop the alleged offender from hurting others.

The top reasons that women in the Air Force provided for not reporting a sexual assault to the military remained unchanged from 2016. The vast majority of women (72%) wanted to forget about the incident and move on. However, there were some significant and substantive changes from 2016 to other reasons women provided for not reporting the assault. There were significant increases among Air Force women that did not report because they thought it might hurt their performance evaluation, fitness report, or career (21%; up from 13% in 2016) and/or they thought they might get in trouble for something they did or would be labeled a troublemaker (27%; up from 10% in 2016). There was also a substantial increase in the number of women who did not report because they believed nothing would be done (37%; up from 25%)

The top reasons that men in the Air Force provided for not reporting a sexual assault to the military also remained unchanged from 2016. Air Force men (60%) most often indicated that they did not believe the incident was serious enough to report or that they wanted to forget about it and move on (58%). However, men were more likely in 2018 to cite several other fears related to negative reactions as their reasons for not reporting. More than one-third of men in the Air

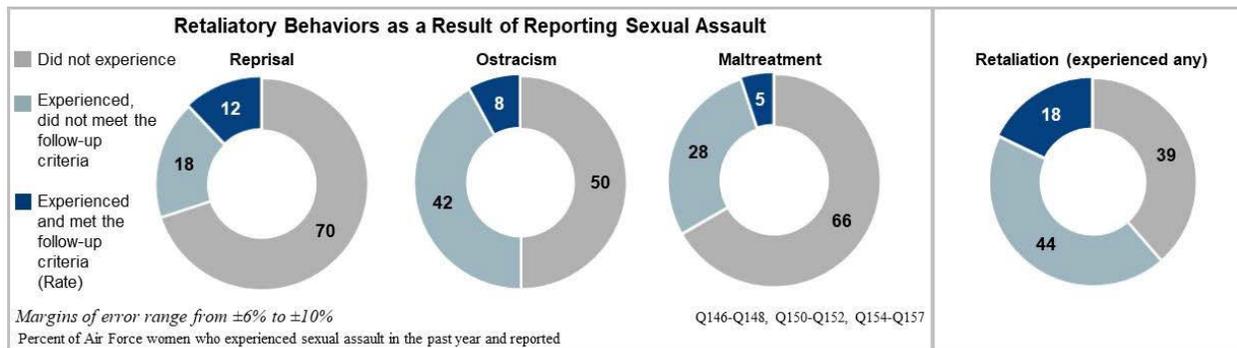
Force (36%) who experienced sexual assault did not report it because they did not want to be seen as weak (a significant increase from 15% in 2016) or believed nothing would be done about their report (a significant increase from 12% to 36%). Air Force men also feared potentially negative consequences from either their chain of command (a significant increase from 7% to 23%) and from the alleged offender (a significant increase from 9% to 30%).

## Outcomes of Reporting Sexual Assault

At the core of many Service members' apprehension regarding how their peers or leadership would respond to learning about the assault are concerns about the potential for retaliation. Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced *as a result of reporting* a sexual assault. To construct this measure, Service members who experienced and reported a sexual assault were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction). None of these measures were reportable for Air Force men.

**Figure 72.**

### *Experiences of Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Air Force Women*



### **Professional Reprisal**

Professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. The rate of professional reprisal was statistically unchanged from 2016. As shown in Figure 72, among Air Force women who experienced and reported sexual assault, 30% perceived experiencing behaviors in line with professional reprisal. This includes 18% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 12% who experienced behaviors and met the follow-up legal criteria.

### **Ostracism**

Ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or

coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 72, among Air Force women who experienced and reported sexual assault, 50% perceived experiencing behaviors in line with ostracism. This includes 42% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 8% of women who experienced behaviors and met the follow-up legal criteria. This rate was statistically unchanged from 2016.

### ***Maltreatment***

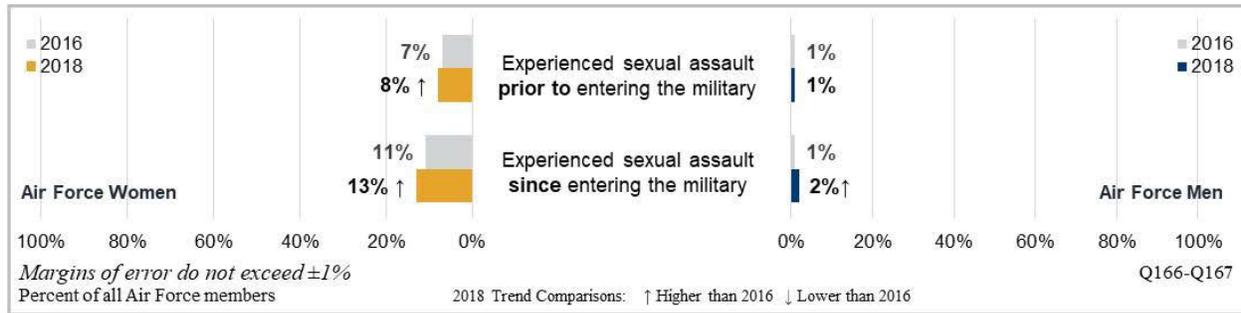
Maltreatment refer to a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2018, 34% of Air Force women who experienced and reported sexual assault perceived experiencing maltreatment as a result (Figure 72). This includes 28% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 5% of women who experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016.

### ***Retaliation***

Combining each of the negative outcomes of reporting sexual assault—professional reprisal, ostracism, and maltreatment—produces a measure of retaliation. Compared to 2016, there was no change in the estimated rate of retaliation. Among women who reported their sexual assault, 61% perceived experiencing a behavior in line with retaliation, including 44% who perceived experiencing a behavior but did not meet legal follow-up criteria and 18% who experienced a behavior that also met legal follow-up criteria (the estimated rate of retaliation; Figure 72).

### **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

**Figure 73.*****Estimated Sexual Assault Prevalence Rates Prior to or After Joining the Military for Air Force***

Compared to 2016, there was significant increase, from 7% to 8%, in the estimated rates of sexual assault prior to joining the military for Air Force women (Figure 73). These rates were highest among junior officers (O1–O3 [an increase from 10% in 2016 to 13%]) and senior enlisted (8%; up from 6% in 2016) compared to other women in the Air Force. There was no statistical change in the rates of sexual assault prior to joining the military for Air Force men overall (1%).

In 2018, there was also a significant increase in the estimated rates of sexual assault since joining the military for Air Force women (from 11% in 2016 to 13%) and men (from 1% in 2016 to 2%). For women, these changes were driven by significant increases among both junior enlisted Airmen (from 9% in 2016 to 11%) and senior enlisted Airmen (from 12% in 2016 to 15%). However, in 2018, senior officer women (18%) and senior enlisted women (15%) were more likely than other women to have experienced sexual assault since joining the Air Force. For men, the change in estimated rates of sexual assault since joining the military was driven by a significant increase in rates within every pay grade. However, in 2018, senior officer men (3%) and junior officer men (2%) were more likely than other men to have experienced sexual assault since joining the Air Force.

## **Sexual Harassment and Gender Discrimination**

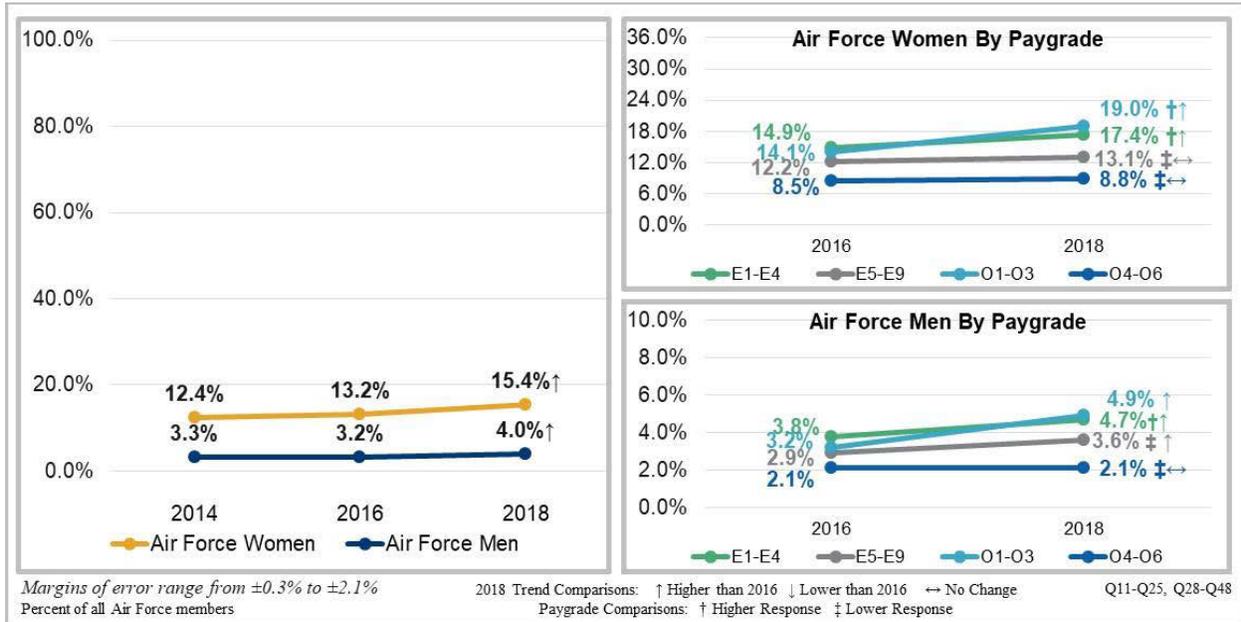
The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. These military equal opportunity (MEO) violations characterize a number of sex-based behaviors specified by DoDD 1350.2. The following sections summarize experiences of sexual harassment and/or gender discrimination in the prior 12 months including rates for each type of violation, a description of the worst situation, and experiences with filing a complaint.

### **Estimated Sexual Harassment Past Year Rate**

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person’s job, pay, or career, and the behaviors had to have continued after the alleged offender knew to stop, or was

so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The past year sexual harassment rate includes experiences of either of these behaviors.

**Figure 74.**  
*Estimated Sexual Harassment Past Year Rates for Air Force*



In 2018, an estimated 15.4% of women in the Air Force experienced sexual harassment (Figure 74). This reflects a statistically significant increase from 2016 when the rate was 13.2%. A significant increase in sexual harassment of junior enlisted women (17.4%, up from 14.9%) and junior officers (19.0%, up from 14.1%) drove the increase in sexual harassment for Air Force women.

In 2018, an estimated 4.0% of men experienced sexual harassment, which was up from 3.2% in 2016. This effect was driven by increases for all pay grades except senior officers, where junior enlisted Airmen increased from 3.8% in 2016 to 4.7%, senior enlisted increased from 2.9% to 3.6%, and junior officers increased from 3.2% to 4.9%.

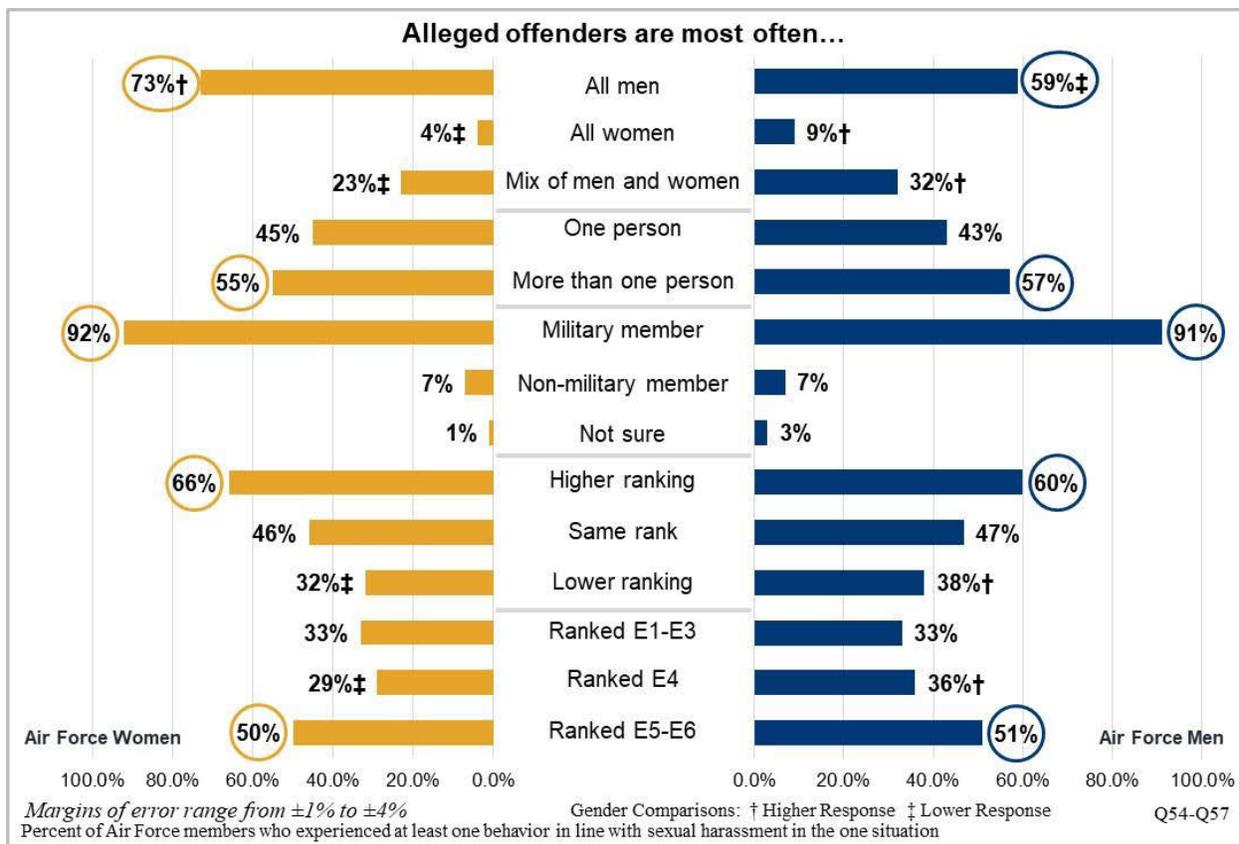
**One Situation of Sexual Harassment with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them. The characteristics of these incidents often differed for men and women Airmen.

Overall, 68% of women and 76% of men who experienced sexual harassment or gender discrimination identified an incident involving sexual harassment behaviors as the worst situation. Among Airmen who experienced sexual harassment during “the one situation,” both Air Force women (36%) and men (38%) most frequently identified their worst sexual harassment

experience as being repeatedly told sexual jokes. However, women Airmen were more likely than men to identify several other behaviors as the worst; including the alleged offender making repeated sexual comments about their appearance or body (27% of women compared to 10% of men), repeated attempts to establish an unwanted romantic or sexual relationship (28% of women compared to 5% of men), and being asked about their sex life or sexual interests (23% of women compared to 18% of men). Similarly, men were also more likely than women to identify certain sexual harassment behaviors as the worst; namely, someone suggesting that they do not act like their gender should (30% of men compared to 25% of women) or being repeatedly told about someone’s sexual activities (25% of men compared to 20% of women).

**Figure 75.**  
*Reported Demographics of the Alleged Offenders in the Sexual Harassment One Situation for Air Force*

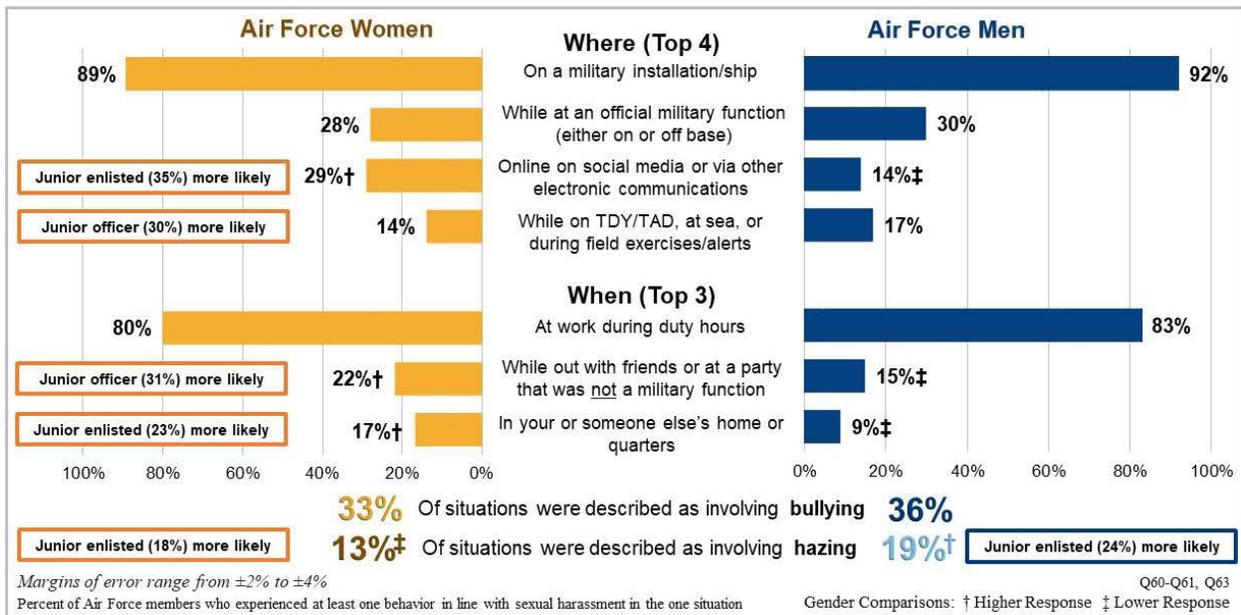


The type and quantity of alleged offenders in “the one situation” also differed between men and women. For both women (55%) and men (57%), the alleged offenders often included more than one person (Figure 75). For the majority of women, these alleged offenders were significantly more likely to be all men (73% for women victims, 59% for men), whereas, for male victims (32%, compared to 23% of women victims), the alleged offenders were more likely to include a mix of men and women. For both men and women Airmen, the vast majority of alleged offenders were identified as military members (91% and 92% respectively).

Half of women (50%) and just over half of men (51%) indicated that the unwanted sexual harassment behaviors in “the one situation” were committed by individuals in the rank of E5 or E6, and roughly two-thirds of both men (60%) and women (66%) identified that the alleged offender was higher ranking than them.

A majority of both women (75%) and men (69%) responded that the sexual harassment behaviors took place more than one time. However, the location of sexual harassment violations in “the one situation” provides important context and presents notable differences between men and women Airmen. Both men (92%) and women (89%) most frequently identified a military installation or ship as where the violation occurred and most often when at work during duty hours (80% of women, 83% of men). However, women were more likely than men to also identify that the sexual harassment violation they experienced occurred while at a location off base (30% of women, 20% of men) or online on social media (29% of women, 14% of men)

**Figure 76.**  
*Location and Context of the Sexual Harassment One Situation for Air Force*

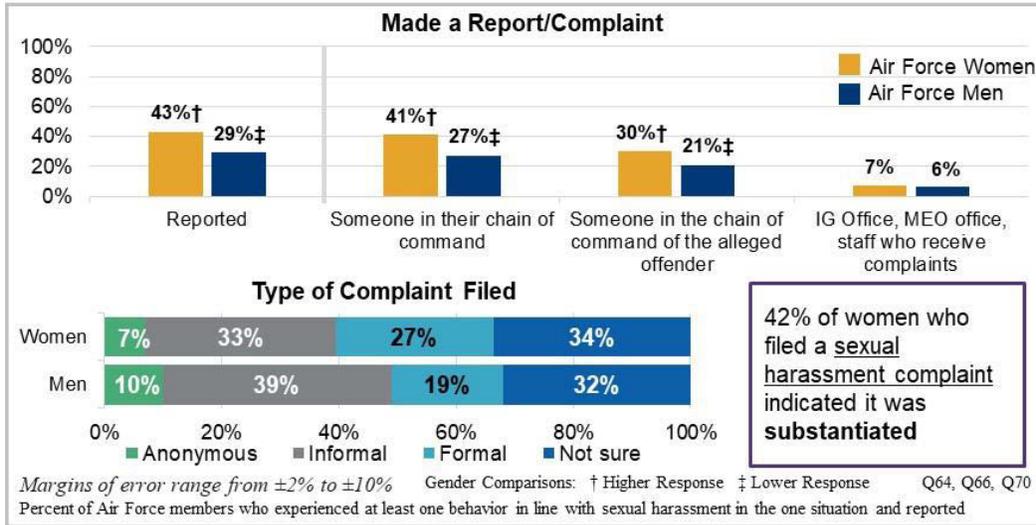


Finally, hazing and bullying continued to play a role in Airmen descriptions of their worst experience of sexual harassment. Among women in the Air Force, 13% considered “the one situation” to be hazing and 33% characterized it as bullying. Meanwhile, significantly more men considered the incident to be hazing (19%) while a statistically comparable 36% characterized the situation as bullying.

**Filing a Report/Complaint of Sexual Harassment**

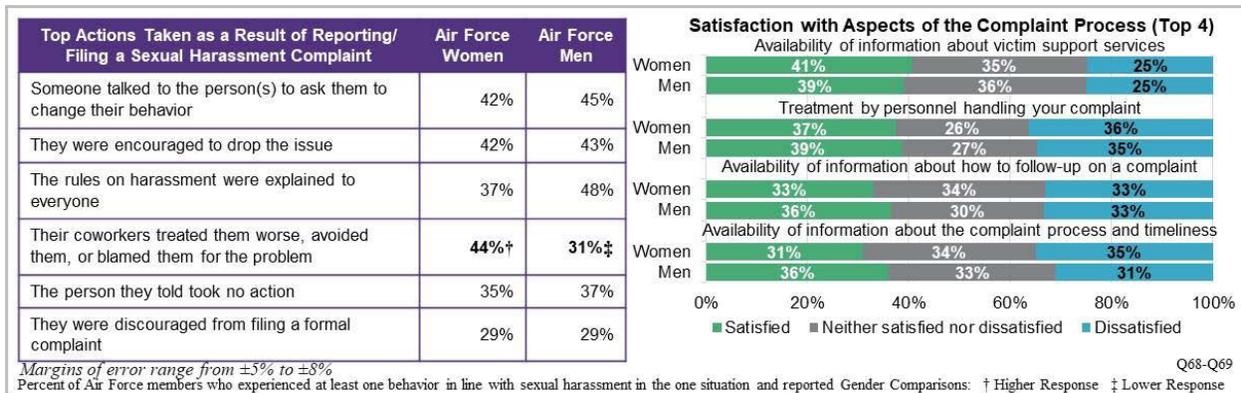
Service members have multiple options for filing a complaint related to sexual harassment including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive sexual harassment complaints.

**Figure 77.**  
**Filing a Report/Complaint of Sexual Harassment for Air Force**



Among Airmen who experienced sexual harassment, Air Force women (43%) were significantly more likely than men (29%) to report the violation to the military (Figure 77). However, only about one-quarter of women and men in the Air Force who experienced and reported sexual harassment expressed satisfaction with the complaint process (23% and 28% respectively; Figure 78).

**Figure 78.**  
**Response to Filing a Report/Complaint of Sexual Harassment for Air Force**

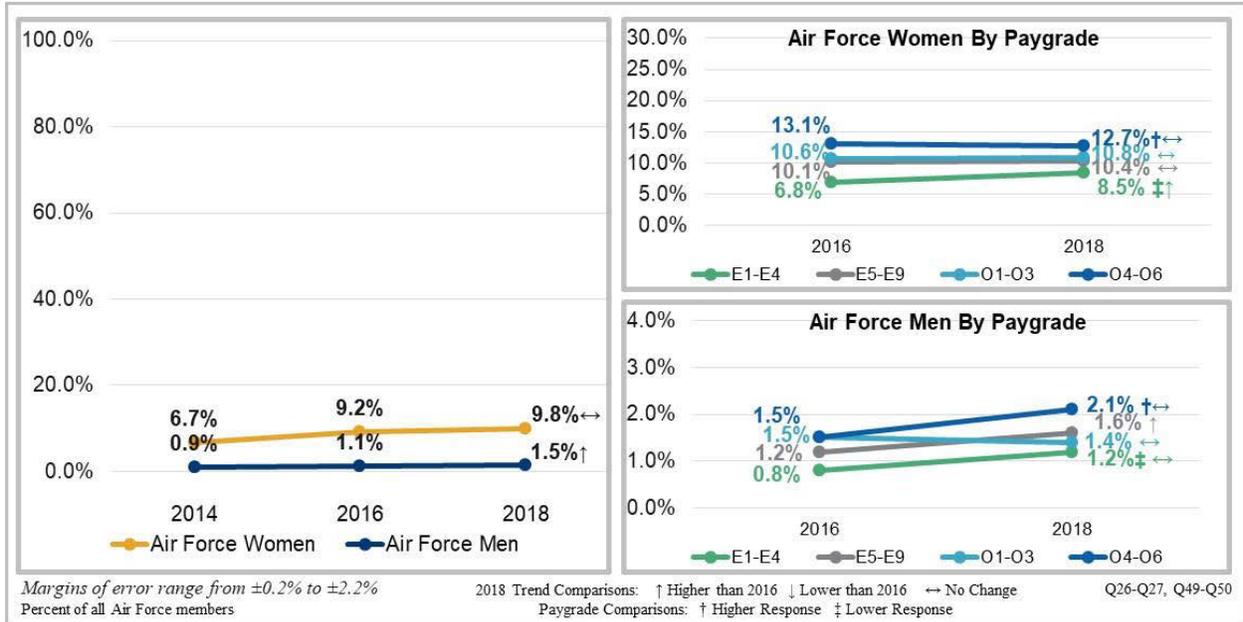


The reasons provided by Airmen for not reporting the violation they experienced are in line with the reasons for not reporting sexual assault. Both men and women frequently endorsed wanting forget about the incident and move on (41% and 53% respectively) or that they thought the situation was not serious enough to report (43% of men, 45% of women).

## Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet DoD legal criteria for gender discrimination as detailed in Chapter 1 of the 2018 WGRA report.

**Figure 79.**  
*Estimated Gender Discrimination Past Year Rates for Air Force*



In 2018, an estimated 9.8% of women in the Air Force and 1.5% of men experienced gender discrimination (Figure 79). For men, this was a statistically significant increase from 2016 when the rate was 1.1%. The change in gender discrimination prevalence rates was driven by an increase, from 1.2% to 1.6%, for senior enlisted men. For women, there was no change.

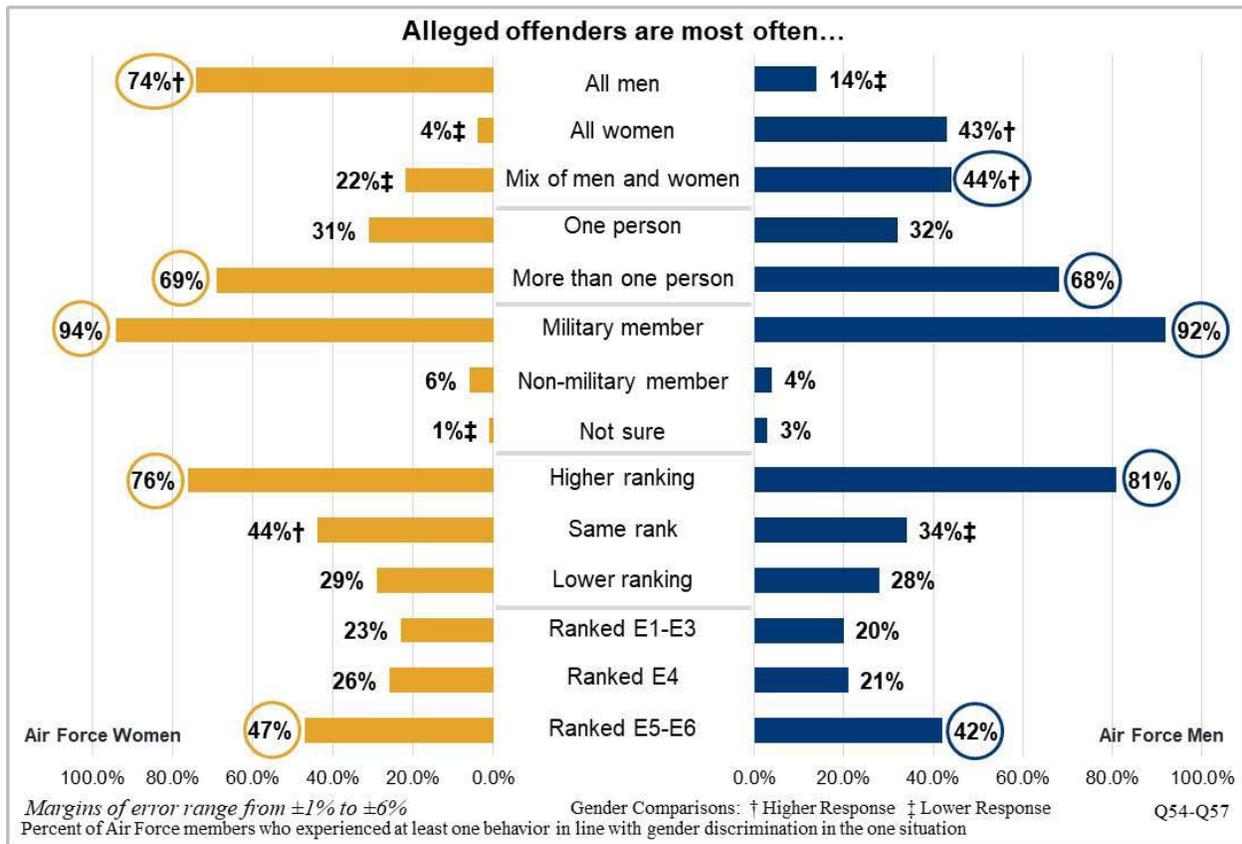
### One Situation of Gender Discrimination with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them. Overall, 63% of women and 33% of men who experienced sexual harassment or gender discrimination identified an incident involving gender discrimination behaviors as the worst situation.

Among Airmen who experienced gender discrimination during “the one situation,” both women (86%) and men (86%) most often identified their worst situation as being when they were mistreated, ignored, or insulted because of their gender. The quantity of alleged offenders in “the one situation” was similar for men and women Airmen, but the type of alleged offenders differed. For both women and men, “the one situation” usually involved more than one person

(69% for women, 68% for men) and the alleged offenders were primarily military members (92% for men, 94% for women; Figure 80). However, women in the Air Force were substantially more likely than men to indicate that the alleged offenders were all men (74% compared to 14%), whereas men were more likely than women to indicate that the alleged offenders were all women (43% for men, 4% for women) or a mix of men and women (44% for men, 22% compared to 22%).

**Figure 80.**  
*Reported Demographics of the Alleged Offenders in the Gender Discrimination One Situation for Air Force*

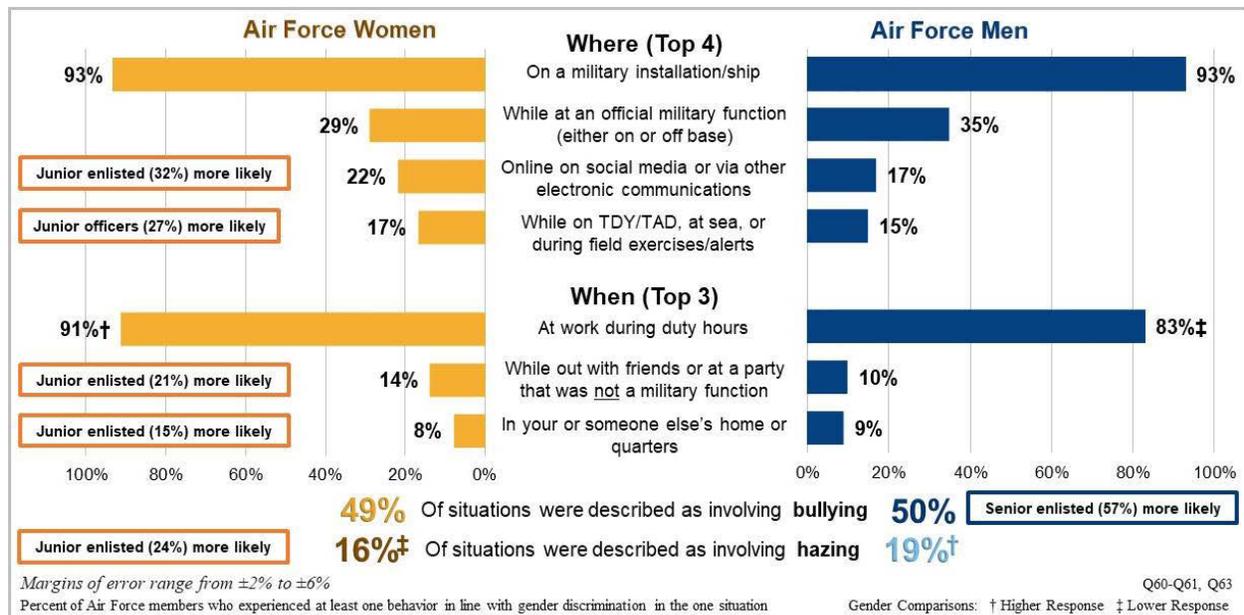


Women Airmen (47%) who experienced gender discrimination most often identified the alleged offender as being in the grade of E5–E6, whereas for men who experienced gender discrimination, the alleged offenders were most often identified as being in the paygrade of E7–E9 (49%). The majority of both men and women identified the alleged offender as higher ranking (76% for women, 81% for men). However, women in the Air Force (44%) were significantly more likely than men (34%) to also indicate that the alleged offender was the same rank. Notably, this was not the case for junior officer women who were significantly less likely than other women to indicate that the alleged offender was the same rank.

The frequency and location of gender discrimination in “the one situation” also provides important context and presents notable differences and similarities between men and women

Airmen. Regardless of gender, the vast majority of unwanted behaviors took place more than once (80% for women, 81% for men) with women significantly more likely than men to indicate that the behaviors occurred over a period of a few months (39%, compared to 31% of men) and men more likely than women to indicate that the behaviors occurred for a year or more (38%, compared to 24% of women). Both men (95%) and women (97%) in the Air Force indicated that “the one situation” occurred at a military location (Figure 81). However, a nontrivial number of Airmen also responded that “the one situation” occurred while at an official military function either on or off base (29% of women, 35% of men). The overwhelming majority of gender discrimination behaviors occurred when Service members were at work during duty hours (91% for women, 93% for men).

**Figure 81.**  
*Location and Context of the Gender Discrimination One Situation for Air Force*

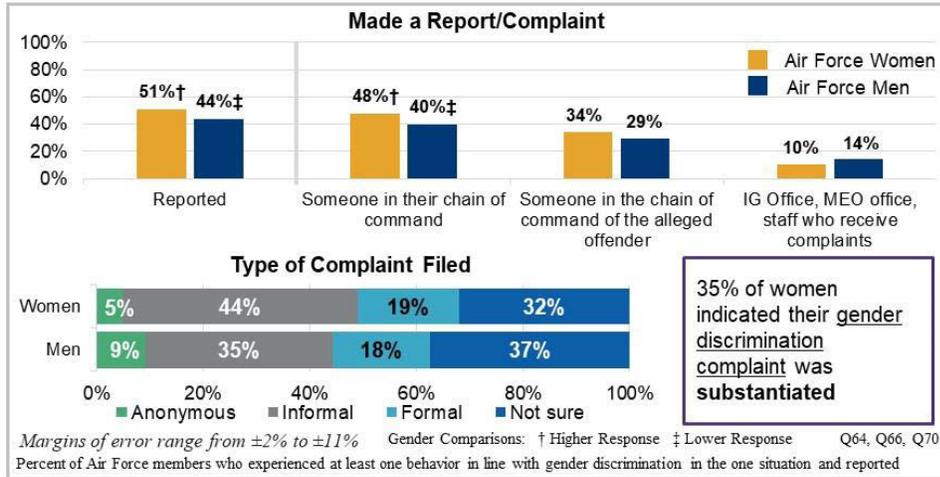


In 2018, hazing and bullying continued to play a role in Airmen descriptions of the worst incident of gender discrimination. Among women in the Air Force, 16% considered “the one situation” to be hazing and 49% characterized it as bullying. Among men, 19% considered the incident to be hazing whereas 50% characterized it as bullying.

**Filing a Report/Complaint of Gender Discrimination**

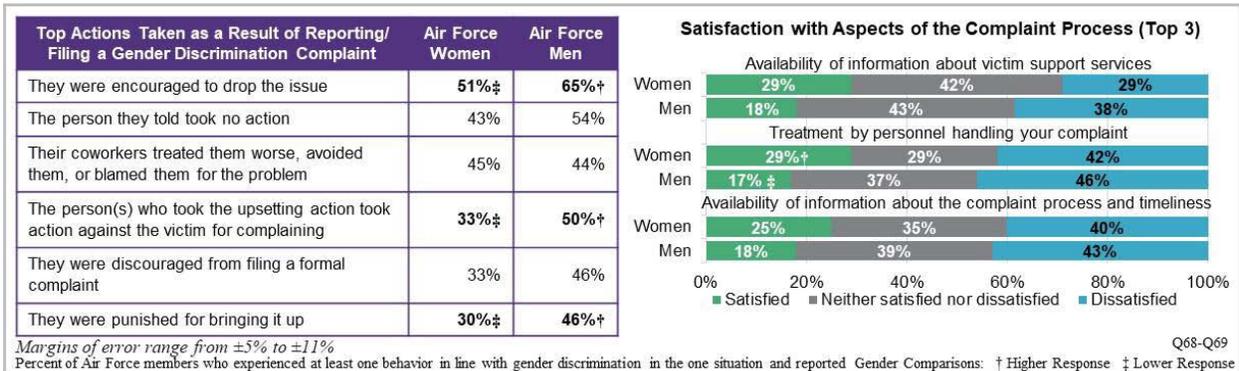
Service members have multiple options for filing a complaint related to gender discrimination including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints.

**Figure 82.**  
**Filing a Report/Complaint of Gender Discrimination for Air Force**



Among Airmen who experienced gender discrimination, Air Force women (51%) were significantly more likely than men (44%) to report the gender discrimination to the military (Figure 82). However, few men and women Airmen who experienced and reported gender discrimination expressed satisfaction with the complaint process overall (7% and 16% respectively; Figure 83).

**Figure 83.**  
**Response to Filing a Report/Complaint of Gender Discrimination for Air Force**



The reasons provided by Airmen for not reporting the violation they experienced provide important context. The most endorsed reason for both men and women was that they did not think anything would be done (56% for both men and women). Men were significantly more likely than women to endorse not reporting because they did not trust that the process would be fair (53% of men, 42% of women) or because they were worried about negative consequences from a military supervisor/their chain of command (44% of men, 32% of women). Meanwhile, women were significantly more likely than men not to report the gender discrimination behaviors they experienced because they were worried about negative consequences from their military

coworkers or peers (50% of women, 34% of men) or because they wanted to forget about it and move on (48% of women, 33% of men).

## Workplace Culture and Unit Climate

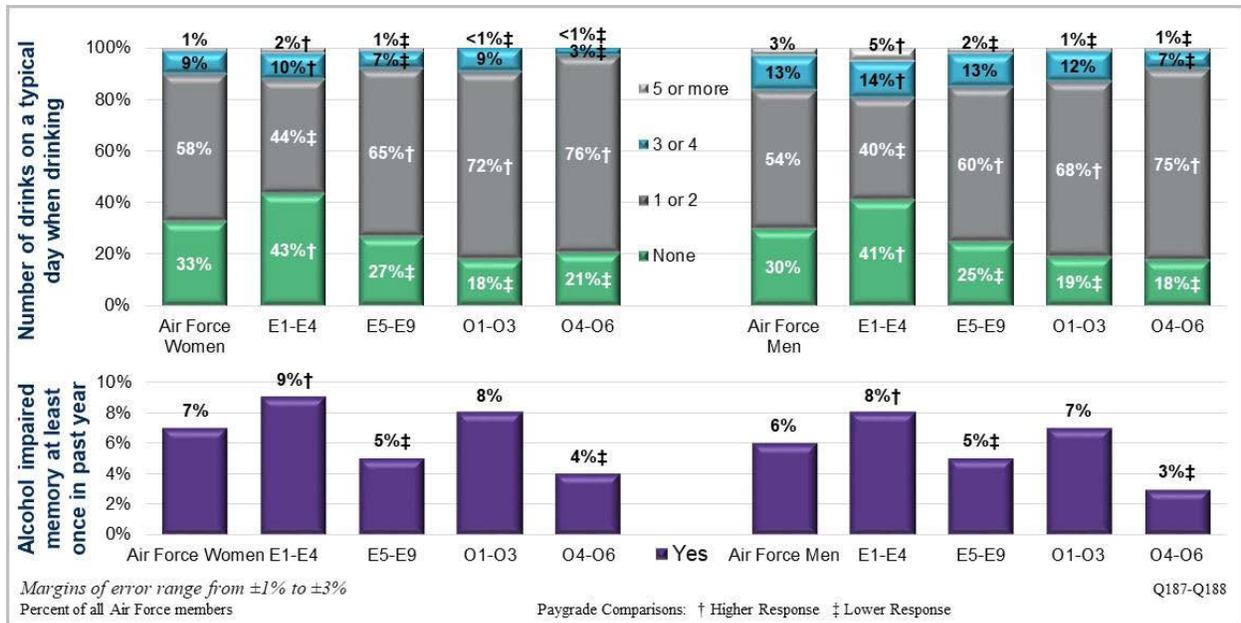
This final section summarizes member perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. This section also covers member trust in the military system.

In 2018, Service members were asked several new questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### Alcohol Use

The majority of Airmen, 90% of women and 84% of men, indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking, with women being significantly more likely to drink less (Figure 84).

**Figure 84.**  
*Alcohol Use Among Airmen*



The number of Airmen, 1% of women and 3% of men, drinking excessively (5 or more drinks containing alcohol) on a typical day when drinking was low, but men were significantly more likely to drink excessively. The vast majority of both women (93%) and men (94%) indicated that they had never been unable to remember what had occurred the night before due to excessive drinking.

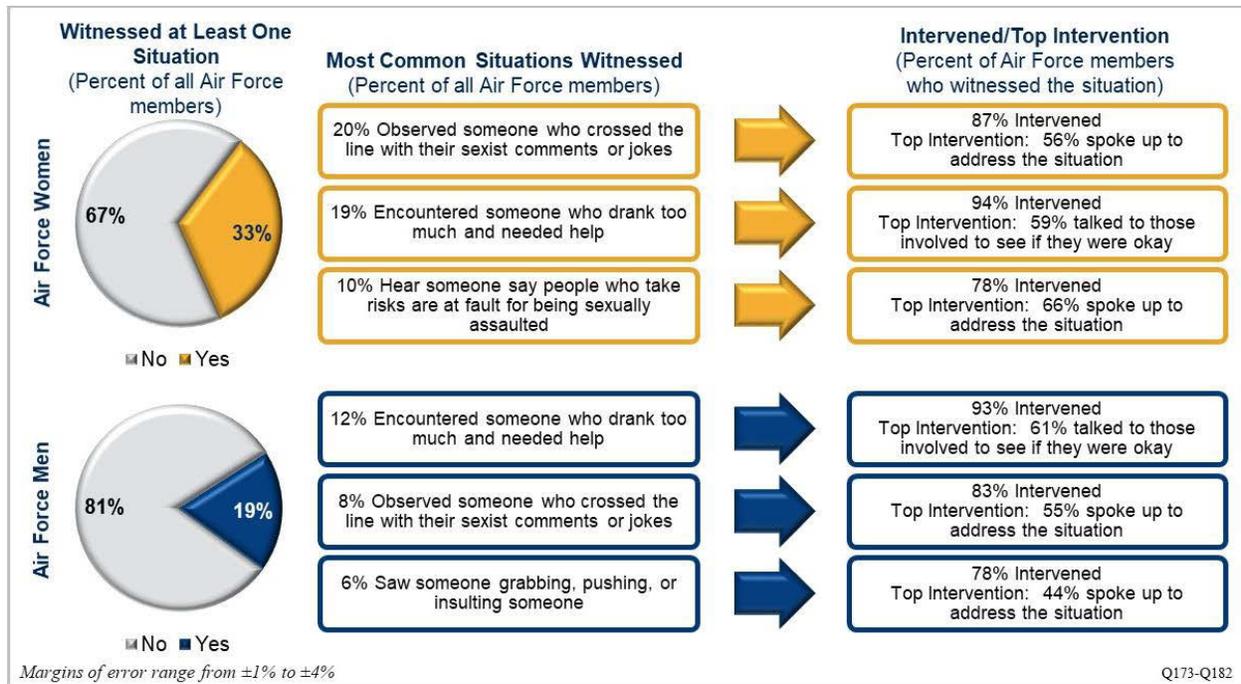
Finally, Air Force men were more likely than women to indicate that sexual assault training taught that alcohol consumption may increase the likelihood of sexual assault, but both significantly decreased from 2016 (91% to 82% for women and from 93% to 90% for men).

### Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

One-third (33%) of Air Force women and 19% of Air Force men witnessed at least one inappropriate behavior in the past year (Figure 85). The top behavior witnessed by men was encountering someone who drank too much and needed help (12%), which was the second highest behavior for women (19%). The top behavior for women was observing someone who crossed the line with sexist comments or jokes (20%), which was the second highest behavior for men (8%).

**Figure 85.**  
*Bystander Intervention for Air Force*



In general, Airmen intervened at high rates in response to a variety of potentially dangerous situations. In fact, women in the Air force intervened between 78% and 94% of the time—for example, in response to hearing that people who take risks are at fault for sexual assault (78%), seeing a situation that they thought was or could lead to sexual assault (94%), or seeing someone that drank too much and needed help (94%). Similarly, men in the Air Force intervened between 67% and 93% of the time—for example, in response to hearing that people who take risks are at

fault for sexual assault (67%) or seeing someone that drank too much and needed help (93%). Although Air Force women and men both reported lowest levels of intervention for hearing that people that take risks are at fault for sexual assault, women were significantly more likely than men to intervene in this situation.

### **Unit Climate and Workplace Hostility**

Social support is consistently cited as amongst the most important factors related to an individual's ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can be from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance.

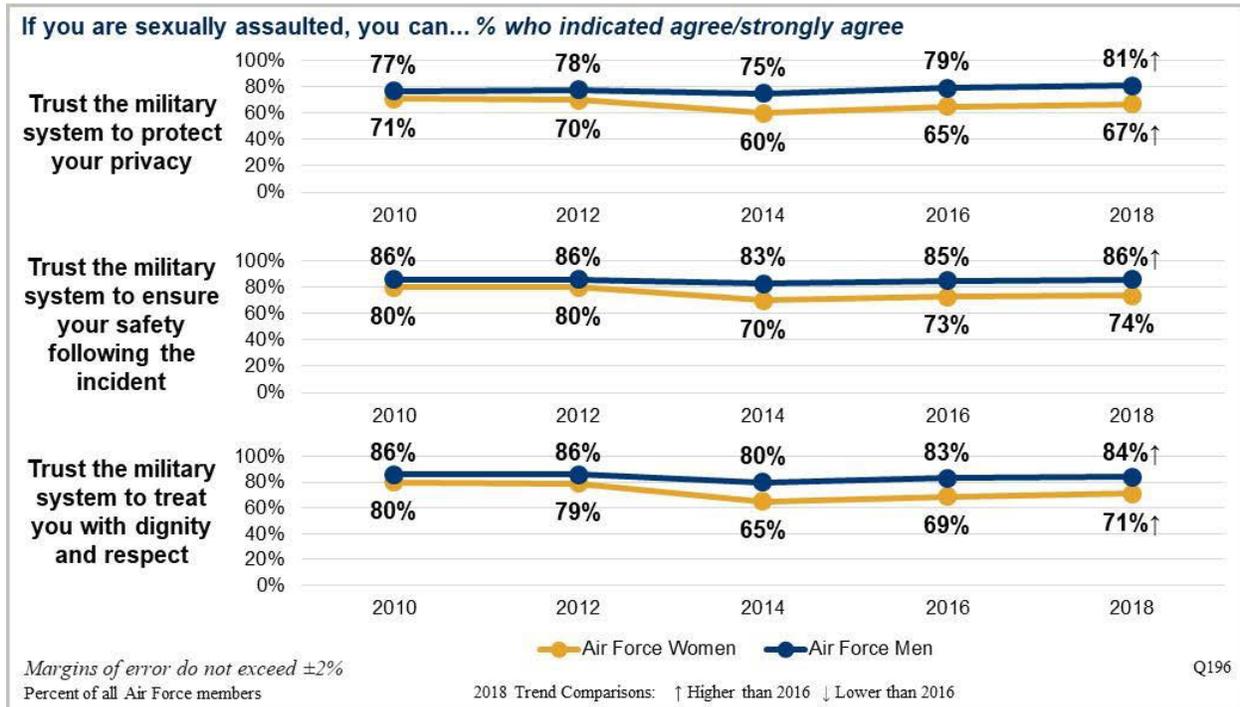
In 2018, Service members were asked to assess their unit's climate, in general and with regards to sexual assault, and their workplace culture. Air Force women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility, as significantly higher than did men. However, with regards to expectations regarding how their leadership would respond to reporting unwanted gender related behavior, there was notable improvement. Both Air Force women (45%, up from 33%) and men (48%, up from 35%) were more likely in 2018 to believe that reporting that they were sexually harassed would not cause their chain of command to treat them differently. This perception was strongest among men. Airmen were also more likely in 2018 to believe that their chain of command would not treat them differently for reporting that someone else was sexually harassed. This was the case for 53% of women (a significant increase from 42%) and 54% of men (a significant increase from 41%).

### **Trust in the military system**

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to the maintenance of good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

Overall, Air Force women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted (Figure 86). Notably, 67% of women compared to 81% of men agreed that the military system would protect their privacy. However, this was a significant increase in trust related to privacy for both women and men, up from 65% for women and 79% for men in 2016. Although men were significantly more likely in 2018 to trust the military system to ensure their safety if they were sexually assaulted, from 85% in 2016 to 86%, the amount of women with the same expectations (74%) remained unchanged.

**Figure 86.**  
**Trust in the Military System for Air Force**



Finally, Air Force women were less likely than men to trust the military system to treat them with dignity and respect if they were sexually assaulted (71% compared to 84%). However, this sense of trust significantly increased in 2018, from 69% and 83% in 2016, for both women and men. These changes in perceptions of trust among Air Force men were driven by improvements among senior enlisted and junior officer men and by senior enlisted for Air Force women.

## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

Compared to 2016, the prevalence of sexual assault increased significantly for both Air Force women and men and reached their highest levels for the Air Force since tracking began in 2006 (though these rates remain lower than the other Services). The change for women reflects increases in the rates of penetrative assaults and non-penetrative assaults, whereas the change for men was driven by an increase in non-penetrative assaults only. A closer examination, by both gender and paygrade, reveals that, among women, only junior enlisted women experienced a

significant increase in sexual assaults from 2016 whereas among men, the changes were across all paygrades. These results may offer an important indication as to where prevention shortcomings persist.

Sexual assault reporting rates to military authorities remained the same from 2016, and Air Force Service members' responses regarding why they chose not to report may be indicative as to why. In 2018, Airmen were more likely to express concern with the negative consequences of reporting; namely, damage to their careers for women and fear of the response from their chain of command or the alleged offender for men. Moreover, lack of progress since 2016 in reducing retaliation may also work to discourage reporting.

Compared to 2016, men and women in the Air Force also experienced higher rates of sexual harassment and gender discrimination. Although reporting rates for sexual harassment and gender discrimination in 2018 appeared to be higher than for sexual assault, differences between men and women in the likelihood of reporting were still evident. Moreover, Service members' experiences with reporting sexual harassment or gender discrimination were poor. Further research that examines differences in reporting, and differences in Service member experiences with reporting, is necessary in order to continue to improve response programs and policies.

Bystander intervention among Airmen was high, with more than 90% saying that they intervened in situations such as seeing someone that drank too much and needed help. However, Airmen were less likely to be willing to intervene in other situations, specifically when hearing people express beliefs consistent with victim blaming which was lowest for both men and women. Although women were more likely than men to be willing to intervene, all Airmen would benefit from dispelling beliefs that further damage victims of sexual assault.

Overall, many Airmen indicated that their trust in the military system was high. In fact, for both women and men, trust that their privacy would be protected and trust that they would be treated with dignity and respect if they were to experience sexual assault significantly increased from 2016. However, that women Airmen were still less likely than men to believe they could trust the military system, suggests that there is room for improvement.

In summary, the results of *2018 WGRA* suggest that, although some progress has been made, significant increases in sexual assault, sexual harassment, and gender discrimination among both Air Force women and men indicates that substantial work remains to be done. Future research can continue to inform prevention and response efforts.

# Appendix C. Navy Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Navy Overview Report

### Executive Summary

This appendix presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* for the Navy compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experience behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault, sexual harassment, and gender discrimination prevention and response programs. OPA produces prevalence rates for the Department of Defense (DoD) as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity to identify Service-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results from the Navy overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Navy. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

Results of the *2018 WGRA* are presented for both men and women. However, in many cases, data are not reportable for men due to low reliability. In this case, we report results for women only.

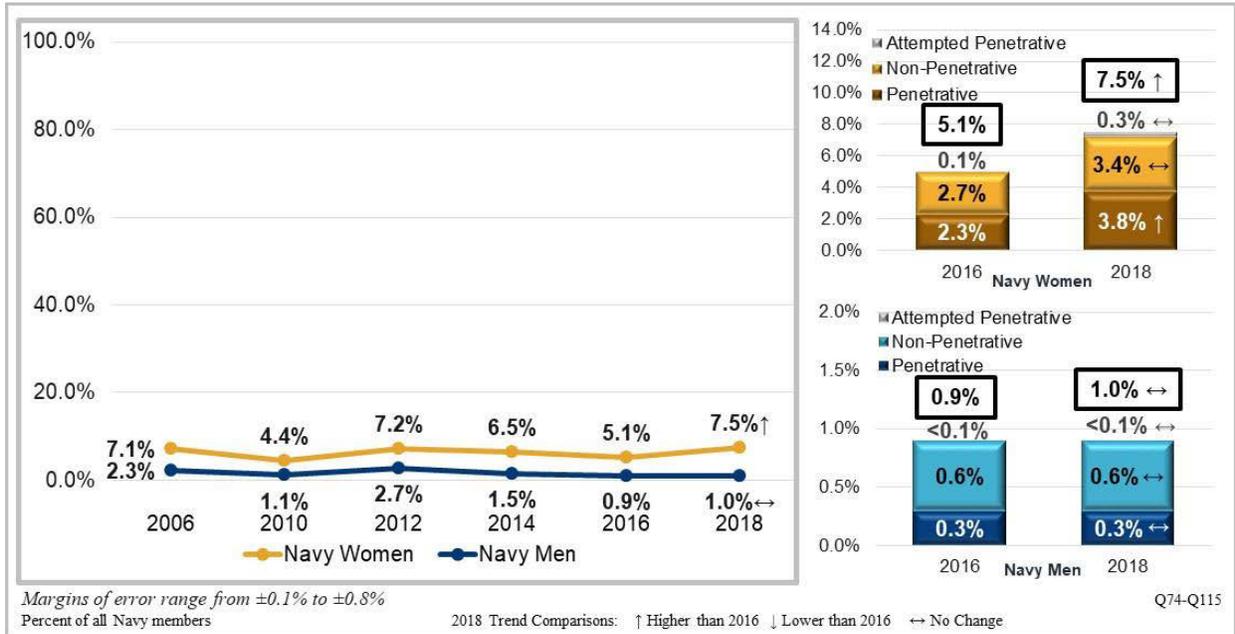
### ***Estimated Sexual Assault Past Year Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>42</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>42</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported

**Figure 87.**  
**Estimated Sexual Assault Past Year Prevalence Rates for Navy**



- In 2018, 7.5% of Navy women (an estimated 4,584 Sailors) and 1.0% of men (an estimated 2,439 Sailors) experienced a sexual assault in the past 12 months (Figure 87). This was a statistically significant increase, from 5.1% in 2016, for women. However, there was no significant change for men.
- The substantial increase in the overall prevalence of sexual assault for women Sailors was driven by a significant increase in penetrative sexual assaults, from an estimated 2.3% in 2016 to 3.8% in 2018. The estimated rates for non-penetrative and attempted penetrative sexual assault remained statistically unchanged from 2016.
- In 2018, an estimated 11.3% of Navy women deployed in the past 12 months experienced sexual assault. This was a statistically significant increase from 2016 (up from 7.3%). Navy women who were deployed in the past 12 months (11.3%) were more likely than women who weren't deployed (6.3%) to experience sexual assault.

**Reporting and Outcomes of Reporting Sexual Assault**

- There were no significant changes in reporting rates between 2016 and 2018. In 2018, 27% of women Sailors and 12% of men who experienced a sexual assault reported the assault to the military.
- There were no significant changes in the reasons for reporting between 2016 and 2018. The top three reasons for reporting among women Sailors were to stop the

occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

alleged offender from hurting others (54%), to stop the alleged offender from hurting them again (48%), or because someone they told encouraged them to report (42%).

- Compared to 2016, there was no statistical change in the rates of perceived retaliation. Among women who reported their sexual assault, 23% experienced a behavior in line with retaliation that also met legal follow-up criteria.

### ***Estimated Sexual Assault Prevalence Prior to or After Joining the Military***

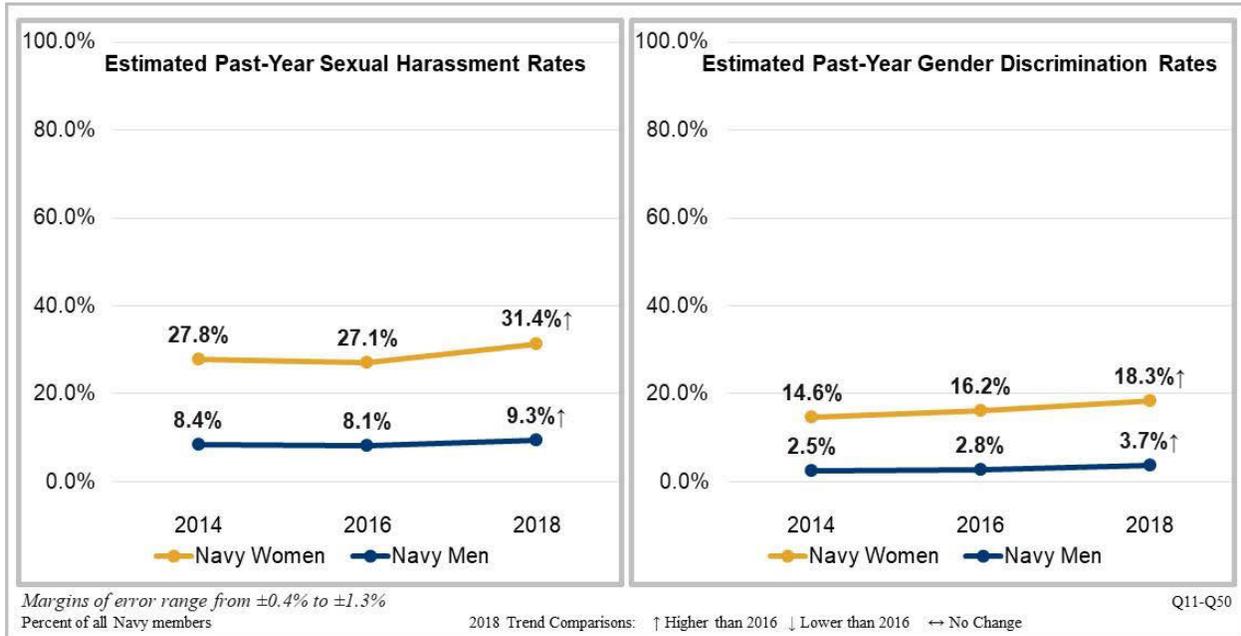
In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

- Compared to 2016, there was a significant increase in the estimated rates of sexual assault prior to joining the military for Navy women (from 7% in 2016 to 10% in 2018) and men (from 1% in 2016 to 2% in 2018).
- Compared to 2016, there was also a significant increase in the estimated rates of sexual assault since joining the military for Navy women (from 15% in 2016 to 20% in 2018) and men (from 3% in 2016 to 4% in 2018).

### ***Estimated Sexual Harassment and Gender Discrimination Past Year Rates***

The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. Sexual harassment includes experiencing a sexually hostile work environment or sexual *quid pro quo* in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.

**Figure 88.**  
**Estimated Sexual Harassment and Gender Discrimination Past Year Rates for Navy**



- In 2018, an estimated 31.4% of women Sailors and 9.3% of men experienced sexual harassment (Figure 88). This was a statistically significant increase from 2016 for both women (27.1% in 2016) and men (8.1% in 2016).
- In 2018, an estimated 18.3% of women Sailors and 3.7% of men experienced gender discrimination. Once again, this was a statistically significant increase from 2016 for both women (16.2% in 2016) and men (2.8% in 2016).

**Reporting and Outcomes of Reporting Sexual Harassment or Gender Discrimination**

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

- Among Sailors who experienced sexual harassment, women (48%) were significantly more likely than men (37%) to report the violation to the military. Of those who reported the sexual harassment they experienced, only about one-quarter of Navy women (22%) and men (25%) were satisfied with the complaint process overall.
- More than half of women Sailors (52%) and nearly half of men (49%) who experienced gender discrimination reported the violation to the military. Of those who reported the gender discrimination they experienced, only 16% of women and 12% of men were satisfied with the complaint process overall.

## ***Workplace Culture and Unit Climate***

In 2018, Service members were asked several new questions regarding their typical alcohol use, bystander intervention, Service culture, and unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### ***Alcohol use.***

- Overall, 82% of women Sailors and 72% of men indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.
- However, Navy men were significantly more likely than women to drink excessively. Among men, 8% reported having five or more drinks containing alcohol on a typical day when drinking compared to 3% of women.

### ***Bystander intervention.***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

- Navy women (47%) were more likely than men (32%) to witness at least one inappropriate behavior in the past year. The top behavior witnessed by both men and women was encountering someone who drank too much and needed help (23% for men, 31% for women). However, women were as likely to observe someone crossing the line with sexist comments or jokes (32%).
- Sailors intervened at high rates to prevent a variety of potentially dangerous situations. Navy women were most likely to intervene when they saw a situation they thought was a sexual assault or could have led to a sexual assault (94%). However, men were most likely to intervene when they encountered someone who drank too much and needed help (94%).

### ***Unit climate and workplace hostility.***

- Overall, assessments of the unit climate were positive. However, Navy women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility as significantly higher, than did men.

### ***Trust in the military system.***

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Navy women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 59% of women compared to 77% of men agreed that the military system would protect their privacy.

## **Conclusion**

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made in the Navy, increases in the prevalence of sexual assault, sexual harassment, and gender discrimination, suggest that substantial work remains to be done.

## Introduction

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented sexual assault, sexual harassment, and gender discrimination programs and policies. These efforts specifically aim to prevent incidents of sexual assault, sexual harassment, or gender discrimination from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault and sexual harassment from the military.

This appendix presents findings from the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*) for the Army. The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations surveys of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The ability to estimate annual prevalence rates is a distinguishing feature of these surveys.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault and sexual harassment prevention and response programs. OPA produces prevalence rates for the DoD as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity identify Service-specific areas in need of improvement and promising practices.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and GAO).<sup>43</sup>

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<sup>43</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

The 2018 WGRA was largely modeled off of the 2016 WGRA survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>44</sup>

The target population for the 2018 WGRA consisted of active duty members who were below flag rank and had been on active duty for at least four months.<sup>45</sup> Single-stage, nonproportional stratified random sampling procedures were used for the DoD Services. OPA sampled a total of 188,210 active duty Navy Service members and data were collected between August 24 and November 5, 2018. Surveys were completed by 22,563 Navy Service members, resulting in a weighted response rate of 15%.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning as base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process and full details regarding the 2018 WGRA survey methodology can be found in Chapter 1 of the *2018 WGRA Overview Report* and in the *2018 WGRA Statistical Methodology Report*.

The WGRA survey performs a surveillance function for the Department by providing reliable estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military over time. Unless stated otherwise, prevalence rates described throughout this report refer to the estimated number of Service members who experienced at least one unwanted behavior in the past year. To construct these rates, OPA utilizes approved sexual assault, sexual harassment, and gender discrimination metrics based on the behaviors and legal criteria outlined in the Uniform Code of Military Justice (UCMJ) and DoD policy. Further information regarding these metrics and construction of the prevalence rates is available in Chapter 1 of the *2018 WGRA Overview Report*.

Data are presented for Navy women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g., men and women) and since the 2016 WGRA. We denote whether changes since 2016 were statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not

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<sup>44</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>45</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Navy. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

## Sexual Assault

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

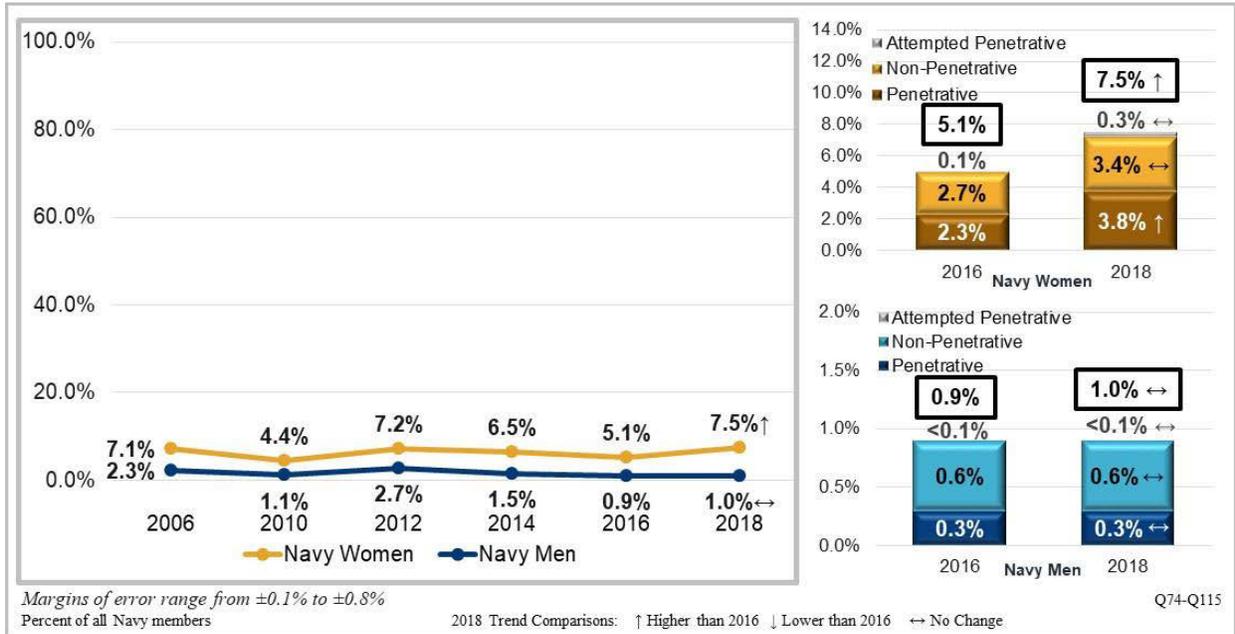
### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>46</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>46</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

**Figure 89.**  
**Estimated Sexual Assault Past Year Prevalence Rates for Navy**



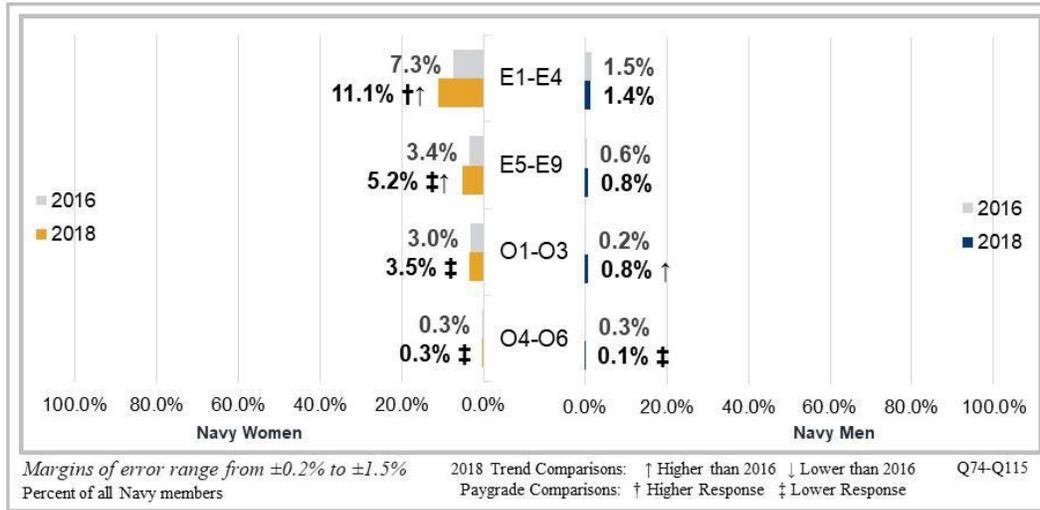
In 2018, an estimated 7.5% of Navy women experienced a sexual assault in the prior 12 months (Figure 89). This was a statistically significant increase from 5.1% of women in 2016. This change was driven by a significant increase in estimated sexual assault rates for junior enlisted women (E1–E4) (from 7.3% in 2016 to 11.1% in 2018) and senior enlisted women (E5–E9) (from 3.4% in 2016 to 5.2% in 2018; Figure 90).

Compared to 2016, an estimated 3.8% of women experienced penetrative sexual assaults in 2018 (a significant increase from 2.3%). Again, this change was driven by a significant increase for junior enlisted women (from 3.8% to 6.0%) and senior enlisted women (from 1.1% to 2.5%).

One other notable difference in the prevalence of sexual assault was related to deployments. In 2018, an estimated 11.3% of Navy women who deployed in the past 12 months experienced sexual assault. This was a statistically significant increase since 2016 (up from 7.3%). In fact, Navy women who were deployed in the past 12 months (11.3%) were more likely than women who were not deployed (6.3%) to experience sexual assault. Although the sexual assault may not have occurred during the deployment, these differences are important because they identify a specific high-risk group.

In 2018, an estimated 1.0% of Navy men experienced a sexual assault in the prior 12 months. This rate was statistically unchanged from 2016. Unlike women, junior enlisted men were not more likely than other men to experience sexual assault. However, there was a significant increase in sexual assault prevalence for junior male officers (from 0.2% in 2016 to 0.8% in 2018).

**Figure 90.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Paygrade for Navy*

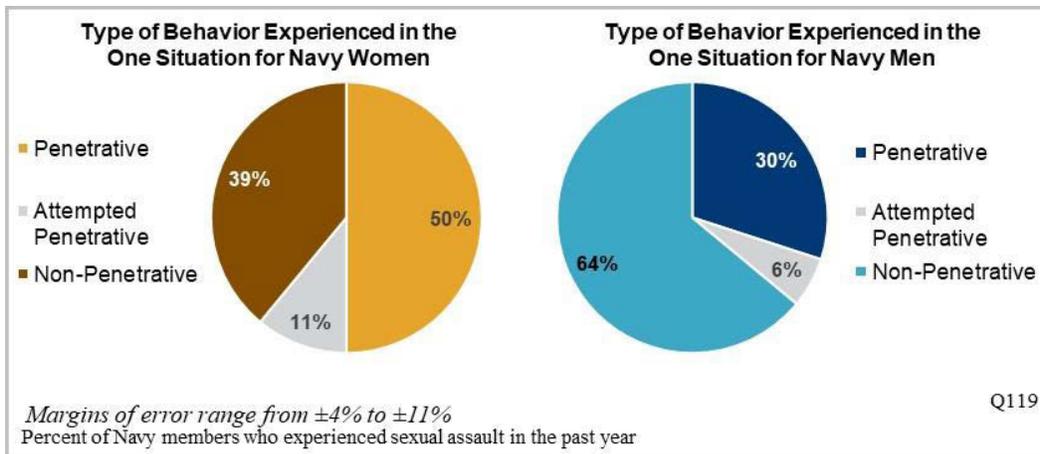


Notably, more than half of women (59%) and almost two-thirds of men (65%) who experienced sexual assault in the prior 12 months experienced more than one unwanted event.

**One Situation of Sexual Assault with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them.

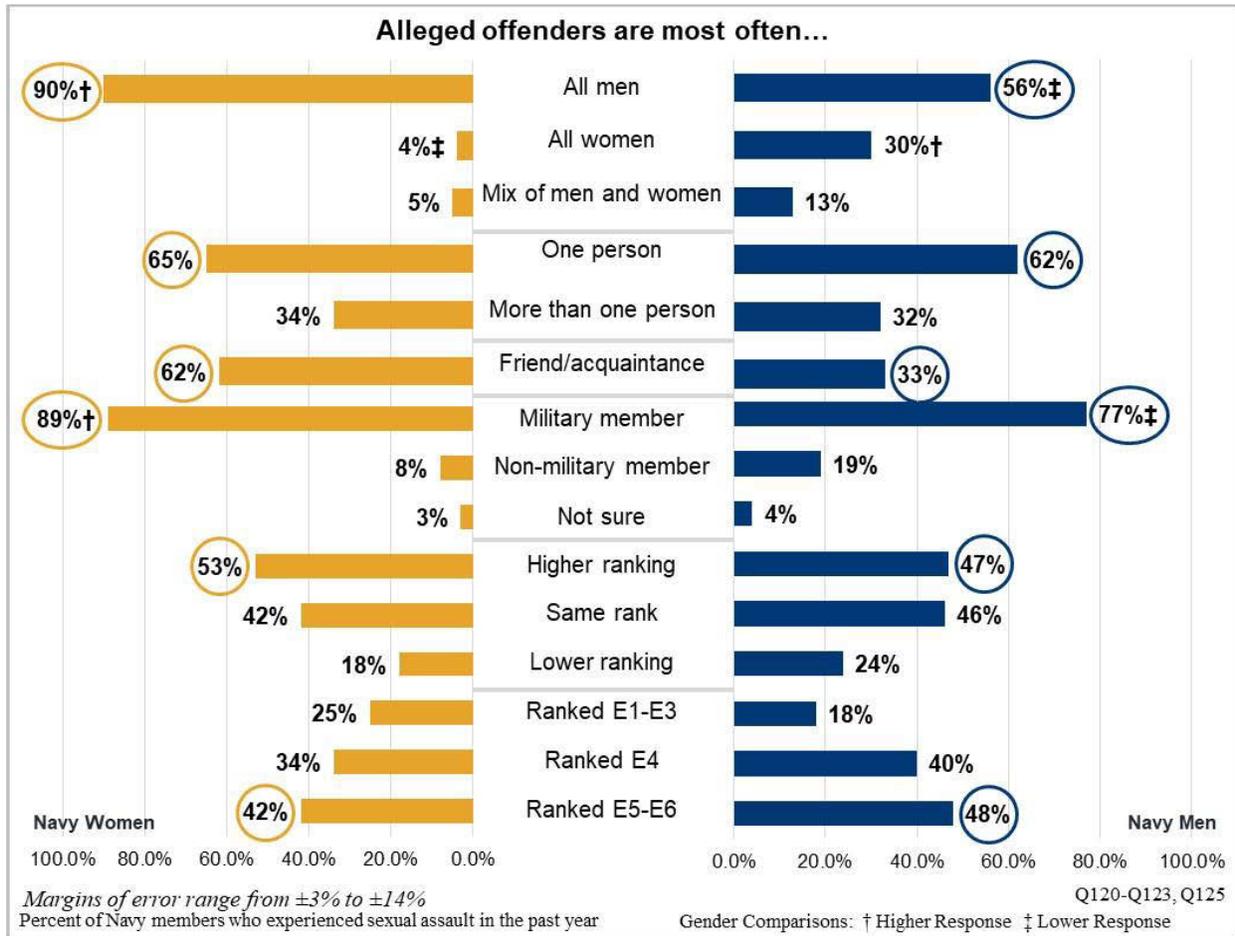
**Figure 91.**  
*Type of Behavior Experienced in the Sexual Assault One Situation for Navy*



For Navy women, the worst situations were primarily characterized as either penetrative or non-penetrative sexual assaults (50% and 39% respectively; Figure 91). In 2018, 34% of Navy women who experienced sexual assault identified that the “one situation” involved more than

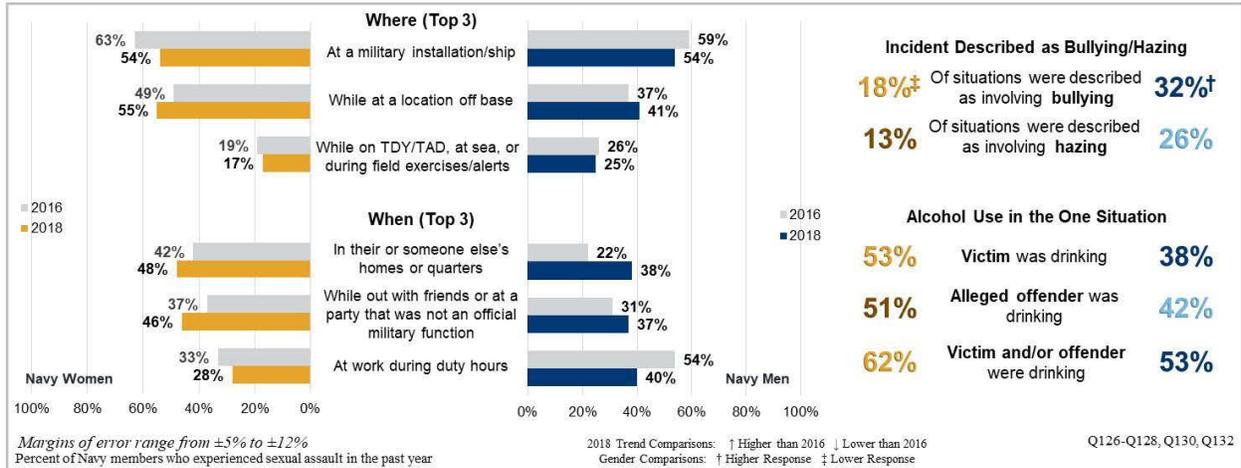
one alleged offender, nearly all of whom were military members (89%) and nearly all of whom were men (90%). These alleged offenders were most frequently E5–E6 (42%) and they were usually the same (42%) or a higher rank (53%) than the victim they assaulted. In 2018, 62% of women indicated that the alleged offender was a friend or acquaintance (Figure 92). More than half of incidents occurred on a military installation/ship (54%) or at a location off base (55%), and 53% of Navy women had been drinking alcohol before the sexual assault occurred (Figure 93).

**Figure 92.**  
*Reported Demographics of the Alleged Offenders in the Sexual Assault One Situation for Navy*



An examination by paygrade offers some additional important insights. For “the one situation,” junior women officers were significantly more likely to identify non-penetrative assault (62%) and to indicate having only one alleged offender (81%). There was a significant decrease in junior enlisted women identifying a military installation/ship as the location of the assault (from 69% in 2016 to 56% in 2018). Finally, junior enlisted women were also more likely than other women to identify their alleged offender as a higher rank (61%).

**Figure 93.**  
**Location and Context of the Sexual Assault One Situation for Navy**



Men were more likely than women to identify a non-penetrative sexual assault (64%) in their one worst situation and 30% of men identified a penetrative sexual assault. Furthermore, compared to women Sailors, alleged offenders for incidents involving men were less likely to be a friend or acquaintance (33%). More than one-third of men (38%) were drinking alcohol before the sexual assault occurred.

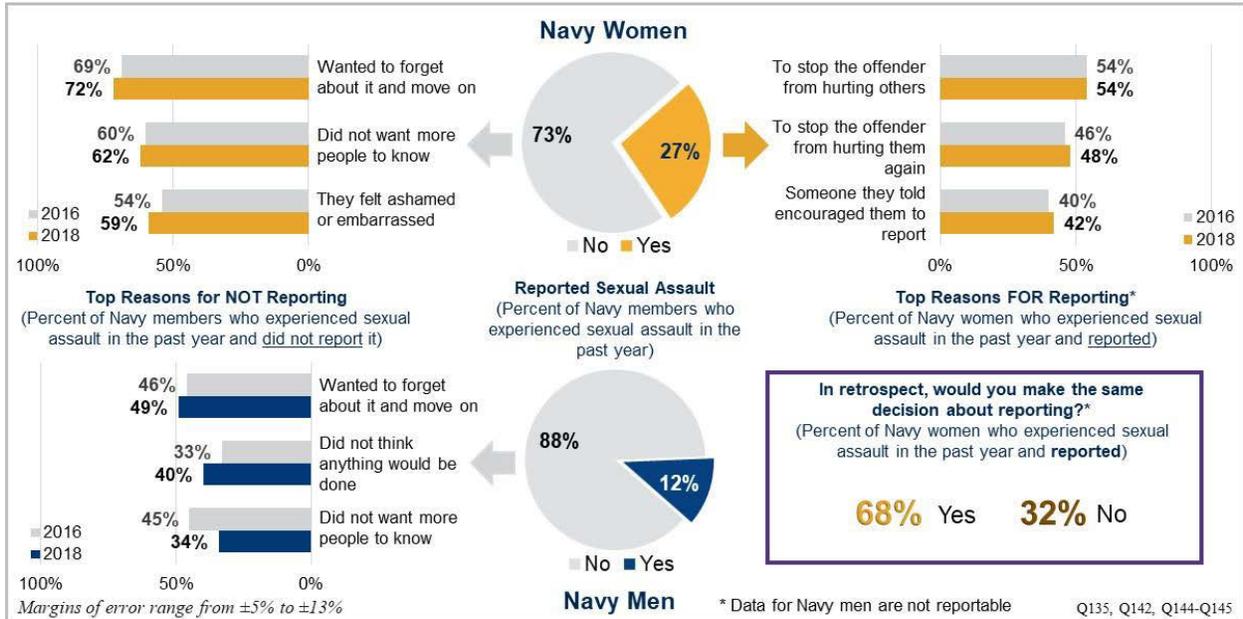
Finally, with no statistical change from 2016, hazing and bullying continued to play a role in incidents of sexual assault. With regards to “the one situation” of sexual assault that had the biggest effect, 13% of women and 26% of men considered the situation hazing. Men, however, were significantly more likely than women to consider the situation to be bullying (32% for men, 18% for women).

### Reporting Sexual Assault

There are a number of factors that are likely to influence a Service member’s decision to report a sexual assault to military authorities, including their own prior experiences with reporting, observations about how others who report their experiences are treated, and assumptions or expectations about how they will be treated by their peers and leadership. There were no significant changes in reporting rates between 2016 and 2018. In 2018, 27% of women Sailors and 12% of men who experienced a sexual assault reported the assault to the military (Figure 94). Among Sailors who experienced and reported a sexual assault to military authorities, more than two-thirds of women (68%) indicated that in retrospect they would make the same decision to report again, while 32% would not report.

There were no statistically significant changes since 2016 in the reasons for reporting the sexual assault for Navy women. The top three reasons for reporting among women Sailors were to stop the alleged offender from hurting others (54%), to stop the alleged offender from hurting them again (48%), or because someone they told encouraged them to report (42%).

**Figure 94.**  
**Reporting Sexual Assault for Navy**

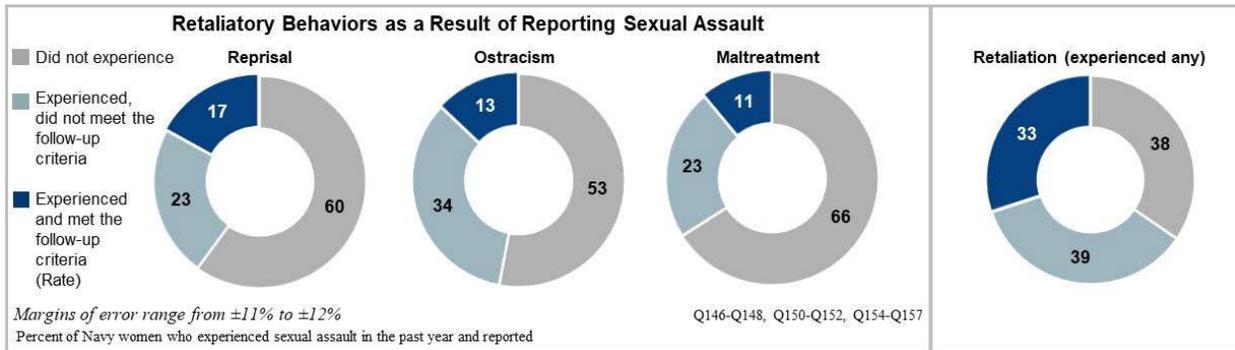


The top reasons that women Sailors provided for not reporting a sexual assault to the military also remained unchanged from 2016. The majority of women (72%) wanted to forget about the incident and move on, and about two-thirds of women (62%) did not want more people to know. However, there was a significant increase in women not reporting because they thought they might get in trouble for something they did and/or labeled a troublemaker (from 23% in 2016 to 36% in 2018).

### Outcomes of Reporting Sexual Assault

At the core of Service members’ sense of fear regarding how their peers or leadership would respond to learning about the assault are concerns about the potential for retaliation. Measures of professional reprisal, ostracism, and other negative outcomes are used to capture outcomes experienced *as a result of reporting* a sexual assault. To construct this measure, Service members who experienced and reported a sexual assault were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction). None of these measures were reportable for Navy men.

**Figure 95.**  
***Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Navy Women***



### ***Professional Reprisal***

Professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. The rate of professional reprisal was statistically unchanged from 2016. As shown in Figure 95, among Navy women who experienced and reported sexual assault, 40% perceived experiencing behaviors in line with professional reprisal. This includes 23% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 17% who experienced behaviors and met the follow-up legal criteria.

### ***Ostracism***

Ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 95, among Navy women who experienced and reported sexual assault, 47% perceived experiencing behaviors in line with ostracism. This includes 34% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 13% of women who experienced behaviors and met the follow-up legal criteria. This rate was statistically unchanged from 2016.

### ***Maltreatment***

Maltreatment refers to a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2018, 34% of Navy women who experienced and reported sexual assault perceived experiencing maltreatment as a result (Figure 95). This includes 23% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 11% of women who experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016.

**Retaliation**

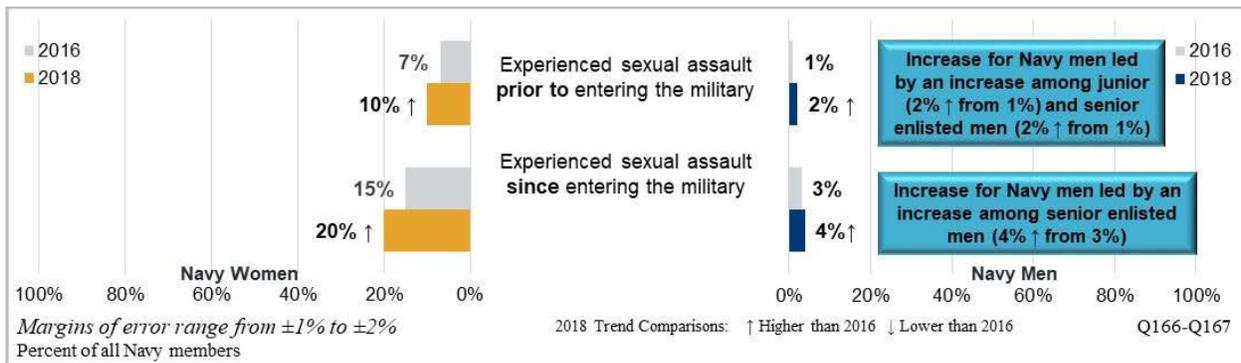
Combining each of the negative outcomes of reporting sexual assault—professional reprisal, ostracism, and maltreatment—produces a measure of retaliation. Compared to 2016, there was no change in the estimated rate of retaliation. Among women who reported their sexual assault, 62% perceived experiencing a behavior in line with retaliation, including 39% who perceived experiencing a behavior but did not meet legal follow-up criteria and 23% who experienced a behavior that also met legal follow-up criteria (the estimated rate of retaliation; Figure 95).

**Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

Compared to 2016, there was a significant increase, from 7% to 10%, in the estimated rates of sexual assault prior to joining the military for Navy women. These rates were highest among senior women officers (15%) and junior women officers (13%) compared to other women Sailors. There was also a significant increase, from 1% to 2% in the estimated rates of sexual assault prior to joining the military for Navy men. The change was driven by significant increases in rates for junior enlisted and senior enlisted men (from 1 % in 2016 to 2% in 2018).

**Figure 96.**  
*Sexual Assault Prevalence Rates Prior to or After Joining the Military*



In 2018, there was also a significant increase in the estimated rates of sexual assault since joining the military for Navy women (from 15% in 2016 to 20% in 2018) and men (from 3% in 2016 to 4% in 2018). For women, these changes were driven by significant increases junior and senior enlisted women, and senior women officers. For men, the change was driven by a significant increase in estimated rates of sexual assault since joining the military for only senior enlisted men (from 3% in 2016 to 4% in 2018).

## Sexual Harassment and Gender Discrimination

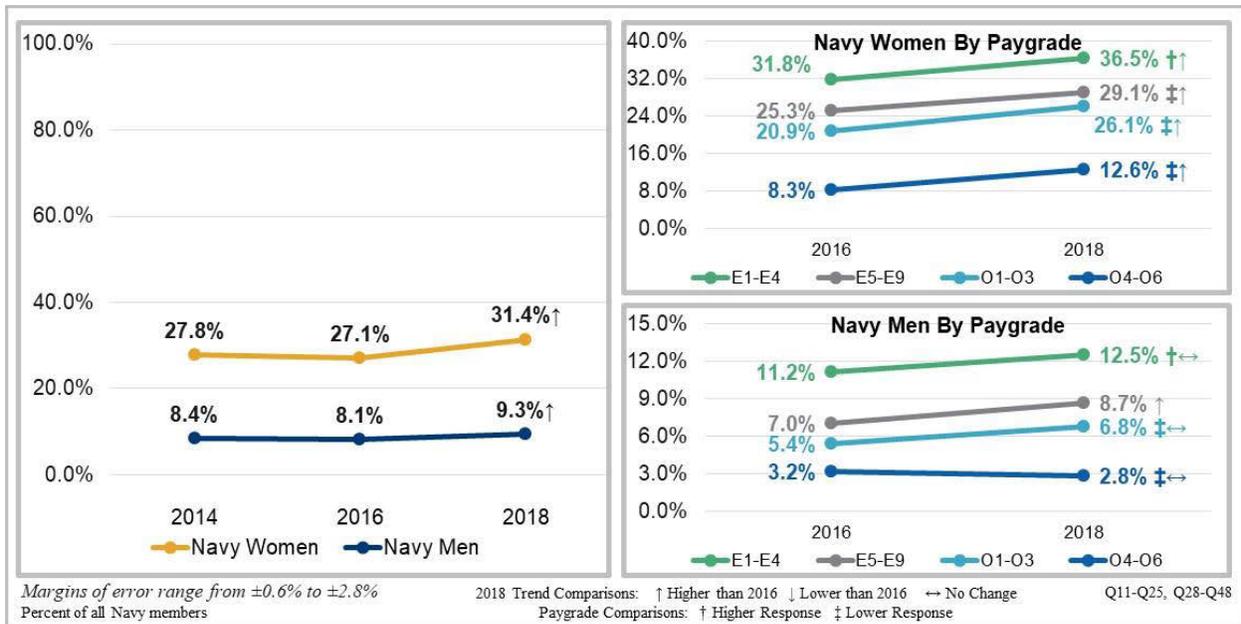
The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. These military equal opportunity (MEO) violations characterize a number of sex-based behaviors specified by DoDD 1350.2. The following sections summarize experiences of sexual harassment and/or gender discrimination in the prior 12 months including rates for each type of violation, a description of the worst situation, and experiences with filing a complaint.

### Estimated Sexual Harassment Past Year Rate

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

In 2018, an estimated 31.4% of women Sailors experienced sexual harassment (Figure 97). This reflects a statistically significant increase from 2016 when the rate was 27.1%. There was a significant increase in the rate of sexual harassment from 2016 for all paygrades of women Sailors, and junior enlisted women (36.5%) were significantly more likely than other Navy women to experience sexual harassment in 2018.

**Figure 97.**  
*Estimated Sexual Harassment Past Year Rates for Navy*



In 2018, an estimated 9.3% of men experienced sexual harassment. This also reflects a statistically significant increase from 2016 (8.1%), driven by a significant increase for senior enlisted men (from 7% in 2016 to 8.7% in 2018). Similar to Navy women, junior enlisted men (12.5%) were more likely than other men to experience sexual harassment in 2018.

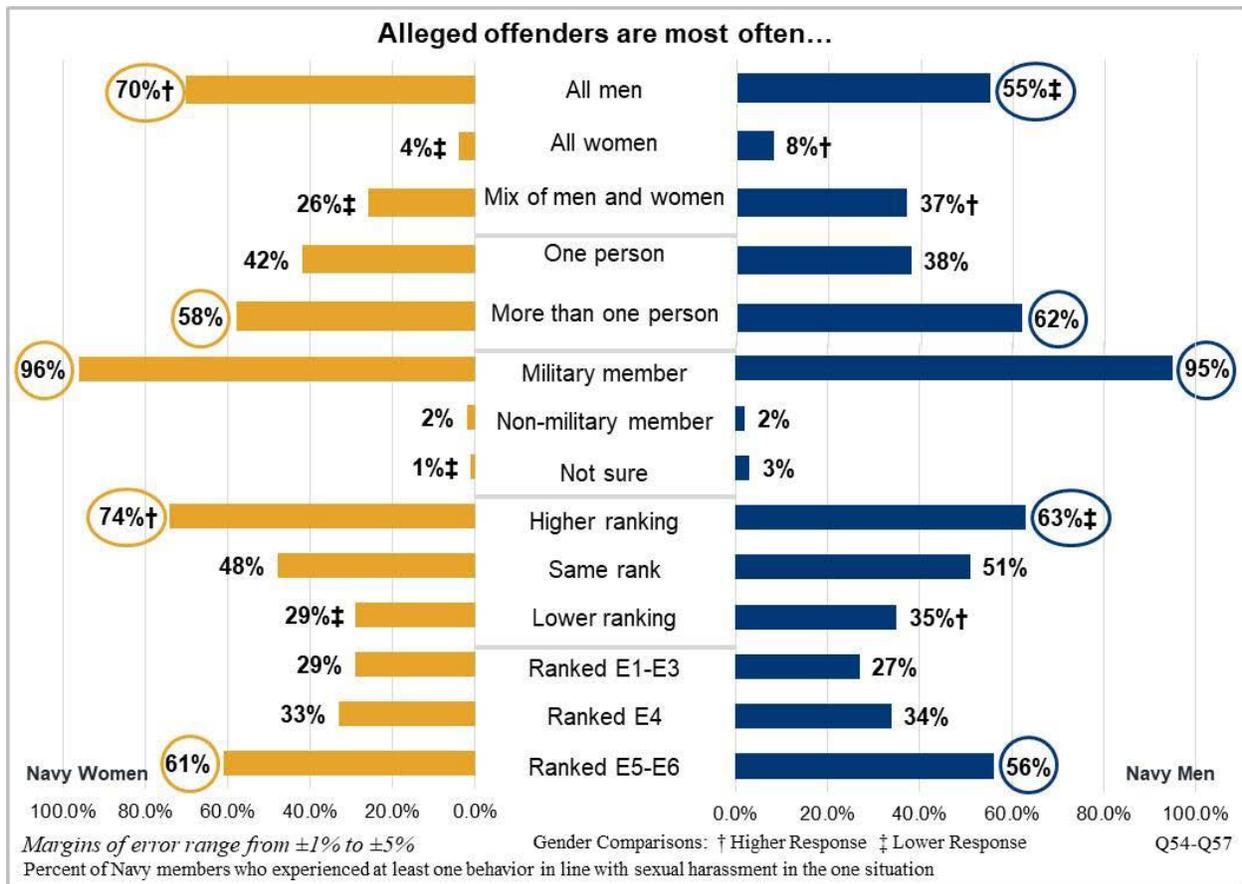
### ***One Situation of Sexual Harassment with the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them. The characteristics of these incidents often differed for men and women Sailors.

Overall, 74% of women and 78% of men who experienced sexual harassment or gender discrimination identified an incident involving sexual harassment behaviors as the worst situation. Women most frequently identified having someone make repeated sexual comments about their appearance or body (35%), repeatedly make sexual jokes (34%), or repeatedly ask questions about their sex life or sexual interests (33%) as the worst situation. The behaviors men identified most often as the worst involved repeated suggestions that they do not act like someone of their gender is supposed to (38%), being repeatedly told sexual jokes (32%), and being repeatedly told about sexual activities (25%).

The type and quantity of alleged offenders differed between men and women Sailors who experienced sexual harassment in “the one situation.” In 2018, nearly two-thirds of Navy men (62%) and more than half of women (58%) indicated that there was more than one alleged offender involved in their worst situation of sexual harassment (Figure 98). For women (70%), alleged offenders were significantly more likely to be all men (compared to 55% for male victims), whereas for men (37%) the alleged offenders were significantly more likely to be a mix of men and women (compared to 26% for female victims).

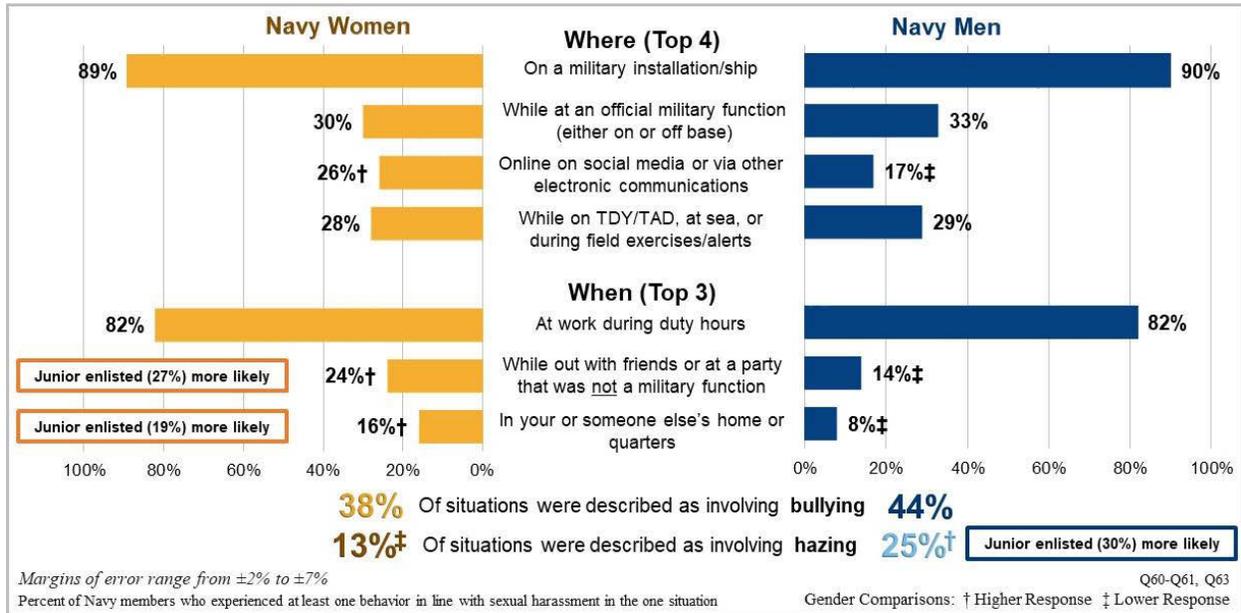
**Figure 98.**  
**Reported Demographics of the Alleged Offenders in the Sexual Harassment One Situation for Navy**



The vast majority of the alleged offenders were military members (96% for women and 95% for men) and more than half of women Sailors (61%) and men (56%) identified the alleged offender as being an E5–E6. Both women (74%) and men (63%) most often indicated that the alleged offender was higher ranking than them but a substantial portion also indicated that the alleged offender was the same rank (48% of women, 51% of men).

The frequency and location of sexual harassment also provides important context and presents notable differences between men and women Sailors. A substantial portion of Navy women (79%) and men (70%) indicated that the sexual harassment they experienced occurred more than one time and women (40%, compared to 26% of men) were significantly more likely to respond that the behaviors occurred over a period of a few months. These incidents took place most often on a military installation/ship (89% for women, 90% for men) but a substantial minority of women and men also indicated that the sexual harassment occurred while they were on temporary duty, at sea, or during field exercises/alerts (28% of women, 29% of men) or while they were at an official military function either on or off base (30% of women, 33% of men; Figure 99). In most cases, Service members responded that the sexual harassment behaviors occurred when they were at work during duty hours (82% for women and men).

**Figure 99.**  
**Location and Context of the One Situation of Sexual Harassment for Navy**

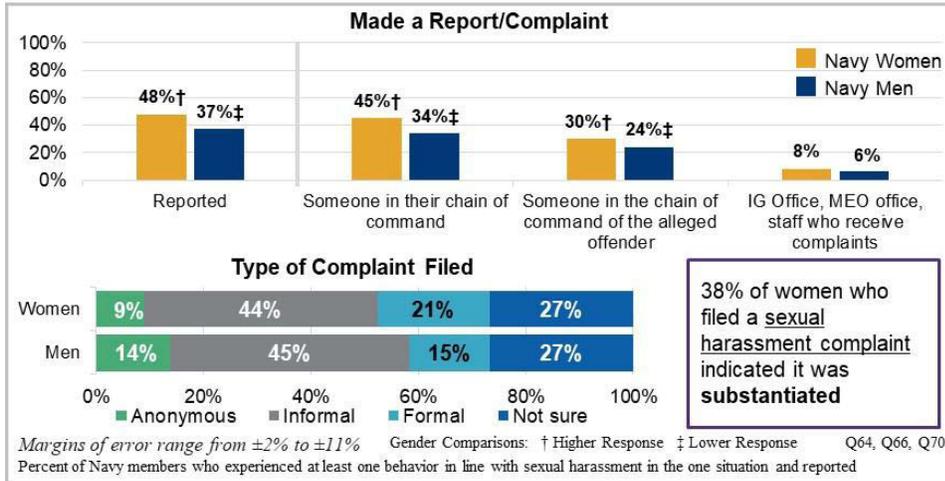


Hazing and bullying continued to play a prominent role in Navy incidents of sexual harassment. Among women Sailors, 13% considered “the one situation” of sexual harassment to be hazing and 38% characterized it as bullying. Men (25%) were significantly more likely to consider the situation of sexual harassment to be hazing whereas 44% characterized it as bullying.

### **Filing a Report/Complaint of Sexual Harassment**

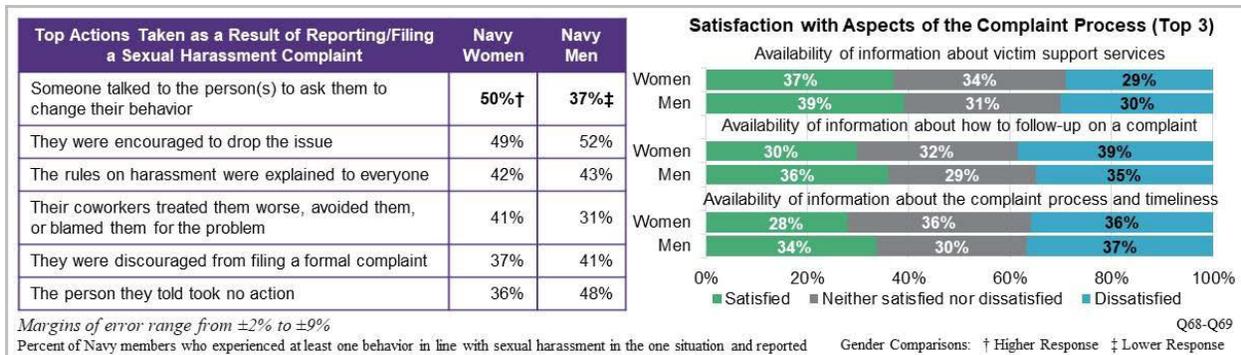
Service members have multiple options for filing a complaint related to sexual harassment including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive sexual harassment complaints.

**Figure 100.**  
*Filing a Report/Complaint of Sexual Harassment for Navy*



In 2018, women Sailors (48%) were significantly more likely than men (37%) to report the sexual harassment they experienced (Figure 100). Women indicated that the most frequent outcome of reporting “the one situation” was that someone talked to the person(s) to ask them to change their behavior (50%; Figure 101). Among men, the most frequent outcome of reporting the sexual harassment they experienced was that they were encouraged to drop the issue (52%). Of those who made a report or complaint, 22% of women and 25% of men were satisfied with the complaint process overall.

**Figure 101.**  
*Response to Filing a Report/Complaint of Sexual Harassment for Navy*

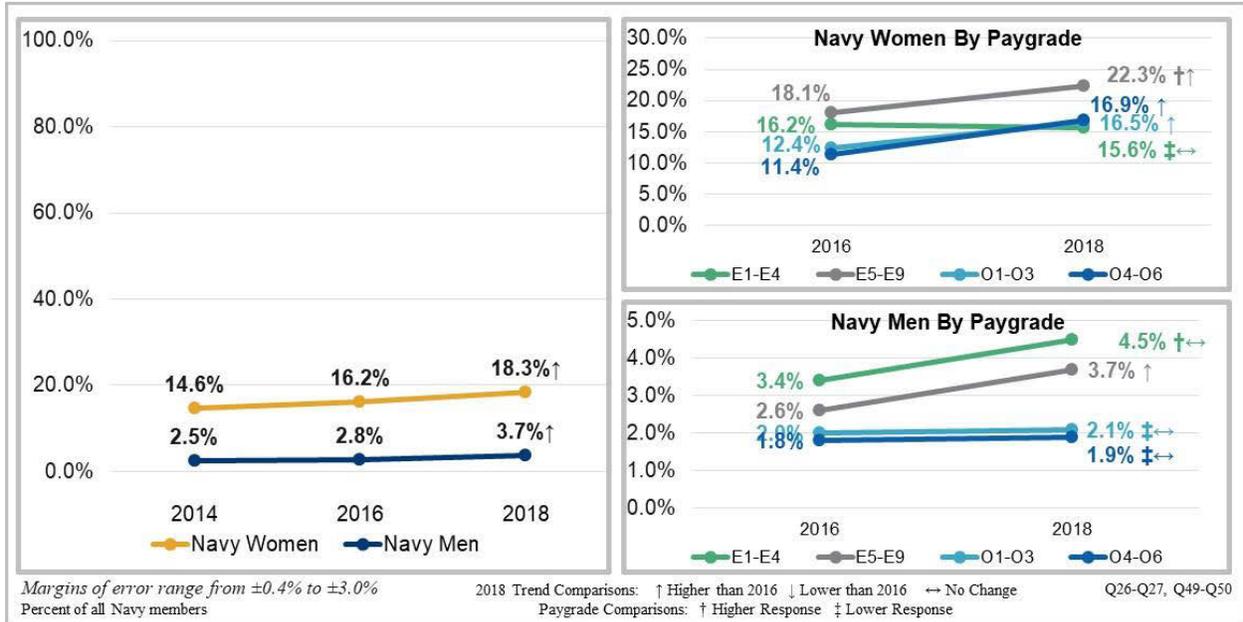


The reasons provided by Sailors for not reporting the violation they experienced are in line with the reasons for not reporting sexual assault. Both men and women wanted to forget about the incident and move on (42% and 52%, respectively) or thought it was not serious enough to report (46% for men, 47% for women). However, a large portion of women (45%) also endorsed not thinking that anything would be done as their reason for not reporting.

## Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet DoD legal criteria for gender discrimination are detailed in Chapter 1 of the 2018 WGRA report.

**Figure 102.**  
*Estimated Gender Discrimination Past Year Rates for Navy*



In 2018, an estimated 18.3% of women Sailors and 3.7% of men experienced gender discrimination (Figure 102). For women, this was a statistically significant increase from 2016 when the rate was 16.2%. The change in gender discrimination prevalence rates was driven by an increase for senior enlisted women, and both junior and senior women officers. Senior enlisted women (22.3%) were more likely than other Navy women to experience gender discrimination.

Among men, there was also a statistically significant increase in gender discrimination experienced (from 2.8% in 2016 to 3.7% in 2018). This change was driven by a significant increase for senior enlisted men (from 2.6% in 2016 to 3.7% in 2018). Unlike Navy women, junior enlisted men (4.5%) were more likely than other men to experience gender discrimination.

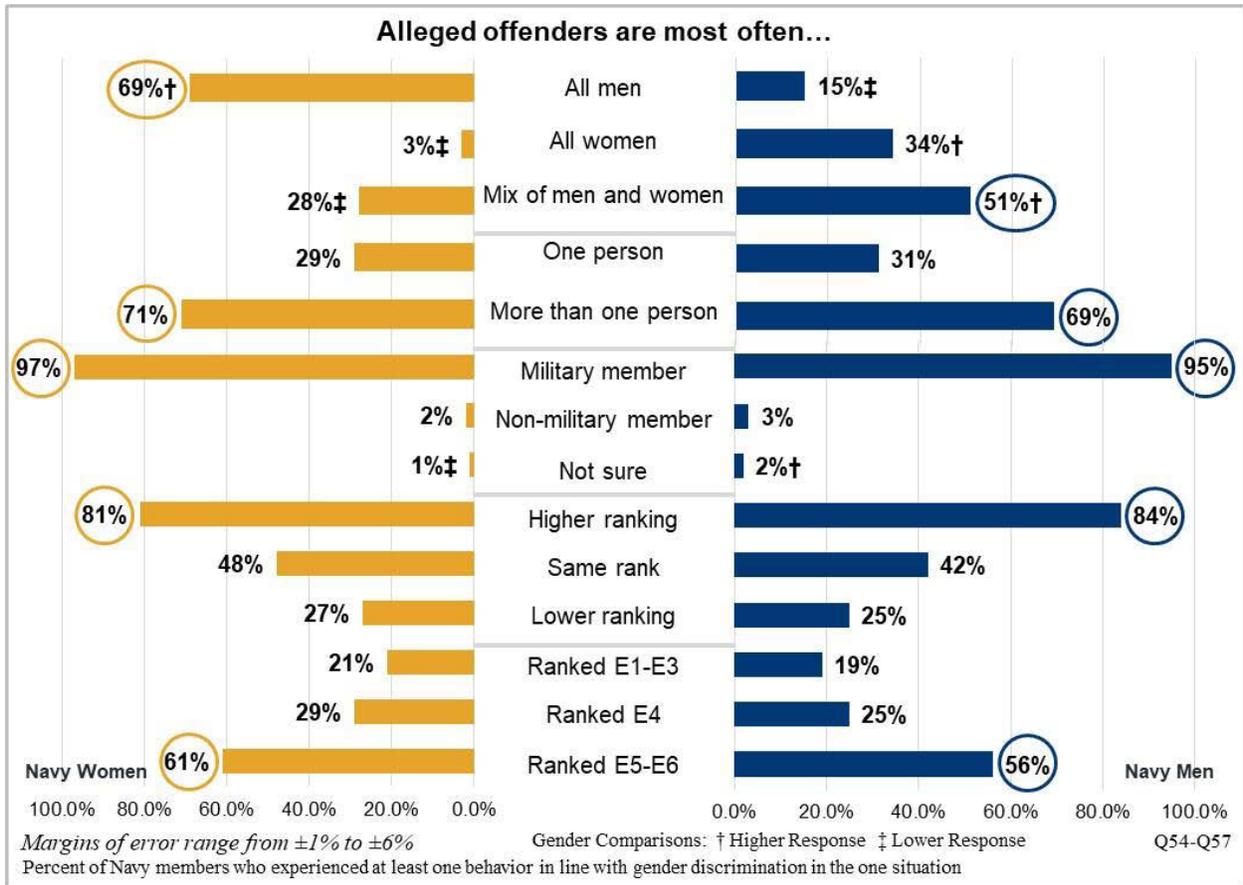
### One Situation of Gender Discrimination with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them. The characteristics of these incidents often differed for men and women Sailors.

Overall, 63% of women and 38% of men who experienced sexual harassment or gender discrimination identified an incident involving gender discrimination behaviors as the worst situation. The most frequent gender discrimination behavior experienced by both women (84%) and men (87%) in “the one situation” was being mistreated, ignored, or insulted because of their gender. However, nearly two-thirds of women (64%), and significantly more than men (37%), identified their worst situation as being told that women were not as good at their particular job or should be prevented from having their job.

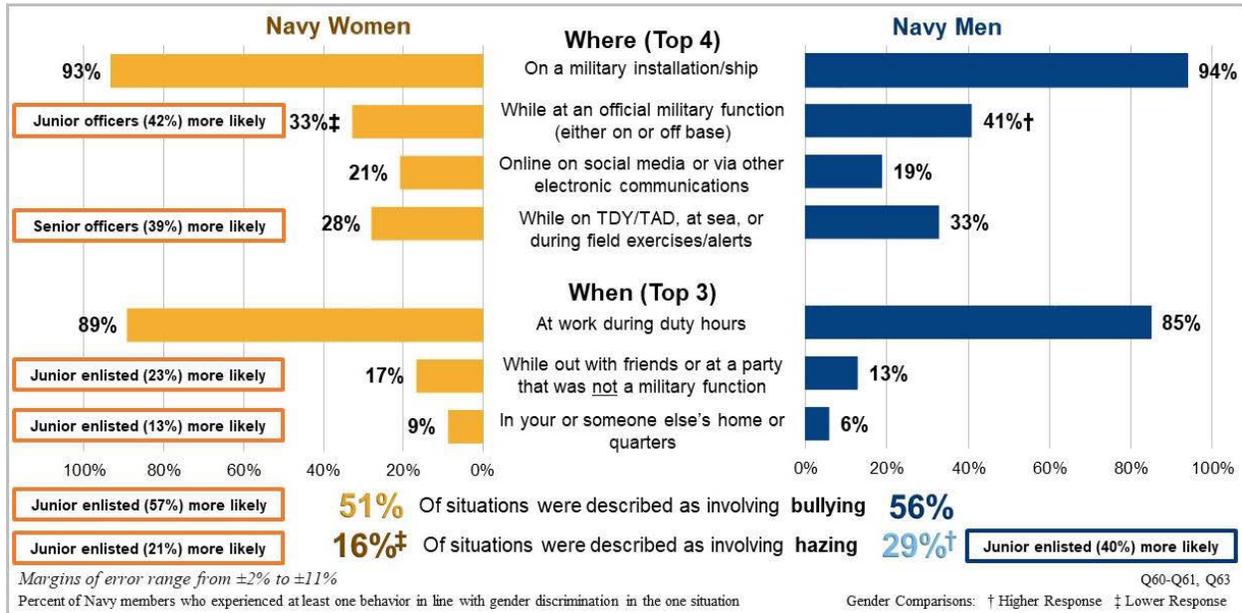
The type and quantity of alleged offenders differed between Sailors who experienced gender discrimination in “the one situation” and Sailors who experienced only sexual harassment in “the one situation.” In 2018, more than two-thirds of Navy women and men who experienced gender discrimination in “the one situation” indicated that the situation involved more than one alleged offender (71% and 69% respectively; **Figure 103**). For women Sailors, alleged offenders were nearly always military members (97%) and primarily all men (69%). Among men who experienced gender discrimination, the alleged offenders were also nearly always military members (95%), but they were significantly less likely to be all men (15%) and more likely to be all women (34%, compared to 3% for women) or a mix of men and women (51%, compared to 28% for women). More than half of women Sailors (61%) and men (56%) identified the alleged offenders as being an E5–E6 but a substantial portion also identified the alleged offenders as being E7–E9 (40% for women, 50% for men). The majority of women (81%) and men (84%) indicated that their alleged offender was higher ranking than them.

**Figure 103.**  
*Reported Demographics of the Alleged Offenders in the Gender Discrimination One Situation for Navy*



The frequency and location of gender discrimination in “the one situation” also provides important context (**Figure 104**). The majority of Navy women and men indicated that the behaviors they experienced in the worst situation of gender discrimination happened more than one time (83% and 86% respectively). Women (41%) were more likely than men (31%) to respond that the behaviors occurred over a period of a few months. However, men (36%) were more likely than women (23%) to respond that the behaviors occurred for a year or more. Both men and women indicated that nearly all of the situations took place on a military installation/ship (93% for women, 94% for men) though a substantial minority occurred while they were on temporary duty, at sea, or during field exercises/alerts (28% for women, 33% for men) or while they were at an official military function either on or off base (33% for women, 41% for men). Regardless, the vast majority of experiences of gender discrimination happened when Sailors were at work during duty hours (89% for women, 85% for men).

**Figure 104.**  
*Location and Context of the Gender Discrimination One Situation for Navy*

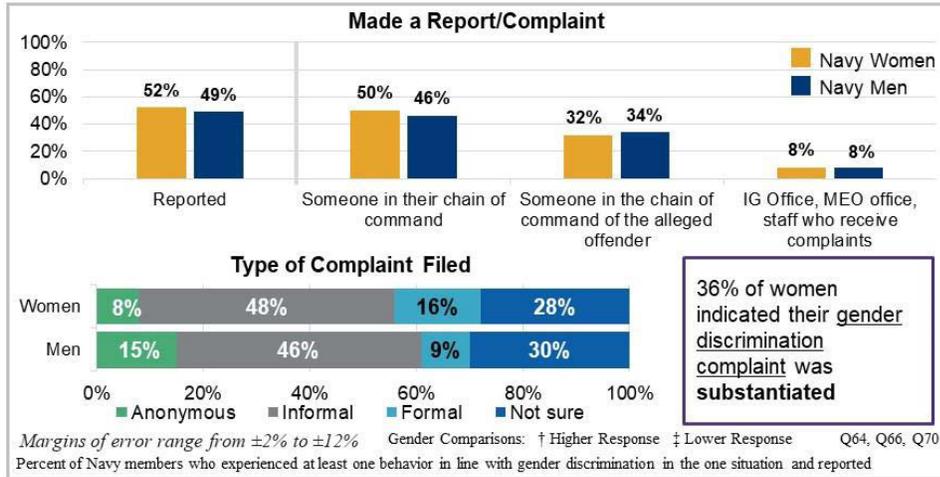


Hazing and bullying continued to play a prominent role in “the one situation” of gender discrimination. Among women Sailors, 16% considered “the one situation” to be hazing and 51% characterized it as bullying. Men (29%) were significantly more likely than women to consider the situation to be hazing whereas 56% characterized it as bullying.

**Filing a Report/Complaint of Gender Discrimination**

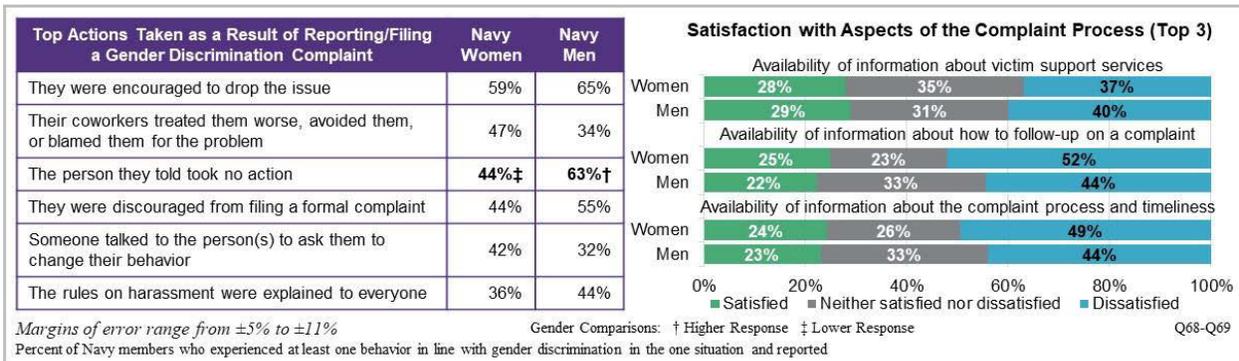
Service members have multiple options for filing a complaint related to gender discrimination including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive gender discrimination complaints.

**Figure 105.**  
**Filing a Report/Complaint of Gender Discrimination for Navy**



Just over half of women Sailors (52%) and nearly half of men (49%) reported the gender discrimination they experienced in “the one situation” (Figure 105). Sailors indicated that the most frequent outcome of reporting “the one situation” of gender discrimination was that they were encouraged to drop the issue (59% for women, 65% for men; Figure 106). Men were more likely to also indicate that the person they reported the behaviors to took no action (63%, compared to 44% of women), took action against them for complaining (52%, compared to 35% of women), or that they were punished for bringing it up (48%, compared to 33% of women). Overall, of the Sailors who reported the gender discrimination they experienced, only 16% of women and 12% of men were satisfied with the complaint process.

**Figure 106.**  
**Response to Filing a Report/Complaint of Gender Discrimination for Navy**



The reasons provided by Sailors for not reporting the violation they experienced are in line with the reasons for not reporting sexual harassment. Both women (57%) and men (56%) most frequently identified not thinking that anything would be done as a reason for not reporting the gender discrimination they experienced. A large portion of men also indicated that they did not

trust that the process would be fair (53%), they thought reporting might hurt their performance evaluation/fitness report or career (44%), and they were worried about negative consequences from a military supervisor/their chain of command (44%). Meanwhile, other top reasons for not reporting among Navy women included being worried about negative consequences from military coworkers or peers (47%) and thinking that the behaviors were not serious enough to report (45%).

## Workplace Culture and Unit Climate

This final section summarizes member perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. This section also covers member trust in the military system.

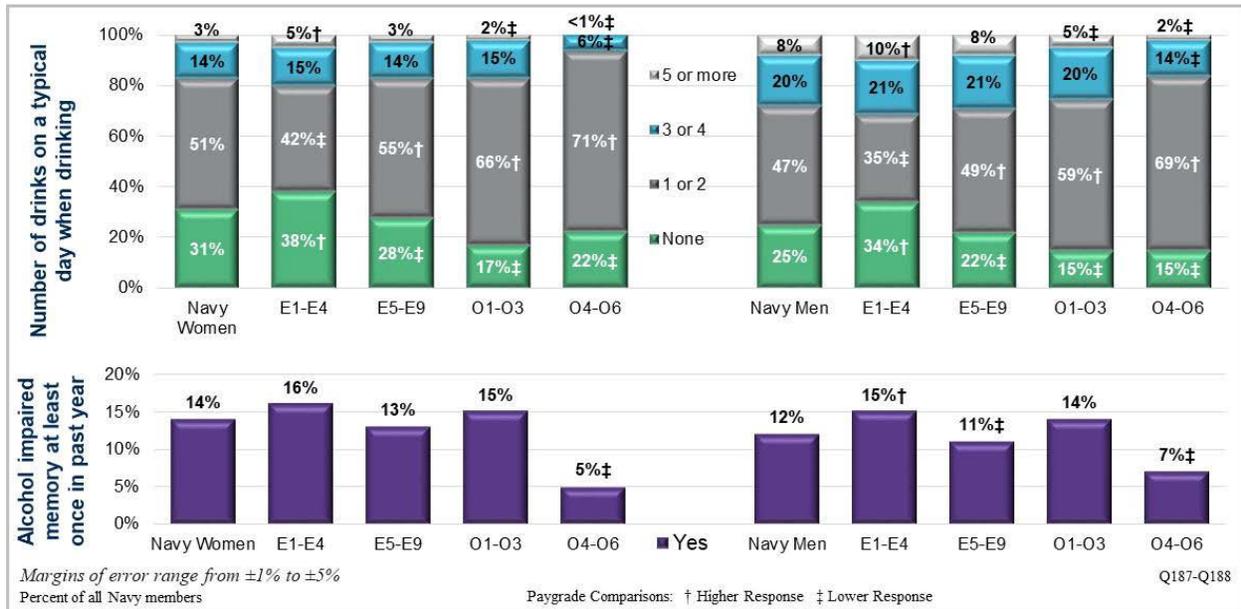
In 2018, Service members were asked several new questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### Alcohol Use

The majority of Sailors, 82% of women Sailors and 72% of men, indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.

However, Navy men were significantly more likely than women to drink excessively. Among men, 8% reported having five or more drinks containing alcohol on a typical day when drinking compared to 3% of women (**Figure 107**). Junior enlisted Sailors reported the highest rates of excessive drinking. For junior enlisted women, 5% indicated drinking five more drinks on a typical day. Meanwhile, 10% of junior enlisted men indicated the same. However, women Sailors (14%) were significantly more likely than men Sailors (12%) to experience memory impairment one or more times in the prior year after consuming alcohol. Among men, junior enlisted Sailors (15%) were more likely than other men to experience memory impairment one or more times in the prior year after consuming alcohol.

**Figure 107.**  
*Alcohol Use Among Navy Sailors*



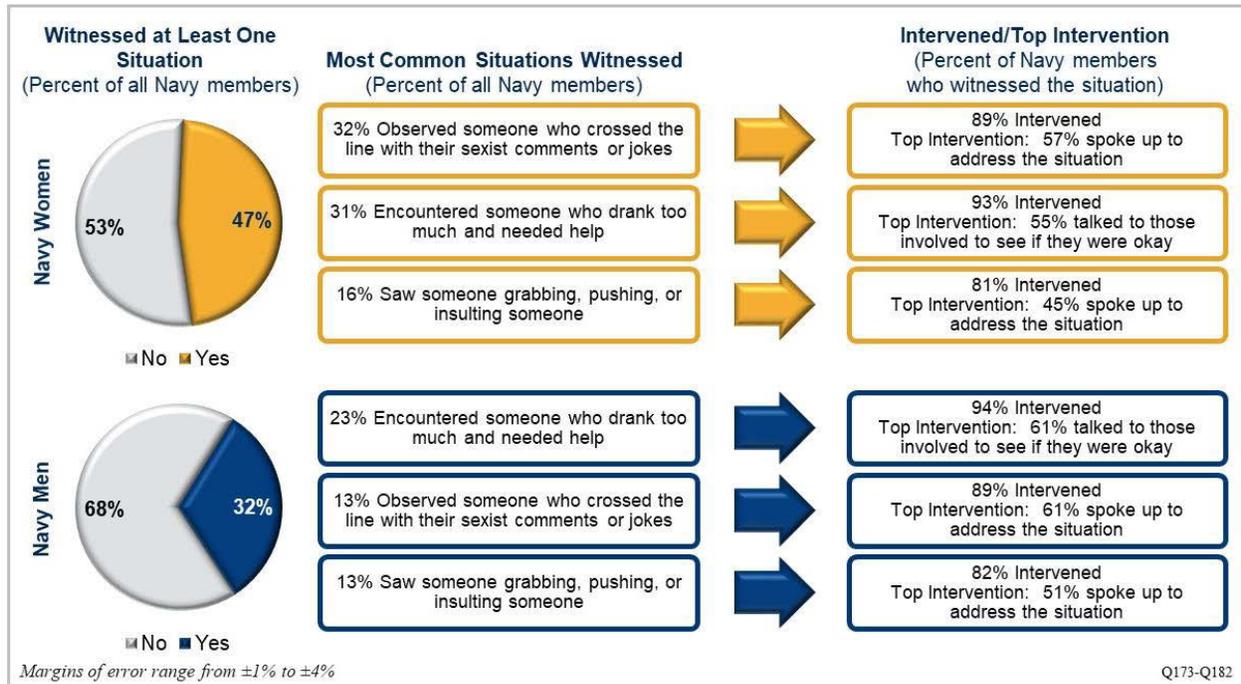
Finally, both Navy men and women indicated that sexual assault training in 2018 was less likely to teach that alcohol consumption may increase the likelihood of sexual assault (a significant decrease from 93% to 85% for women and from 94% to 92% for men).

### Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

Navy women (47%) were more likely than men (32%) to witness at least one potentially dangerous situation in the past year (**Figure 108**). Among women, junior women officers (54%) were more likely than other women to observe at least one potentially dangerous situation. The top behavior witnessed by both men and women was encountering someone who drank too much and needed help (23% for men, 31% for women). However, women were as likely to observe someone crossing the line with sexist comments or jokes (32%).

**Figure 108.**  
*Bystander Intervention for Navy*



In general, Sailors intervened at high rates to prevent a variety of potentially dangerous situations. Navy women were most likely to intervene when they saw a situation they thought was a sexual assault or could have led to a sexual assault (94%). However, men were most likely to intervene when they encountered someone who drank too much and needed help (94%). When Sailors intervened, the most frequent intervention actions across the potentially dangerous situations were either: they spoke up to address the situation or talked to those involved to see if they were okay. More than two-thirds of women Sailors (69%) and 82% of men indicated that their chain of command encouraged bystander intervention to a large extent and, specifically, to assist others in situations at risk for sexual assault.

### Unit Climate and Workplace Hostility

Social support is consistently cited as amongst the most important factors related to an individual’s ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can be from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance.

In 2018, Service members were asked to assess their unit’s climate, in general and with regards to sexual assault, and their workplace culture. Navy women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility, as significantly higher than did men. However, with regards to expectations regarding how their leadership would respond to reporting unwanted gender related behavior, there was notable improvement. Both Navy women (38%, up from 29%) and men (47%, up from 34%) were more likely in 2018 to believe

that reporting they were sexually harassed would not cause their chain of command to treat them differently. This perception was strongest among men and evident across all ranks. Sailors were also more likely in 2018 to believe that their chain of command would not treat them differently for reporting that someone else was sexually harassed. This was the case for 46% of women (a significant increase from 36%) and 53% of men (a significant increase from 41%).

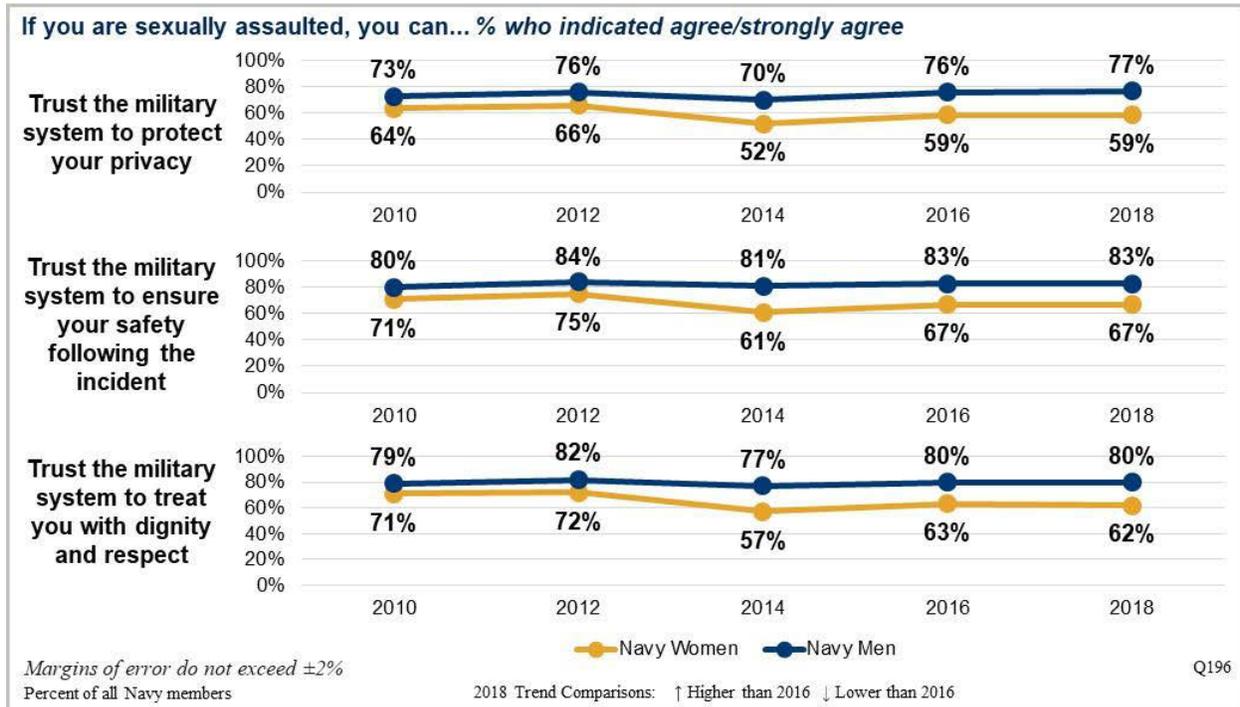
These changes in perceptions of leadership response are particularly noteworthy among men who have, in past years, been among the most reluctant to report or file a complaint regarding their experiences with unwanted gender-related behavior. Believing that they will have the support of their leadership may motivate more reporting in the future.

### **Trust in the military system**

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to the maintenance of good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

Overall, Navy women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 59% of women compared to 77% of men agreed that the military system would protect their privacy. The majority of men (80%) also agree they can trust the military system to treat them with dignity and respect, while only about two-thirds of women (62%) agree.

**Figure 109.**  
*Trust in the Military System for Navy*



## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made in the Navy, increases in the prevalence of sexual assault, sexual harassment, and gender discrimination, suggest that substantial work remains to be done.

Compared to 2016, the estimated prevalence of sexual assault increased significantly for women in the Navy. This was a change driven by an increase in the rates of penetrative assaults. A closer examination, by both gender and paygrade, reveals that, among women, both junior enlisted and senior enlisted women experienced a significant increase in sexual assaults from 2016. Moreover, although the estimated rate of sexual assault did not significantly increase for men as a group, there was a significant increase from 2016 among junior officer men specifically. These results may offer an important indication as to where prevention shortcomings persist.

Sexual assault reporting rates to military authorities remained the same from 2016, and Navy women's reasons regarding why they chose not to report may be indicative as to why. In 2018, women in the Navy were substantially more likely not to report a sexual assault because they might get in trouble for something they did or labeled a troublemaker. Along these lines, the results of the survey suggest that a lack of progress, since 2016, in reducing retaliation may also work to discourage reporting.

Compared to 2016, men and women in the Navy also experienced higher rates of sexual harassment and gender discrimination. Although estimated reporting rates for sexual harassment and gender discrimination in 2018 appeared to be higher than for sexual assault, Service members' experiences with reporting sexual harassment or gender discrimination were poor. Further research that examines differences in reporting, and differences in Service member experiences with reporting, is necessary in order to continue to improve response programs and policies.

Overall, Sailors were aware of the importance of bystander intervention and intervened at high rates to prevent potentially dangerous situations. Likewise, overall assessments of unit climate and culture were positive and perceptions of workplace hostility were unchanged from 2016. However, disaggregating the results by gender reveals important differences. Women were more likely to observe inappropriate behaviors that might lead to sexual assault, held less positive ratings of the unit climate or culture, and perceived higher levels of workplace hostility. Given the relationship between these contextual factors and sexual assault, addressing these shortcomings may be one important areas of emphasis for ongoing prevention and response efforts.

In summary, the results of *2018 WGRA* suggest that, although some progress has been made, significant increases in sexual assault, sexual harassment, and gender discrimination within the Navy indicates that substantial work remains to be done. Future research can continue to inform prevention and response efforts.

# Appendix D. Marine Corps Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Marine Corps Overview Report

### Executive Summary

This appendix presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* for the Marine Corps compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experience behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault, sexual harassment, and gender discrimination prevention and response programs. OPA produces prevalence rates for the Department of Defense (DoD) as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity to identify Service-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results from the Marine Corps overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Marine Corps. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

Results of the *2018 WGRA* are presented for both men and women. However, in many cases, data are not reportable for Marine Corps men due to low reliability. In this case, we report results for women only.

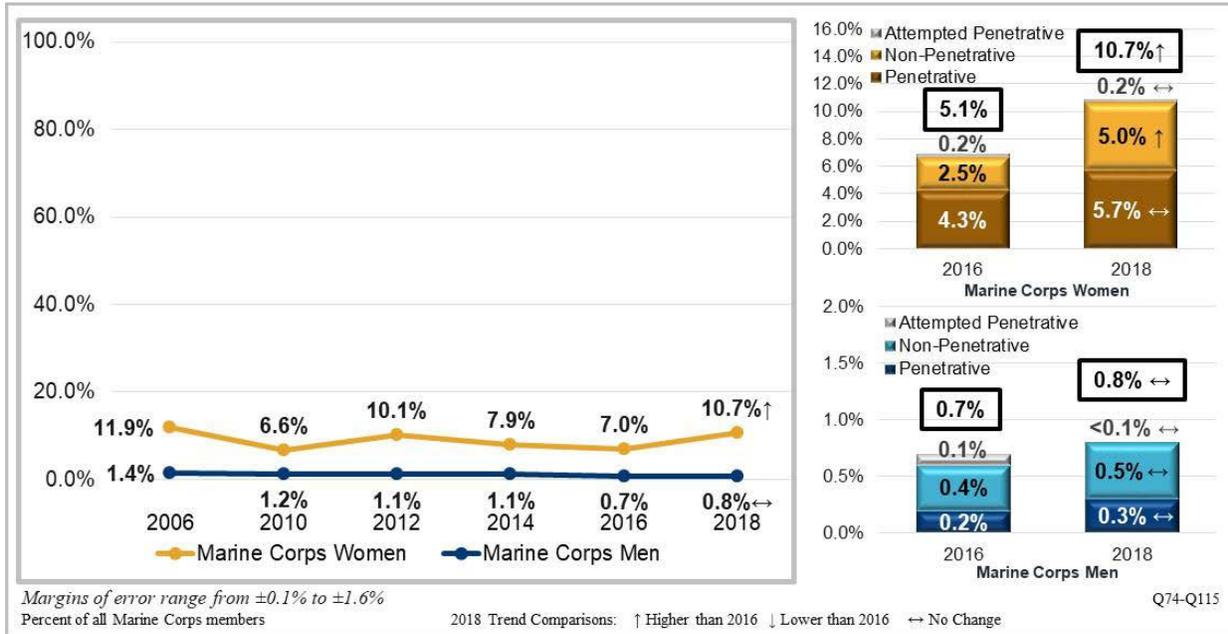
### ***Estimated Sexual Assault Past Year Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>47</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>47</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported

**Figure 110.**  
*Estimated Sexual Assault Past Year Prevalence Rates for Marine Corps*



- In 2018, 10.7% of Marine Corps women (an estimated 2,985 Marines) and 0.8% of Marine Corps men (an estimated 1,306 Marines) experienced a sexual assault in the past 12 months (Figure 110). This was a statistically significant increase, from an estimated 7.0% in 2016, for women. However, there was no significant change for men.
- The substantial increase in the overall prevalence of sexual assault for women Marines was driven by a significant increase in non-penetrative sexual assaults, from an estimated 2.5% in 2016 to 5.0% in 2018. The estimated rates for penetrative and attempted penetrative sexual assault remained unchanged from 2016.

### Reporting and Outcomes of Reporting Sexual Assault

- There were no significant changes in reporting rates between 2016 and 2018. In 2018, 30% of women Marines who experienced a sexual assault reported the assault to the military.
- Notably, there was a significant increase in Marine Corps women who indicated that the reason they reported the sexual assault was because someone encouraged them to do so (66%, up from 37% in 2016), to stop the alleged offender from hurting them again (54%, up from 20% in 2016), or because it was their civic/military duty to report (35%, up from 10%).

occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

- Compared to 2016, there was no change in the estimated rates of perceived retaliation. Among women who reported their sexual assault, 21% experienced a behavior in line with retaliation that also met the follow-up legal criteria.

**Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

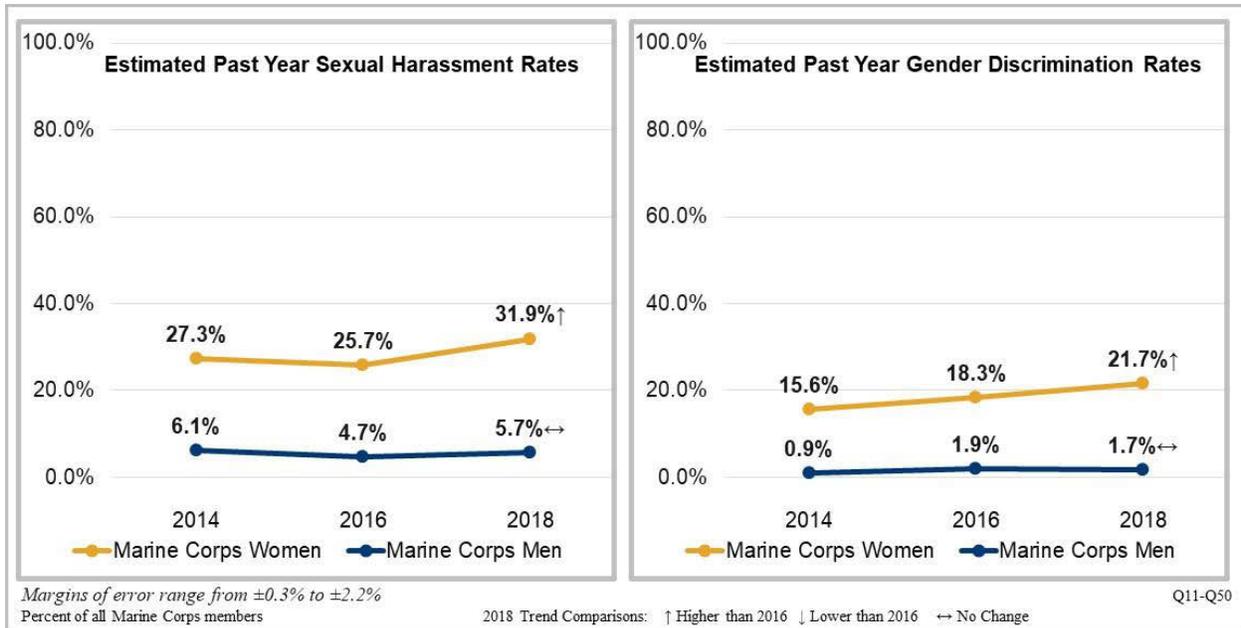
In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

- Compared to 2016, there was significant increase, from 8% to 11%, in the estimated rates of sexual assault prior to joining the military for Marine Corps women. There was no change in the rates for Marine Corps men.
- Compared to 2016, there was also a significant increase in the estimated rates of sexual assault since joining the military for Marine Corps women (from 16% to 23% in 2018) and men (from 1% to 2% in 2018).

**Estimated Sexual Harassment and Gender Discrimination Past Year Rates**

The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. Sexual harassment includes experiencing a sexually hostile work environment or sexual *quid pro quo* in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.

**Figure 111.**  
*Estimated Sexual Harassment and Gender Discrimination Past Year Rates for Marine Corps*



- In 2018, an estimated 31.9% of women Marines and 5.7% of men experienced sexual harassment (Figure 111). For women, this was a statistically significant increase from 2016 when the rate was 25.7%. There was no change from 2016 for men.
- In 2018, an estimated 21.7% of women Marines and 1.7% of men experienced gender discrimination. For women, this was a statistically significant increase from 2016 when the rate was 18.3%. Once again, there was no change from 2016 for men.

### ***Reporting and Outcomes of Reporting Sexual Harassment or Gender Discrimination***

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

- Among Marines who experienced sexual harassment, Marine Corps women (47%) were significantly more likely than men (23%) to report the violation to the military. Of those who reported the sexual harassment they experienced, 21% of women and 30% of men were satisfied with the complaint process overall.
- Among Marines who experienced gender discrimination, Marine Corps women (47%) were significantly more likely than men (33%) to report the violation to the military. Of those who reported the gender discrimination they experienced, 15% of women were satisfied with the complaint process overall.

### ***Workplace Culture and Unit Climate***

In 2018, Service members were asked several new questions regarding their typical alcohol use, bystander intervention, Service culture, and unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

#### ***Alcohol use.***

- Overall, 81% of women Marines and 69% of men indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.
- However, Marine Corps men were significantly more likely than women to drink excessively. Among men, just over one in ten (13%) reported having five or more drinks containing alcohol on a typical day when drinking compared to 5% of women.

#### ***Bystander intervention.***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

- Marine Corps women (53%) were more likely than men (27%) to witness at least one inappropriate behavior in the past year. The top behavior witnessed by both men and women was encountering someone who drank too much and needed help (22% for men, 36% for women). However, women were as likely to observe someone crossing the line with sexist comments or jokes (37%).
- Marines intervened at high rates to prevent a variety of potentially dangerous situations. However, men were less likely than women to intervene in response to someone making unwanted sexual advances (87% of men compared to 94% of women) or when they saw a situation they thought was a sexual assault or could have led to a sexual assault (86% of men compared to 96% of women).

#### ***Unit climate and workplace hostility.***

- Overall, assessments of the unit climate were positive. However, Marine Corps women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility as significantly higher, than did men.

#### ***Trust in the military system.***

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Marine Corps women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 57% of women compared to 79% of men agreed that the military system would protect their privacy. For women, this was a significant decrease in trust related to privacy, down from 62% in 2016.

## **Conclusion**

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made, substantial work remains to be done. Sexual assault and sexual harassment of women Marines is a

persistent challenge and will require greater attention and research focused on the root causes of these issues—a climate and culture in the Marine Corps that is worse for women than for men—in order to better guide future prevention and response.

## Introduction

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented sexual assault, sexual harassment, and gender discrimination programs and policies. These efforts specifically aim to prevent incidents of sexual assault, sexual harassment, or gender discrimination from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault and sexual harassment from the military.

This appendix presents findings from the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*) for the Army. The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations surveys of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The ability to estimate annual prevalence rates is a distinguishing feature of these surveys.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault and sexual harassment prevention and response programs. OPA produces prevalence rates for the DoD as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault and sexual harassment within their ranks. It provides the opportunity identify Service-specific areas in need of improvement and promising practices.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and GAO).<sup>48</sup>

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<sup>48</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

The 2018 WGRA was largely modeled off of the 2016 WGRA survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>49</sup>

The target population for the 2018 WGRA consisted of active duty members who were below flag rank and had been on active duty for at least four months.<sup>50</sup> Single-stage, nonproportional stratified random sampling procedures were used for the DoD Services. OPA sampled a total of 97,076 active duty Marine Corps Service members and data were collected between August 24 and November 5, 2018. Surveys were completed by 8,270 Marines, resulting in a weighted response rate of 11%.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning as base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process and full details regarding the 2018 WGRA survey methodology can be found in Chapter 1 of the *2018 WGRA Overview Report* and in the *2018 WGRA Statistical Methodology Report*.

The WGRA survey performs a surveillance function for the Department by providing reliable estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military over time. Unless stated otherwise, prevalence rates described throughout this report refer to the estimated number of Service members who experienced at least one unwanted behavior in the past year. To construct these rates, OPA utilizes approved sexual assault, sexual harassment, and gender discrimination metrics based on the behaviors and legal criteria outlined in the Uniform Code of Military Justice (UCMJ) and DoD policy. Further information regarding these metrics and construction of the prevalence rates is available in Chapter 1 of the *2018 WGRA Overview Report*.

Data are presented for Marine Corps women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g., men and women) and since the 2016 WGRA. We denote whether changes since 2016 were statistically significant. The term “statistical significance” refers to our confidence that the differences we

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<sup>49</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>50</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Marine Corps. The complete, by question, listing of the results of the 2018 WGRA are available in the *2018 WGRA Results and Trends*.

## Sexual Assault

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

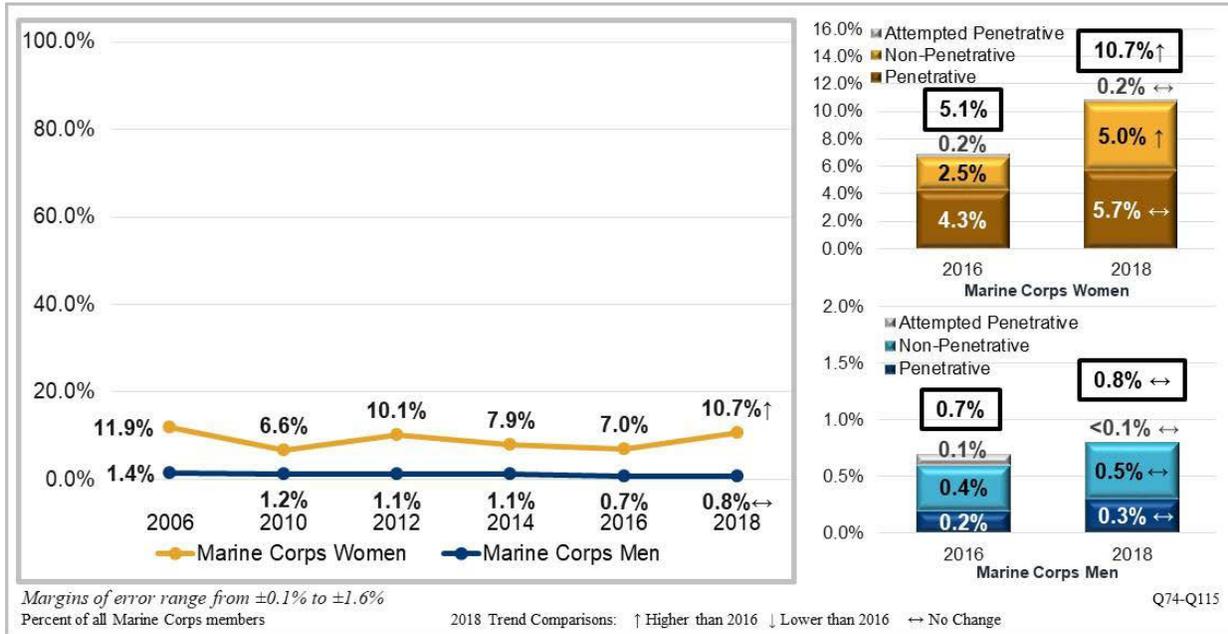
### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>51</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>51</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

**Figure 112.**  
*Estimated Sexual Assault Past Year Prevalence Rates for Marine Corps*



In 2018, 10.7% of Marine Corps women (an estimated 2,985 Marines) experienced a sexual assault in the prior 12 months (Figure 112). This was a statistically significant increase from 7.0% of women in 2016. This change was driven by a significant increase in estimated sexual assault rates for junior enlisted women (E1–E4) from 8.9% in 2016 to 14.2% in 2018.

Compared to 2016, an estimated 5.0% of women experienced non-penetrative sexual assaults in 2018 (a significant increase from 2.5%). Again, this change was driven by a significant increase for junior enlisted women with an estimated rate more than twice that seen in 2016 (from 3.1% to 6.7%). Penetrative and attempted penetrative sexual assault rates were statistically unchanged.

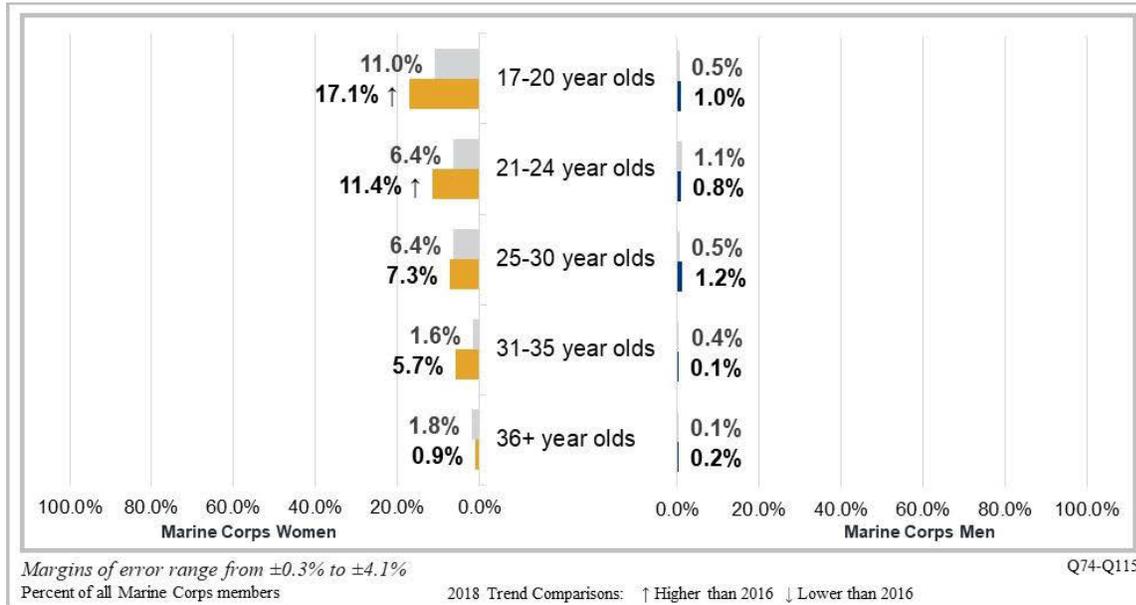
In 2018, 0.8% of Marine Corps men (an estimated 1,306 Marines) experienced a sexual assault in the prior 12 months. This rate was statistically unchanged from 2016. As with women, junior enlisted men (1.1%) were more likely than other men to experience sexual assault and, specifically, more likely to experience a penetrative sexual assault (0.5%).

Notably, nearly three-quarters of women (72%) and men (72%) who experienced sexual assault in the prior 12 months experienced more than one unwanted event.

We frequently examine sexual assault in terms of the prevalence among men and women Service members. This is because we know that women, as a group, are more at risk for these unwanted gender-related behaviors. However, research also suggests that there are several other factors associated with a risk of sexual assault including age, education level, relationship status, and prior sexual assault (Street et al., 2016; Suris & Lind, 2008; Krebs et al., 2009). When these characteristics intersect with gender, the risk can be even greater. Along these lines, a closer

examination by age reveals that compared to 2016 women Marines between the ages of 17–20 (up from an estimated 11.0% to 17.1%) or 21–24 (up from an estimated 6.4% to 11.4%) were significantly more likely to experience sexual assault in 2018.

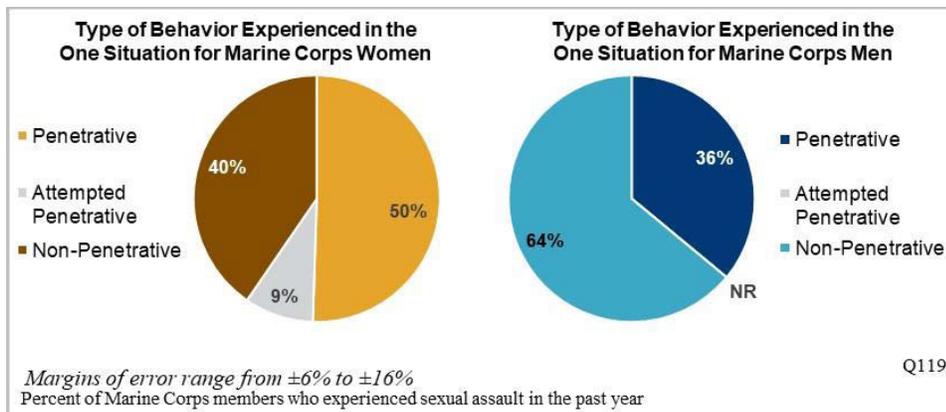
**Figure 113.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Age for Marine Corps*



### One Situation of Sexual Assault with the Biggest Effect

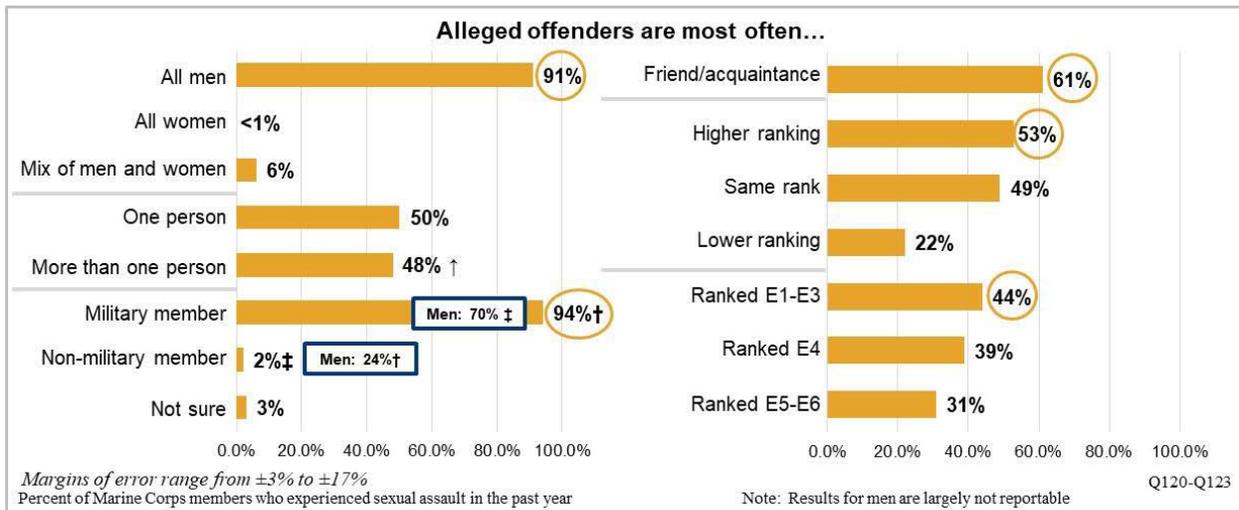
Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault that was the worst, or most serious, to them.

**Figure 114.**  
*Type of Behavior Experienced in the Sexual Assault One Situation for Marine Corps*



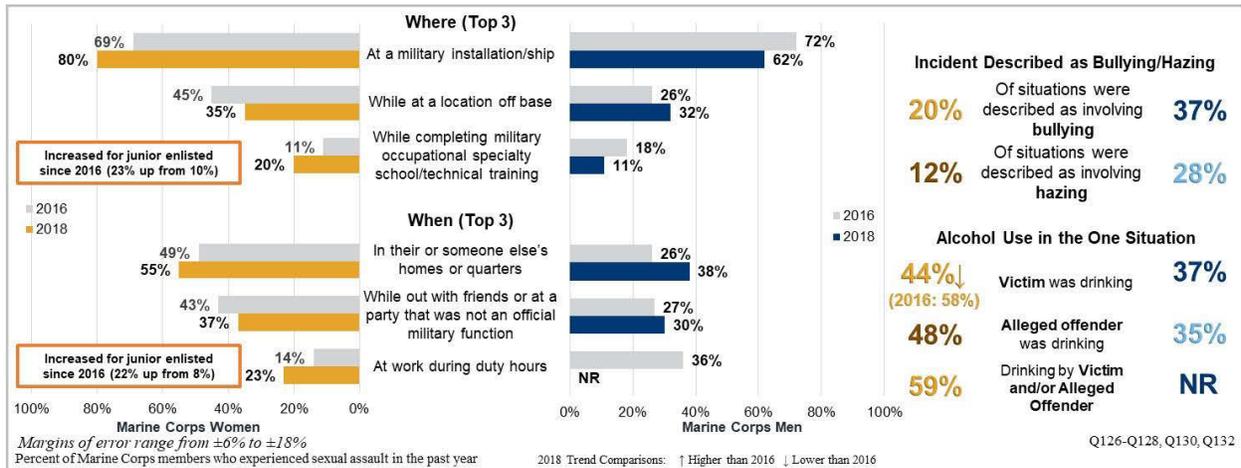
For Marine Corps women, the worst situations were primarily characterized as either penetrative or non-penetrative sexual assaults (50% and 40% respectively; Figure 114). In 2018, 48% of Marine Corps women who experienced sexual assault identified that “the one situation” involved more than one alleged offender (a significant increase from 33% in 2016), nearly all of whom were military members (94%) and nearly all of whom were men (91%; Figure 115). These alleged offenders were most frequently at or below the rank of E6 and they were usually the same (49%) or a higher rank (53%) than the victim they assaulted. Almost two-thirds of women (61%) indicated that the alleged offender was a friend or acquaintance. The vast majority of incidents (80%) occurred on a military installation/ship and, compared to 2016, women were less likely to have drunk alcohol before the sexual assault occurred (44%, down from 58%; Figure 116).

**Figure 115.**  
*Reported Demographics of the Alleged Offenders in the Sexual Assault One Situation for Marine Corps*



An examination by paygrade offers some additional important insights. For “the one situation,” there was a significant increase in junior enlisted women identifying a military installation/ship (from 69% in 2016 to 85% in 2018) or a military occupational specialty school (from 10% in 2016 to 23% in 2018) as the location of the assault. Junior enlisted women (22%) were also significantly more likely to indicate that “the one situation” occurred when they were at work or during duty hours (up from 8% in 2016).

**Figure 116.**  
*Location and Context of the Sexual Assault One Situation for Marine Corps*



Men were more likely than women to identify a non-penetrative sexual assault (64%) in their one worst situation and 36% of men identified a penetrative sexual assault (Figure 114). Compared to women victims, alleged offenders for incidents involving men were substantially more likely to be civilians (24% for men compared to 2% for women).

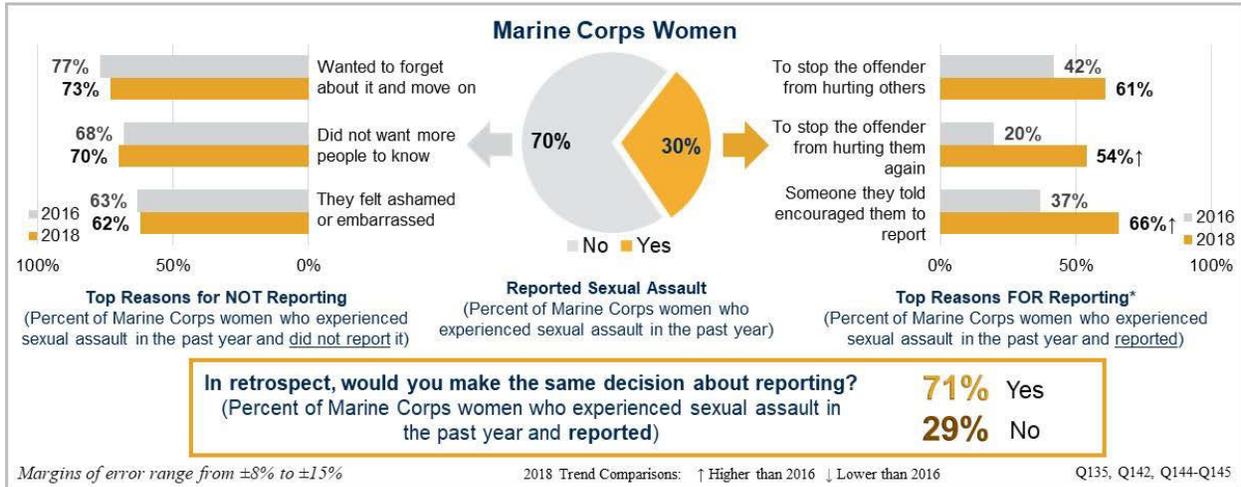
Finally, with no statistical change from 2016, hazing and bullying continued to play a role in incidents of sexual assault. With regards to the “one situation” of sexual assault that had the biggest effect, 12% of women and 28% of men considered the situation hazing whereas 20% of women and 37% of men considered the situation to be bullying.

### Reporting Sexual Assault

There are a number of factors that are likely to influence a Service members decisions to report a sexual assault to military authorities, including their own prior experiences with reporting, observations about how others who report their experiences are treated, and assumptions or expectations about how they will be treated by their peers and leadership. There were no significant changes in reporting rates between 2016 and 2018. In 2018, 30% of women Marines who experienced a sexual assault reported the assault to the military (Figure 117). Among Marines who experienced a sexual assault and reported the crime, nearly three-quarters (71%) of women indicated that in retrospect they would make the same decision to report again, while 29% indicated they would not report.

Notably, there was a significant increase in Marine Corps women who indicated that the reason they reported the sexual assault was because someone encouraged them to do so (66%, up from 37% in 2016), to stop the alleged offender from hurting them again (54%, up from 20% in 2016), or because it was their civic/military duty to report (35%, up from 10%).

**Figure 117.**  
**Reporting Sexual Assault for Marine Corps Women**

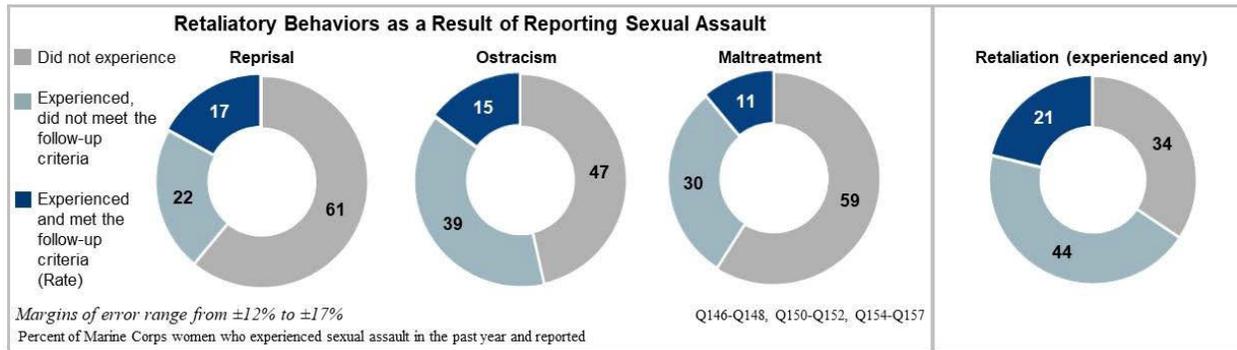


The top reasons that women Marines provided for not reporting a sexual assault to the military remained unchanged from 2016. The vast majority of women (73% and 70% respectively) wanted to forget about the incident and move on or did not want people to know. However, there were some significant and substantive changes from 2016 to other reasons women provided for not reporting the assault. First, nearly half of women Marines did not think that anything would be done (a significant increase from 29% in 2016 to 47%). Second, women thought that they might get in trouble for reporting a sexual assault and/or labeled a troublemaker (a significant increase from 23% in 2016 to 40%).

### Outcomes of Reporting Sexual Assault

At the core of Service members’ sense of fear regarding how their peers or leadership would respond to learning about the assault were concerns about the potential for retaliation. Measures of professional reprisal, ostracism, and other negative outcomes are used to capture outcomes experienced *as a result of reporting* a sexual assault. To construct this measure, Service members who experienced and reported a sexual assault were asked to consider how their leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction). None of these measures were reportable for Marine Corps men.

**Figure 118.**  
***Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Marine Corps Women***



### ***Professional Reprisal***

Professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. The estimated rate of professional reprisal was statistically unchanged from 2016. As shown in Figure 118, among Marine Corps women who experienced and reported sexual assault, 39% perceived experiencing behaviors in line with professional reprisal. This includes 22% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 17% who experienced behaviors and met the follow-up legal criteria.

### ***Ostracism***

Ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 118, among Marine Corps women who experienced and reported sexual assault, 53% perceived experiencing behaviors in line with ostracism. This includes 39% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 15% of women who experienced behaviors and met the follow-up legal criteria. This rate was statistically unchanged from 2016.

### ***Maltreatment***

Maltreatment refer to a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2018, 41% of Marine Corps women who experienced and reported sexual assault perceived experiencing maltreatment as a result (Figure 118). This includes 30% of women who perceived experiencing behaviors but did not meet the follow-up legal criteria and 11% of

women who experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016.

**Retaliation**

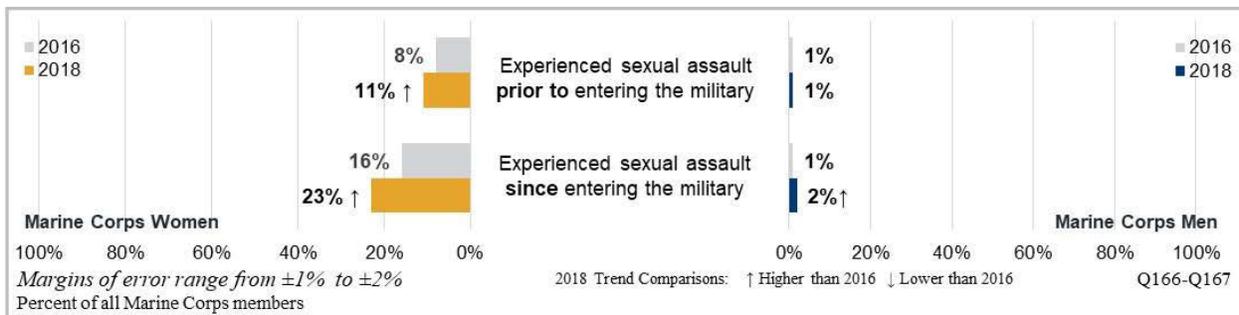
Combining each of the negative outcomes of reporting sexual assault—professional reprisal, ostracism, and maltreatment—produces a measure of retaliation. Compared to 2016, there was no change in the estimated rate of retaliation. Among women who reported their sexual assault, 66% perceived experiencing a behavior in line with retaliation, including 44% who perceived experiencing a behavior but did not meet legal follow-up criteria and 21% who experienced a behavior that also met legal follow-up criteria (the estimated rate of retaliation; Figure 118).

**Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

Compared to 2016, there was significant increase, from 8% to 11%, in the estimated rates of sexual assault prior to joining the military for Marine Corps women (Figure 119). These rates were highest among junior officer women (18%) compared to other women Marines. There was no statistical change in the rates of sexual assault prior to joining the military for Marine Corps men overall (1%). However, the estimated rates did significantly increase, from 1% in 2016 to 2% in 2018, for junior officer men specifically.

**Figure 119.**  
*Estimated Sexual Assault Prevalence Rates Prior to or After Joining the Military for Marine Corps*



In 2018, there was also a significant increase in the estimated rates of sexual assault since joining the military for Marine Corps women (from 16% in 2016 to 23%) and men (from 1% in 2016 to 2%). For women, these changes were driven by significant increases among all of the paygrades with the exception of the most senior officers (O4–O6). For men, the change was driven by a significant increase in estimated rates of sexual assault since joining the military for only the most senior officer men (from 1% in 2016 to 4% in 2018).

## Sexual Harassment and Gender Discrimination

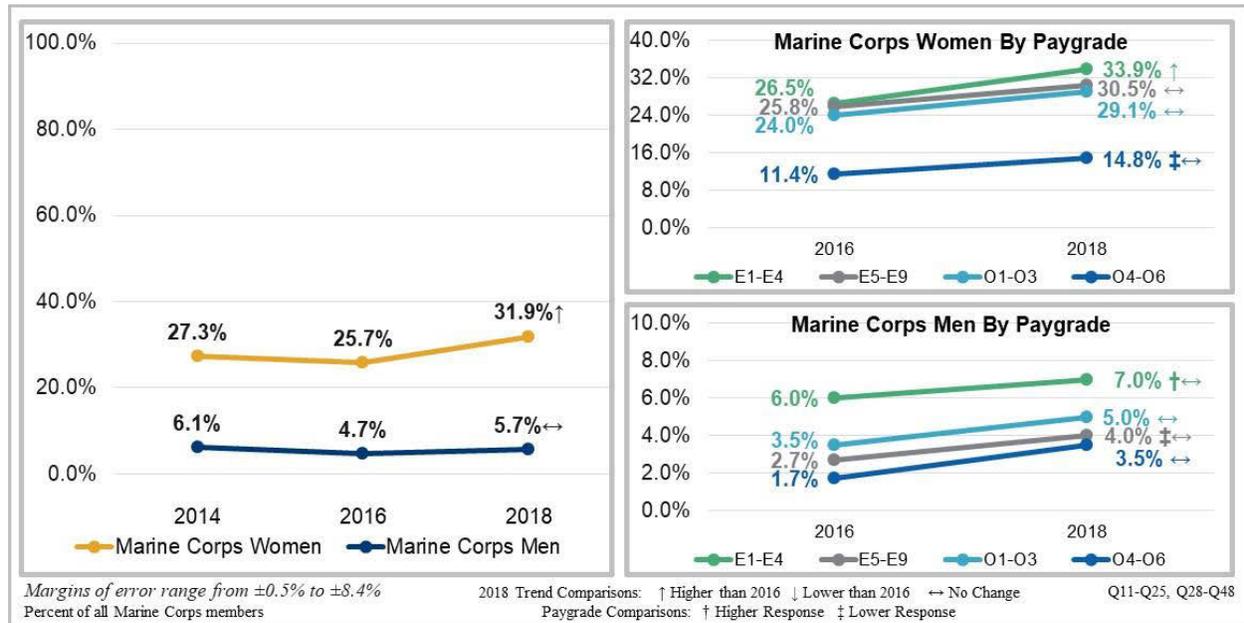
The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. These military equal opportunity (MEO) violations characterize a number of sex-based behaviors specified by DoDD 1350.2. The following sections summarize experiences of sexual harassment and/or gender discrimination in the prior 12 months including rates for each type of violation, a description of the worst situation, and experiences with filing a complaint.

### Estimated Sexual Harassment Past Year Rate

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

**Figure 120.**

*Estimated Sexual Harassment Past Year Rates for Marine Corps*



In 2018, an estimated 31.9% of women Marines experienced sexual harassment (Figure 120). This reflects a statistically significant increase from 2016 when the rate was 25.7%. A significant increase in sexual harassment of junior enlisted women (33.9%, up from 26.5%) drove the increase in sexual harassment for Marine Corps women.

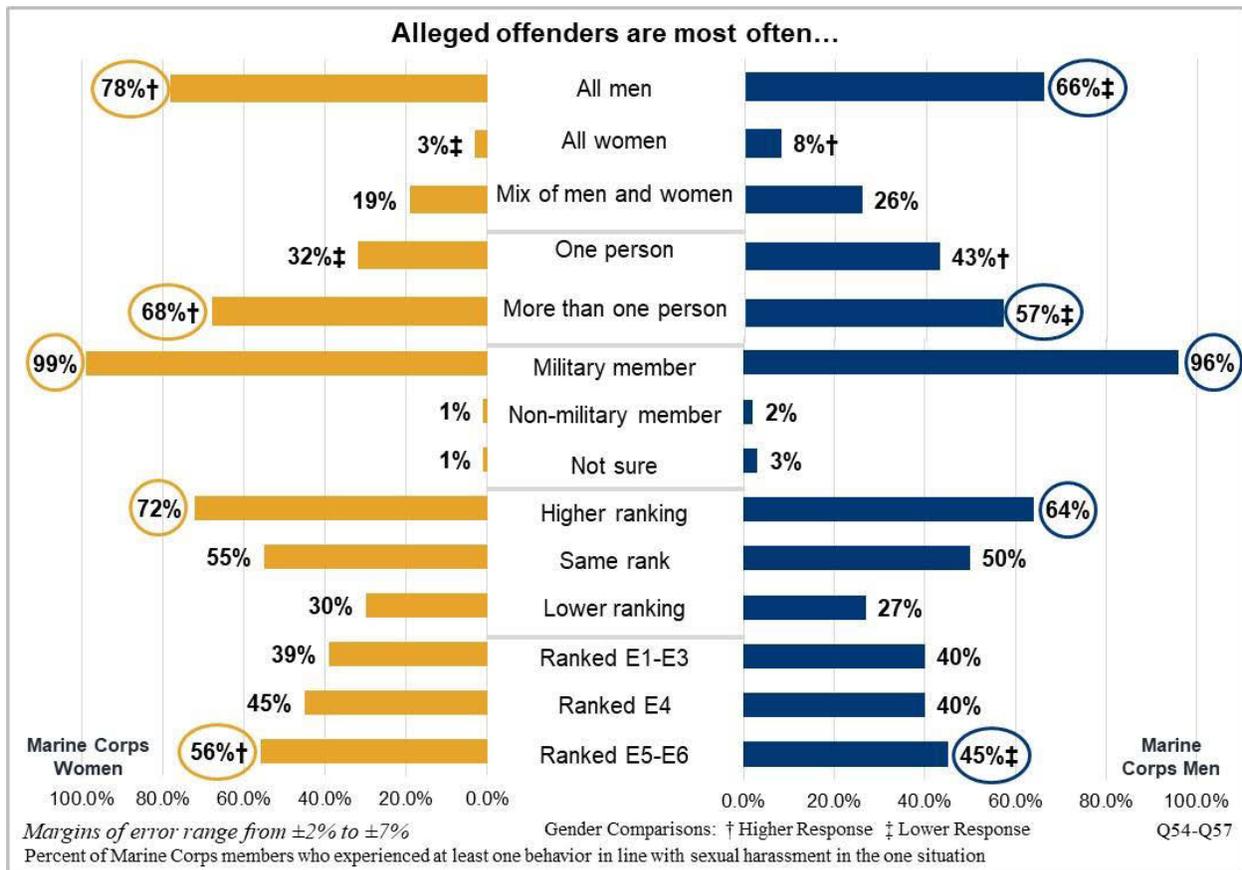
In 2018, an estimated 5.7% of men experienced sexual harassment. Although there was no change from 2016 for men, junior enlisted men (7.0%) were more likely than other men to experience sexual harassment in 2018.

### ***One Situation of Sexual Harassment with the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them. More than one-quarter of women (27%) and nearly two-thirds (62%) of men identified a sexual harassment experience as the worst situation. The characteristics of these situations often differed for men and women Marines.

Overall, 74% of women and 78% of men who experienced sexual harassment or gender discrimination identified an incident involving sexual harassment behaviors as the worst situation. Women most commonly endorsed being repeatedly told sexual jokes (41%) and repeated attempts to establish an unwanted romantic or sexual relationship (40%) as the behaviors they experienced in the worst situation of sexual harassment. Among men, the top behaviors involved repeated suggestions that they did not act like someone of their gender was supposed to (35%) and being repeatedly told sexual jokes (32%). Notably, the majority of Marines who experienced behaviors consistent with sexual harassment experienced the behaviors more than one time (83% of women and 70% of men).

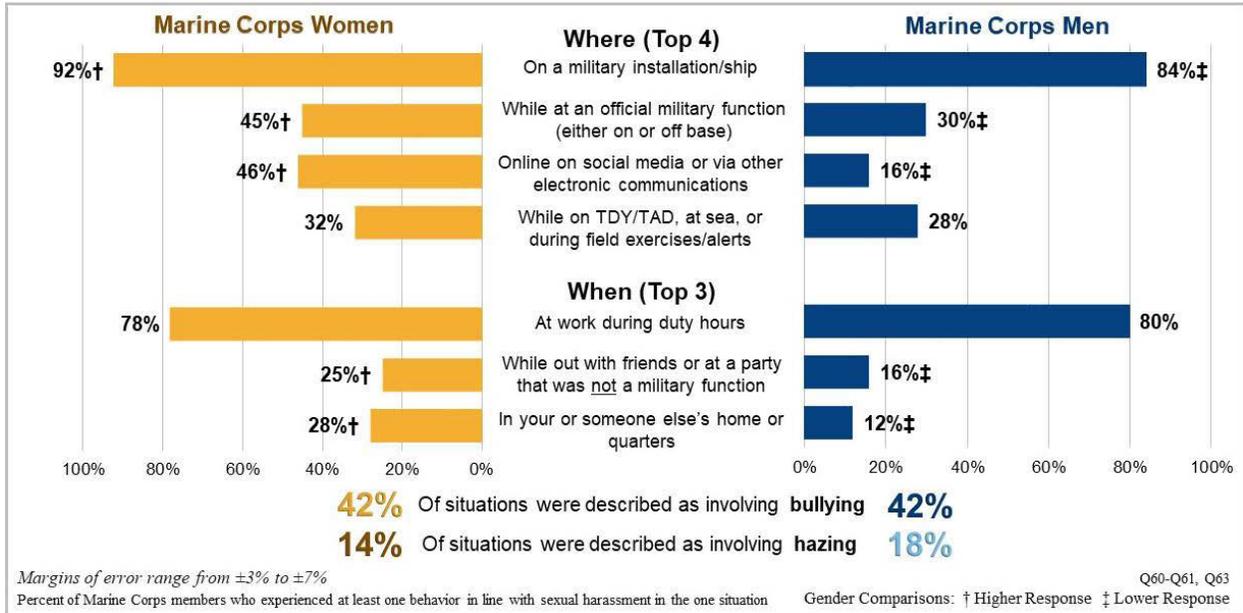
**Figure 121.**  
**Reported Demographics of the Alleged Offenders in the Sexual Harassment One Situation for Marine Corps**



Among women who experienced sexual harassment, more than two-thirds (68%) involved more than one person (Figure 121). The alleged offenders were primarily all men (78%), all military members (99%), and most often in the paygrade of E5–E6 (56%). Alleged offenders were primarily the same rank (55%) or higher ranking (72%) than the woman they. For incidents of sexual harassment involving male victims, more than half (57%) involved more than one person. These alleged offenders were less likely to be all men (66%) and more likely to include a mix of men and women (26%, compared to 19% for female victims). In most cases, the alleged offenders were military members (96%) who were most often in the paygrade of E5–E6 (45%).

The vast majority of sexual harassment incidents for women (92%) and men (84%) occurred on a military installation or ship (Figure 122). However, for a sizable minority of women, the incidents occurred on social media/via other electronic communications (46% and significantly more than the 16% of men) or while at a military function either on or off base (45% and significantly more than the 30% of men). As might be expected given the type of offense, a majority of incidents for both women (78%) and men (80%) occurred at work during duty hours, but women (28%) were significantly more likely than men (12%) to also indicate that the behaviors occurred while in their own or someone else’s home or quarters.

**Figure 122.**  
*Location and Context of the Sexual Harassment One Situation for Marine Corps*

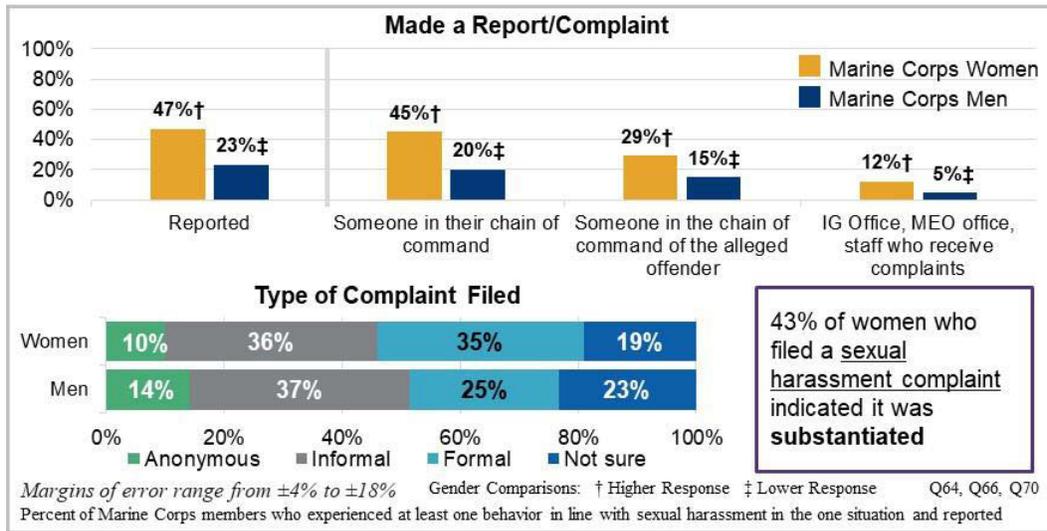


Notably, just over one out of ten women (14%) and nearly one-fifth of men (18%) described the situation as hazing. However, nearly half (42%) of men and women (42%) described the sexual harassment behaviors as bullying.

**Filing a Report/Complaint of Sexual Harassment**

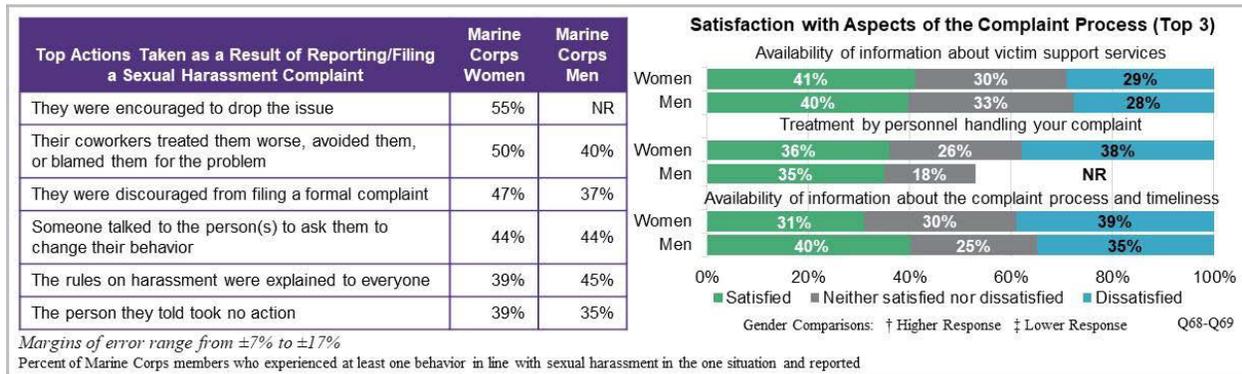
Service members have multiple options for filing a complaint related to a sex-based MEO violation including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive sexual harassment complaints.

**Figure 123.**  
*Filing a Report/Complaint of Sexual Harassment for Marine Corps*



In 2018, significantly more women (47%) than men (23%) reported the sexual harassment they experienced to military authorities (Figure 123). Of those who did report, less than one-quarter of women (21%) and roughly one-third of men (30%) expressed satisfaction with the overall complaint process (Figure 124).

**Figure 124.**  
*Response to Filing a Report/Complaint of Sexual Harassment for Marine Corps*



Among the women Marines who experienced sexual harassment and reported it to the military, the most frequent action in response was that they were encouraged to drop the issue (55%) followed closely by coworkers treating them worse, avoiding them, or blaming them for the problem (50%; Figure 124). Among the reasons that Marines provided for not reporting the behaviors they experienced, one of the most frequent for both women and men was because they wanted to forget about it and move on (52% of women and 41% of men). Women also often chose not to report because they did not want people to know (44%). The most frequent

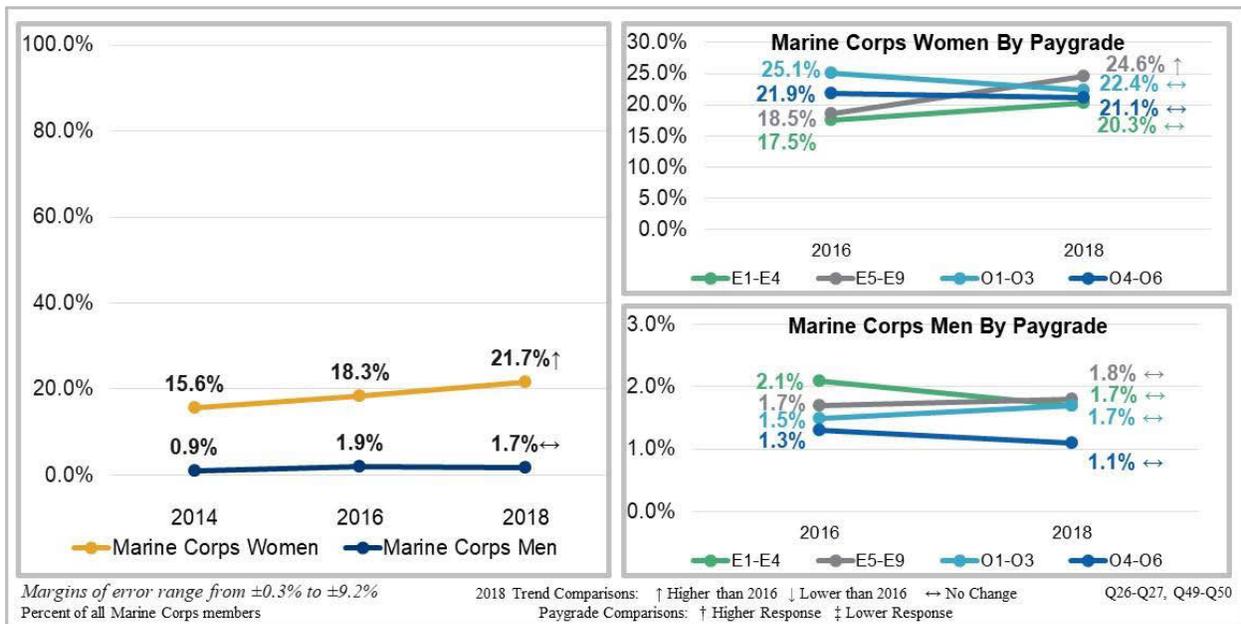
response from men regarding why they did not report the sexual harassment they experienced was because they thought it was not serious enough to report (45%).

### Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet DoD legal criteria for gender discrimination as detailed in Chapter 1 of the 2018 WGRA report.

**Figure 125.**

*Estimated Gender Discrimination Past Year Rates for Marine Corps*



In 2018, an estimated 21.7% of women Marines and 1.7% of men experienced gender discrimination (Figure 125). For women, this was a statistically significant increase from 2016 when the rate was 18.3%. The change in estimated gender discrimination prevalence rates was driven by an increase, from 18.5% to 24.6%, for senior enlisted women.

There was no change in gender discrimination rates for men.

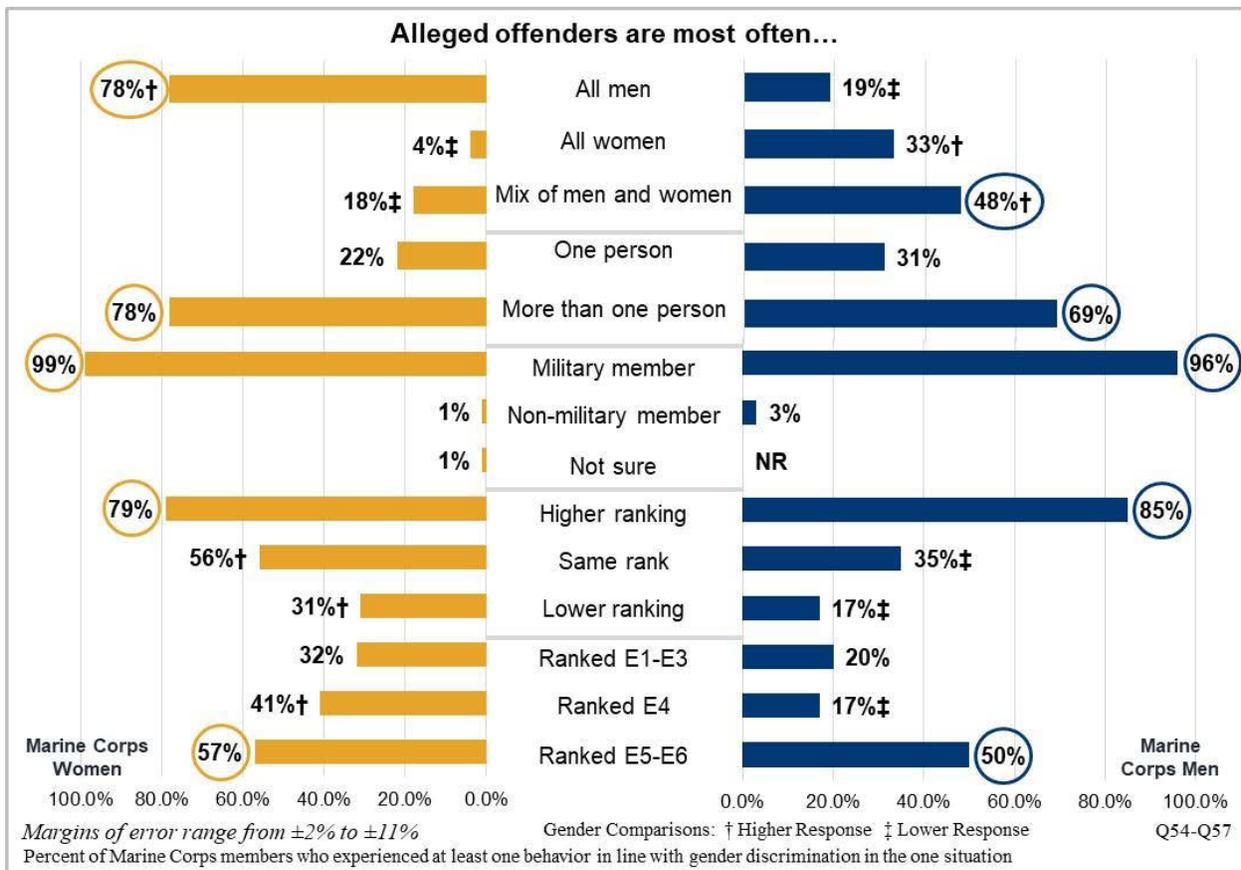
### One Situation of Gender Discrimination with the Biggest Effect

As with sexual harassment, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them. Overall, 71% of women and 27% of men who experienced sexual harassment or gender discrimination identified an incident involving gender discrimination behaviors as the worst situation. Again, the characteristics of these incidents often differed for men and women Marines.

The specific behaviors that men and women experienced in their worst situation of gender discrimination were different and most notably so for women. A majority of women (84%) and men (85%) indicated that they were mistreated, ignored, or insulted because of their gender. However, women (76%) were significantly more likely than men (41%) to also describe the behavior they experienced in “the one situation” as being told they were not as good at their particular job or should be prevented from having that job.

The overwhelming majority of alleged offenders for both men (96%) and women (99%) were all military members (Figure 126). However, the gender of the alleged offenders varied for men and women. For the majority of women (78%), the individuals involved in “the one situation” of gender discrimination were all men. However, this was significantly less likely to be the case for the men who experienced gender discrimination of whom only 19% indicated that the persons involved were all men. Instead, men were more likely to identify that the alleged offenders were all women (33%, compared to 4% of female Marines) or a mix of men and women (48%, compared to 18% of female Marines).

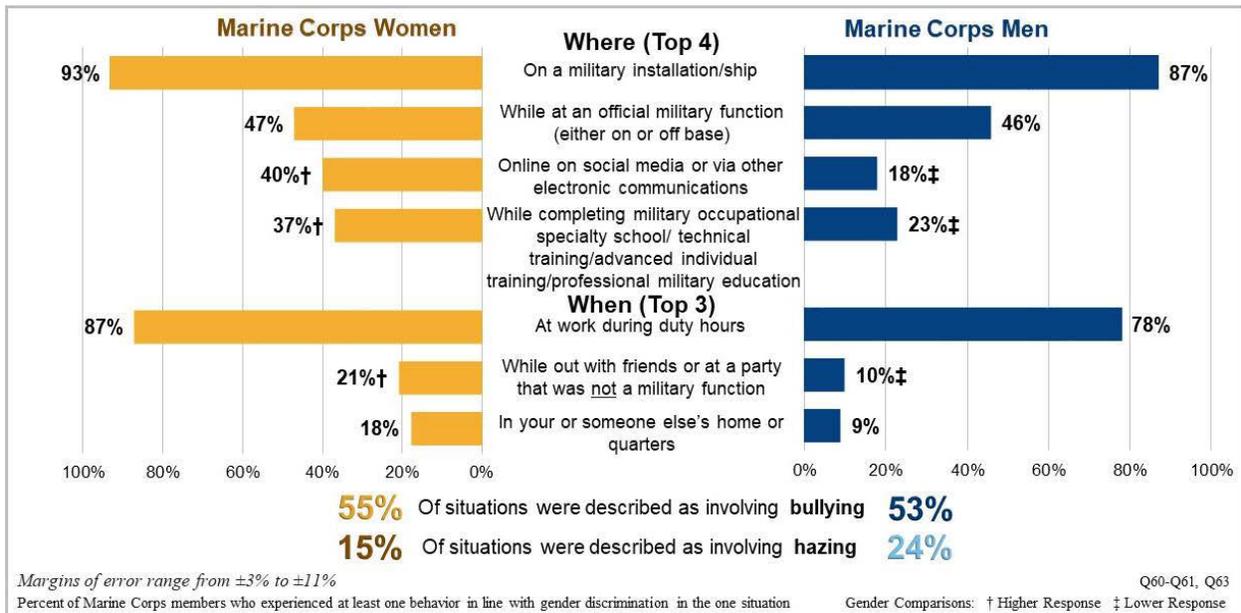
**Figure 126.**  
*Reported Demographics of the Alleged Offenders in the Gender Discrimination One Situation for Marine Corps*



In contrast to sexual harassment, the rank of the alleged offenders in situations involving gender discrimination included more senior Service members. More than half of women (57%) and half of men (50%) responded that their alleged offender was in the paygrades of E5–E6 but 38% of women and 51% of men identified their alleged offenders as being in the paygrades of E7-E9. Accordingly, a substantial number of both women (79%) and men (85%) had an alleged offender that was higher ranking than them.

The vast majority of gender discrimination experiences occurred on military installations or ships (for 93% of women and 87% of men; Figure 127). However, a substantial portion of Marines also noted that the behaviors occurred while at an official military function either on or off base (47% of women, 46% of men) or online on social media (40% of women, 18% of men). Notably, the behaviors described in “the one situation” rarely occurred on a single occasion. Instead, for the majority women (83%) and men (83%), the behaviors occurred multiple times.

**Figure 127.**  
*Location and Context of the Gender Discrimination One Situation for Marine Corps*

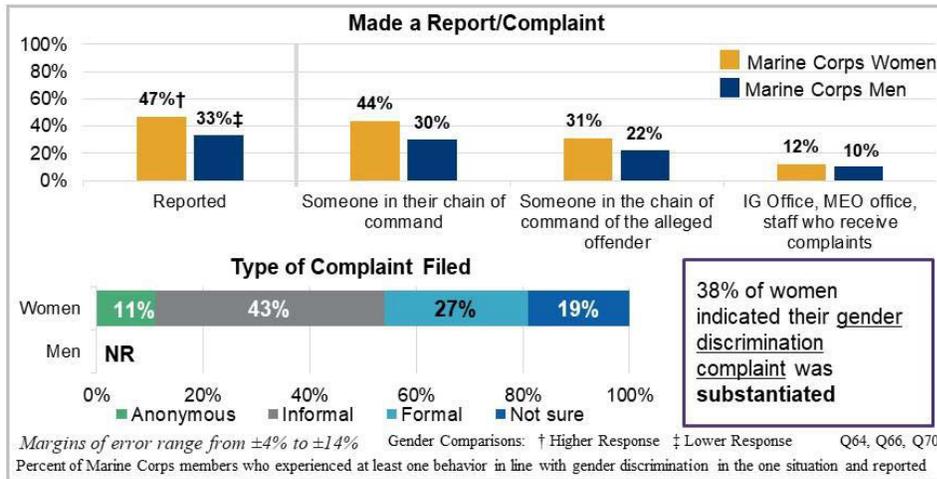


Similar to sexual harassment, 15% of women and roughly one-quarter of men (24%) described the behaviors that occurred in “the one situation” as hazing. However, more than half of women (55%) and men (53%) characterized the behaviors as bullying.

### Filing a Report/Complaint of Gender Discrimination

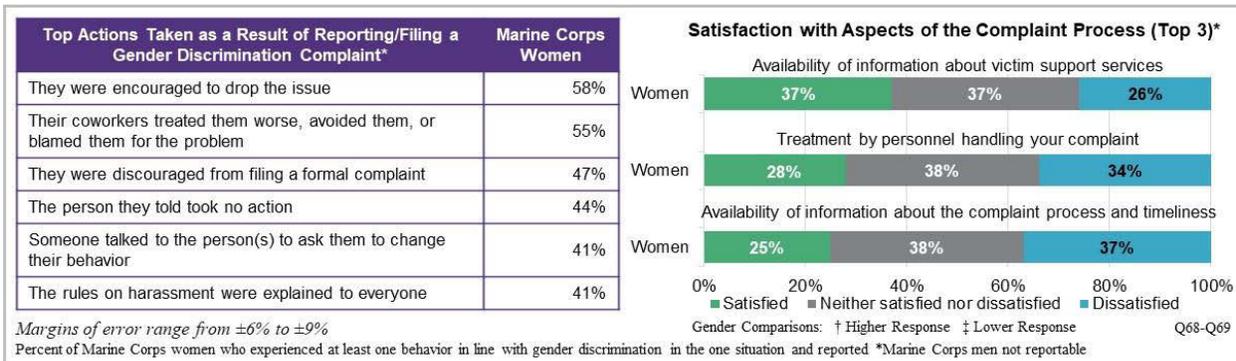
As with sexual harassment, Service members have multiple options for filing a complaint related to gender discrimination including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints.

**Figure 128.**  
*Filing a Report/Complaint of Gender Discrimination for Marine Corps*



Among Marines who experienced gender discrimination in “the one situation,” Marine Corps women (47%) were significantly more likely than men (33%) to report the experience to a military authority (Figure 128). However, only 15% of women expressed satisfaction with the overall complaint process (Figure 129).

**Figure 129.**  
*Response to Filing a Report/Complaint of Gender Discrimination for Marine Corps Women*



The top reason provided for not reporting the violation they experienced in “the one situation” to a military authority was the same for men and women. Most Marines did not believe that anything would be done (55% of women and 63% of men). For men, two other prominent reasons for not reporting was because they did not trust that the process would be fair (58%) or because they were worried about negative consequences from a military supervisor or their chain of command (45%). Meanwhile a substantial portion of women also chose not to report the behaviors they experienced because they were worried about negative consequences from their military coworkers or peers (54%) or because they did not want people to see them as weak (50%).

## Workplace Culture and Unit Climate

This final section summarizes member perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. This section also covers member trust in the military system.

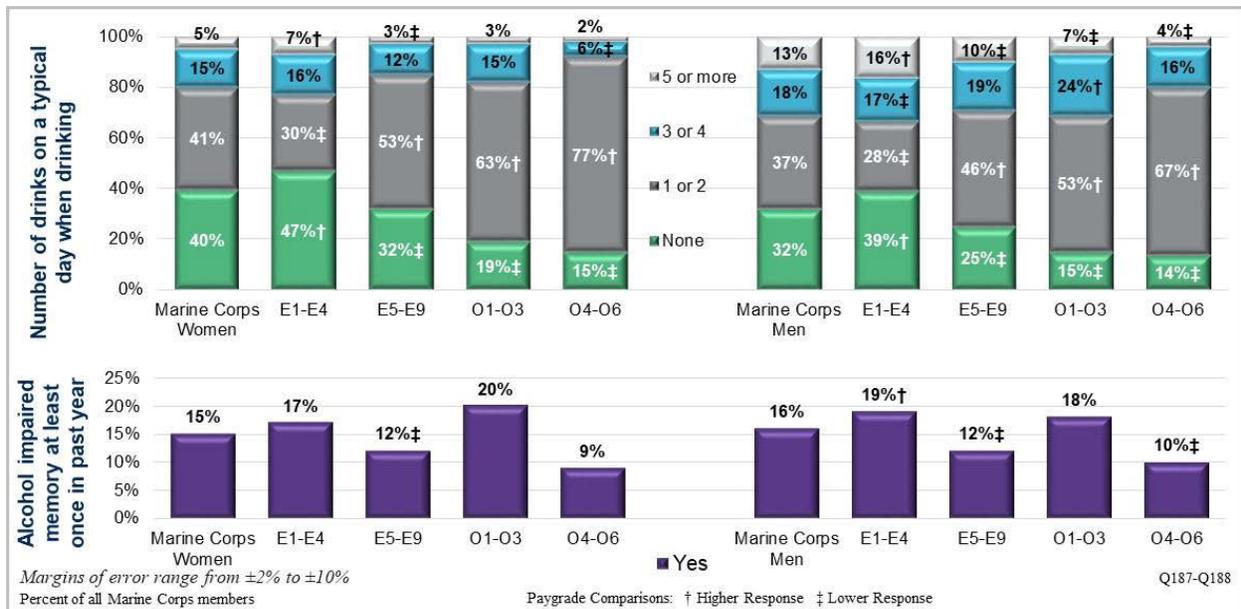
In 2018, Service members were asked several new questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### Alcohol Use

The majority of Marines, 81% of women and 69% of men, indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.

However, Marine Corps men were significantly more likely than women to drink excessively. Among men, just over one in ten (13%) reported having five or more drinks containing alcohol on a typical day when drinking compared to 5% of women (Figure 130). Junior enlisted Marines reported the highest rates of excessive drinking. For junior enlisted women, 7% indicated drinking five more drinks on a typical day. Meanwhile, 16% of junior enlisted men indicated the same. Junior enlisted men (19%) were also more likely than other men to experience memory impairment one or more times in the prior year after consuming alcohol.

**Figure 130.**  
*Alcohol Use Among Marines*



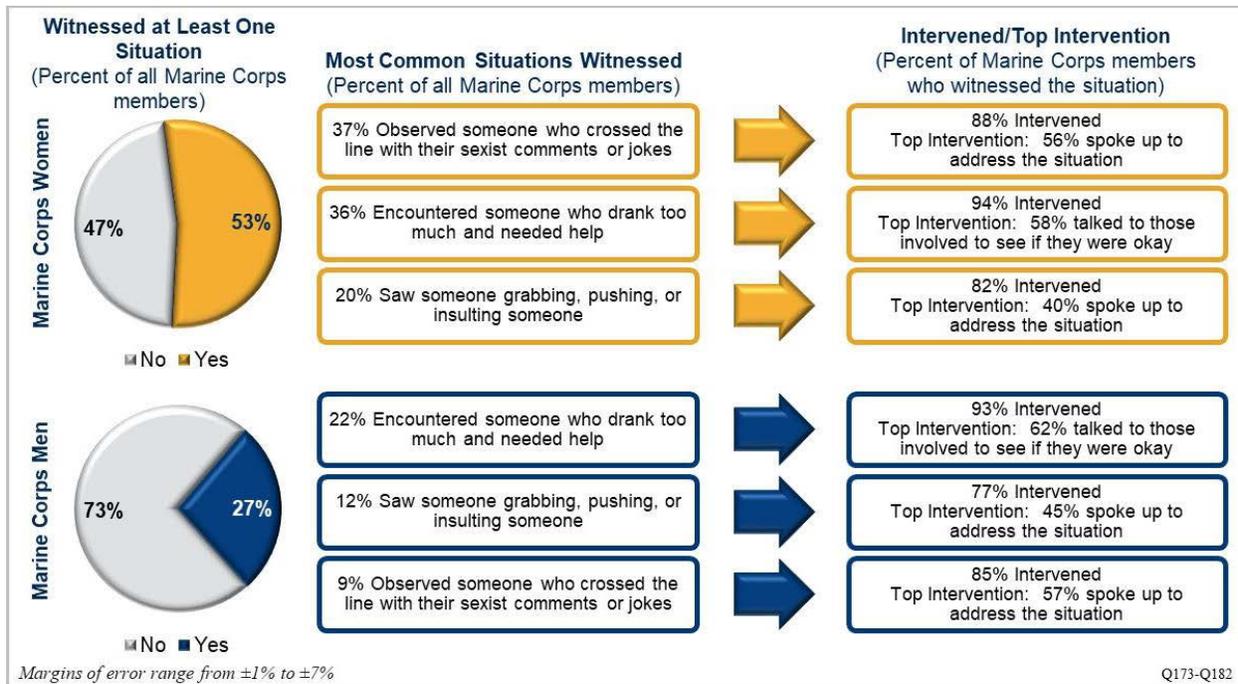
Finally, both Marine Corps men and women indicated that sexual assault training in 2018 was less likely to teach that alcohol consumption may increase the likelihood of sexual assault (a significant decrease from 94% to 86% for women and from 94% to 92% for men).

### Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

Marine Corps women (53%) were more likely than men (27%) to witness at least one inappropriate behavior in the past year (Figure 131). The top behavior witnessed by both men and women was encountering someone who drank too much and needed help (22% for men, 36% for women). However, the same proportion of women observed someone crossing the line with sexist comments or jokes (37%) with junior officer women being the most likely to observe these behaviors (53%).

**Figure 131.**  
*Bystander Intervention for Marine Corps*



In general, Marines intervened at high rates to prevent a variety of potentially dangerous situations. However, men were less likely than women to intervene in response to someone making unwanted sexual advances (87% of men compared to 94% of women) or when they saw a situation they thought was a sexual assault or could have led to a sexual assault (86% of men compared to 96% of women).

## Unit Climate and Workplace Hostility

Social support is consistently cited as amongst the most important factors related to an individual's ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can be from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance.

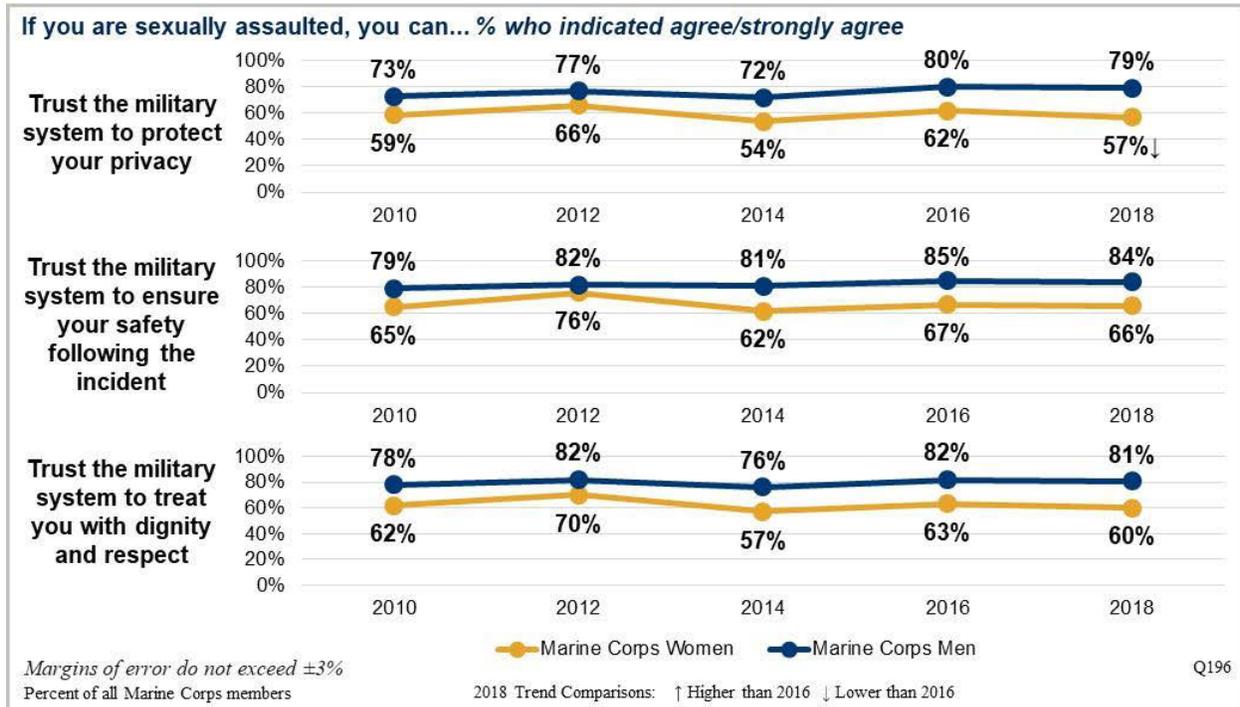
In 2018, Service members were asked to assess their unit's climate, in general and with regards to sexual assault, and their workplace culture. Marine Corps women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility, as significantly higher than did men. However, with regards to expectations regarding how their leadership would respond to reporting unwanted gender related behavior, there was notable improvement. Both Marine Corps women (34%, up from 25%) and men (42%, up from 30%) were more likely in 2018 to believe that reporting that they were sexually harassed would not cause their chain of command to treat them differently. This perception was strongest among men and evident across all ranks. Marines were also more likely in 2018 to believe that their chain of command would not treat them differently for reporting that someone else was sexually harassed. This was the case for 42% of women (a significant increase from 35%) and 48% of men (a significant increase from 36%).

These changes in perceptions of leadership response are particularly noteworthy among men who have, in past years, been among the most reluctant to report or file a complaint regarding their experiences with unwanted gender-related behavior. Believing that they will have the support of their leadership may motivate more reporting in the future.

**Trust in the military system** Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to the maintenance of good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

Overall, Marine Corps women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted (Figure 132). Notably, 57% of women compared to 79% of men agreed that the military system would protect their privacy. For women, this was a significant decrease in trust related to privacy, down from 62% in 2016.

**Figure 132.**  
*Trust in the Military System for Marine Corps*



## Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating sexual assault and other unwanted gender-related behaviors from its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The results of the *2018 WGRA* suggest that, although some progress has been made in regards to sexual assault rates, substantial work remains to be done. Sexual assault of women Marines is a persistent challenge. In 2018, one out of ten Marine Corps women (an estimated 2,985 Marines) experienced a sexual assault in the prior 12 months. Though some groups of women are at higher risk than others, particularly young and junior enlisted women, the results of the *2018 WGRA* suggest that no population of women in the military is immune from this problem.

Substantial attention to the issue of under-reporting of unwanted gender-related behaviors has led to some improvement in this area. For example, both Marine Corps women and men were more likely in 2018 to believe that reporting that they, or someone else, were sexually harassed would not cause their chain of command to treat them differently. However, among those who experienced and reported sexual harassment or gender discrimination, satisfaction with the actual

complaint process was low and there were no significant changes from 2016 in the estimated reporting rates for sexual assault. This stagnation in reporting of sexual assault may be a result of several factors, but future research should examine whether, and to what extent, the retaliation that Marines continue to face as a consequence of reporting sexual assault and their experiences with reporting sexual harassment or gender discrimination, factors into future reporting decisions.

Finally, the data suggest that the climate in the Marine Corps is worse for women than for men. This has not improved in recent years and, in some cases, has worsened. In 2018, Marine Corps women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility, as significantly higher than did men. Coupled with a substantially lower level of trust in the military system, and specifically trust that the military would protect their privacy if they were sexually assaulted, it is evident that continued leader emphasis and attention to these issues is necessary.

# Appendix E. Coast Guard Overview Report

DATA  
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SOLUTIONS  
FOR  
DECISION  
MAKERS





## Coast Guard Overview Report

### Executive Summary

This appendix presents findings from the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)* for the Coast Guard compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experience behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault, sexual harassment, and gender discrimination prevention and response programs. OPA produces prevalence rates for the Department of Defense (DoD) as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. It provides the opportunity to identify Service-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results from the Coast Guard overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Coast Guard. The complete, by question, listing of the results of the *2018 WGRA* are available in the *2018 WGRA Results and Trends*.

Results of the *2018 WGRA* are presented for both men and women. However, in many cases, data are not reportable for Coast Guard men due to low reliability. In this case, we report results for women only.

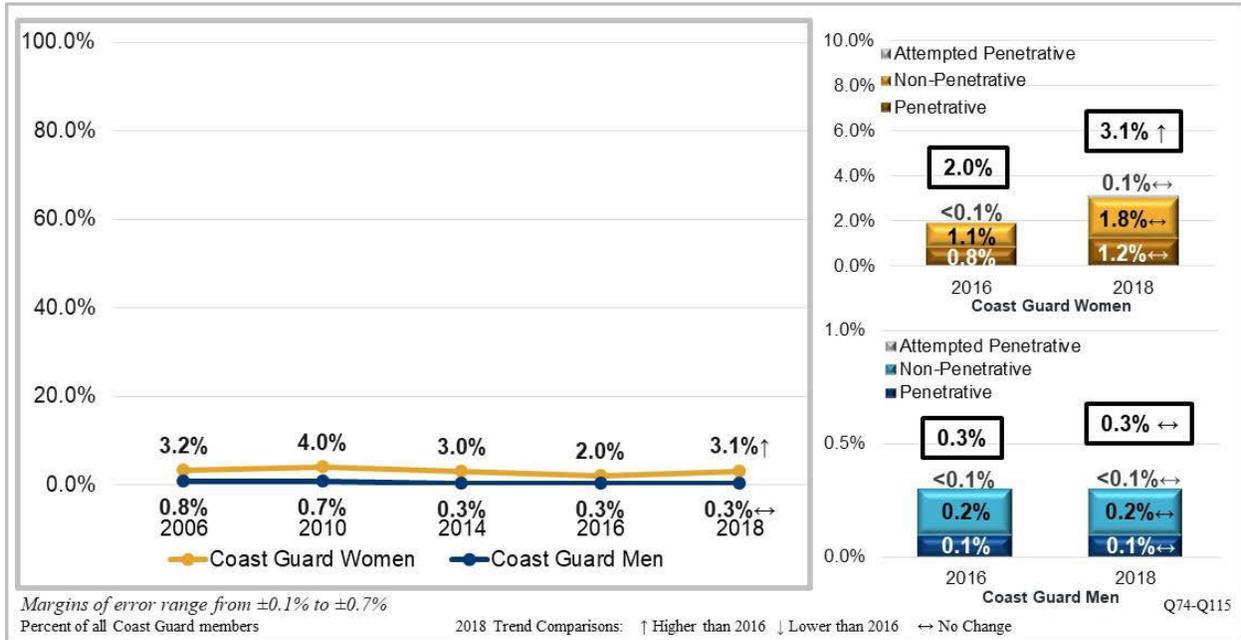
### ***Estimated Sexual Assault Past Year Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>52</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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<sup>52</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported

**Figure 133.**  
**Estimated Sexual Assault Past Year Prevalence Rates for Coast Guard**



- In 2018, 3.1% of Coast Guard women (an estimated 184 Service members) and 0.3% of men (an estimated 107 Service members) experienced a sexual assault in the prior 12 months (Figure 133). This was a statistically significant increase from 2.0% of women in 2016. This change was driven by a significant increase in estimated sexual assault rates for junior enlisted women (from 2.7% in 2016 to 5.3% in 2018) and senior officer women (from < 0.1% in 2016 to 1.6% in 2018). The prevalence rate for men was statistically unchanged from 2016.

### Reporting and Outcomes of Reporting Sexual Assault

- There were no significant changes in reporting rates between 2016 and 2018. In 2018, 36% of Coast Guard women who experienced a sexual assault reported the assault to the military.
- The top reasons for reporting a sexual assault to the military among Coast Guard women were because it was their civic/military duty to report (31%), they wanted to document the incident so they could get help or benefits from the VA in the future (21%), or to punish the alleged offenders (20%).

occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

- Compared to 2016, there was no change in the estimated rate of retaliation. Among women who reported their sexual assault, 13% experienced a behavior in line with retaliation that also met the follow-up legal criteria (the estimated rate of retaliation).

### ***Estimated Sexual Assault Prevalence Prior to or After Joining the Military***

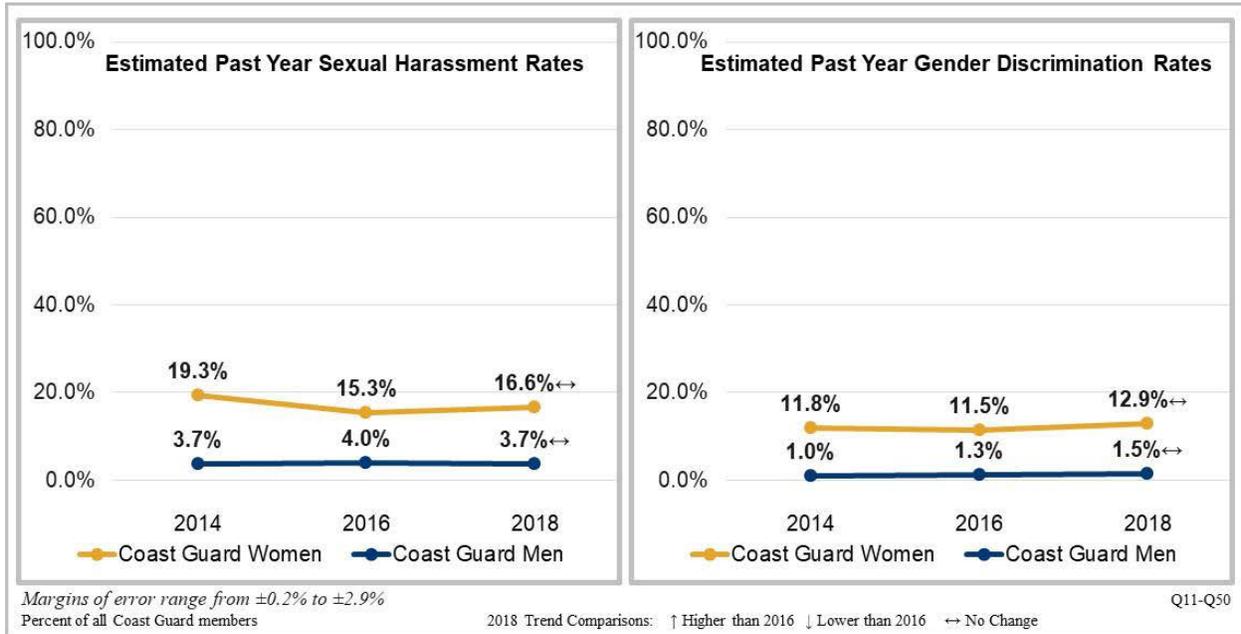
In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

- Compared to 2016, there was no significant change in the estimated rates of sexual assault prior to joining the military for Coast Guard women and men. In 2018, 8% of women and 1% of men experienced sexual assault prior to joining the military. These rates were highest among junior women officers (O1–O3 [11%]), and junior and senior male officers (O1–O3/O4–O6 [2%]).
- There was also no significant change in the estimated rates of sexual assault since joining the military for Coast Guard women and men. In 2018, 15% of women and 2% of men experienced sexual assault since joining the military. These rates were also highest among junior and senior women officers, as well as junior and senior male officers.

### ***Estimated Sexual Harassment and Gender Discrimination Past Year Rates***

The 2018 *WGRA* provides an estimated past year rate for both sexual harassment and gender discrimination. Sexual harassment includes experiencing a sexually hostile work environment or sexual *quid pro quo* in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.

**Figure 134.**  
*Estimated Sexual Harassment and Gender Discrimination Past Year Rates for Coast Guard*



- In 2018, an estimated 17% of Coast Guard women and 4 % of men experienced sexual harassment (Figure 134). These rates were statistically unchanged from 2016. Junior enlisted women (22%) and junior enlisted men (5%) were more likely than other women and men to experience sexual harassment.
- In 2018, an estimated 13% of Coast Guard women and 2% of men experienced gender discrimination. There was no significant change in the rate of gender discrimination since 2016 for women or men.

**Reporting and Outcomes of Reporting Sexual Harassment or Gender Discrimination**

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

- Among Coast Guard members who experienced sexual harassment, 47% of women and 28% of men reported the MEO violation to the military. However, less than half of Coast Guard women and men who experienced sexual harassment and reported the MEO violation to the military expressed satisfaction with the complaint process (30% and 28% respectively).
- Among Coast Guard members who experienced gender discrimination, 53% of women and 47% of men reported the MEO violation to the military. Of Coast Guard women and men who experienced gender discrimination and reported the MEO

violation, 15% of women and 9% of men expressed satisfaction with the complaint process.

### ***Workplace Culture and Unit Climate***

In 2018, Service members were asked several new questions regarding their typical alcohol use, bystander intervention, Service culture, and unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

#### ***Alcohol use.***

- The majority of Coast Guard Service members, 87% of women and 82% of men, indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking.
- Coast Guard men were significantly more likely than women to drink excessively. Among men, 4% of men reported having five or more drinks containing alcohol on a typical day when drinking compared to 1% of women.

#### ***Bystander intervention.***

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

- Coast Guard women (35%) were more likely than men (20%) to witness at least one inappropriate behavior in the past year. The top behavior witnessed by both men and women was encountering someone who drank too much and needed help (13% for men, 20% for women). However, a comparable proportion of women observed someone crossing the line with sexist comments or jokes (22%).
- In general, Coast Guard men and women intervened at high rates to prevent a variety of potentially dangerous situations. Both men and women (97%) were most likely to intervene when they encountered a situation they thought was/could lead to sexual assault.

#### ***Unit climate and workplace hostility.***

- Overall, assessments of the unit climate were positive. However, Coast Guard women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility as significantly higher, than did men.

***Trust in the military system.*** Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to maintain good order and discipline. Service members must trust that their complaints will be taken seriously, that a

transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

- Overall, Coast Guard women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted. Notably, 58% of women compared to 80% of men agreed that the military system would protect their privacy. For men, this was a significant increase in trust related to privacy, up from 78% in 2016.

## Conclusion

The DoD, and each of the military Services, continue to diligently pursue policies and programs that support the goal of eliminating sexual assault and other unwanted gender-related behaviors from the military. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2018 WGRA* performs a critical surveillance function by providing insights regarding the prevalence of sexual assault, sexual harassment, and gender discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

Overall, the results of the *2018 WGRA* suggest that, although some progress has been made, substantial work remains to be done.

Compared to 2016, there were no changes in the prevalence of sexual assault for men in the Coast Guard. Moreover, estimated prevalence rates for sexual harassment and gender discrimination rates remained statistically unchanged for both men and women suggesting that progress in those areas was sustained. However, significant increases in estimated rates of sexual assault for Coast Guard women—a change that was driven by an increase in sexual assaults of junior enlisted and senior officer women—demonstrate that women continue to face a heightened risk.

## Introduction

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented sexual assault, sexual harassment, and gender discrimination programs and policies. These efforts specifically aim to prevent incidents of sexual assault, sexual harassment, or gender discrimination from occurring and to ensure that, if they do occur, survivors receive adequate care and support. Continuing to monitor the progress of its programs and policies, by way of regular and systematic surveying, is important to the Department's goal of reducing and, ultimately, eliminating sexual assault and sexual harassment from the military.

This appendix presents findings from the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*) for the Army. The *2018 WGRA* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; Service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA), has been conducting the congressionally mandated gender relations surveys of active duty members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The ability to estimate annual prevalence rates is a distinguishing feature of these surveys.

Prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year and to inform sexual assault and sexual harassment prevention and response programs. OPA produces prevalence rates for the DoD as a whole and for each of the Services. Making these data available at the Service-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault and sexual harassment within their ranks. It provides the opportunity identify Service-specific areas in need of improvement and promising practices.

## Survey Methodology

Appendix H contains answers to frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA. OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and GAO).<sup>53</sup>

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<sup>53</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that “[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*” (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are now standard products for OPA surveys (GAO-10-751R Human Capital).

The 2018 WGRA was largely modeled off of the 2016 WGRA survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure respondent data were protected.<sup>54</sup>

The target population for the 2018 WGRA consisted of active duty members who were below flag rank and had been on active duty for at least four months.<sup>55</sup> A census of the Coast Guard was taken for this survey as they have a small population. OPA sampled a total of 41,204 active duty Coast Guard Service members and data were collected between August 24 and November 5, 2018. Surveys were completed by 13,775 Coast Guard Service members, resulting in a weighted response rate of 34%.

OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning as base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process and full details regarding the 2018 WGRA survey methodology can be found in Chapter 1 of the *2018 WGRA Overview Report* and in the *2018 WGRA Statistical Methodology Report*.

The WGRA survey performs a surveillance function for the Department by providing reliable estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military over time. Unless stated otherwise, prevalence rates described throughout this report refer to the estimated number of Service members who experienced at least one unwanted behavior in the past year. To construct these rates, OPA utilizes approved sexual assault, sexual harassment, and gender discrimination metrics based on the behaviors and legal criteria outlined in the Uniform Code of Military Justice (UCMJ) and DoD policy. Further information regarding these metrics and construction of the prevalence rates is available in Chapter 1 of the *2018 WGRA Overview Report*.

Data are presented for Coast Guard women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred between certain groups (e.g., men and women) and since the 2016 WGRA. We denote whether changes since 2016 were statistically significant. The term “statistical significance” refers to our confidence that the differences we

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<sup>54</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>55</sup> The sampling frame was developed five months prior to fielding the survey. Therefore, the sampling population includes those active duty members with at least five months (approximately) of service at the start of survey fielding.

observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides a summary of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response program and policy development or assessment within the Coast Guard. The complete, by question, listing of the results of the 2018 WGRA are available in the *2018 WGRA Results and Trends*.

## Sexual Assault

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

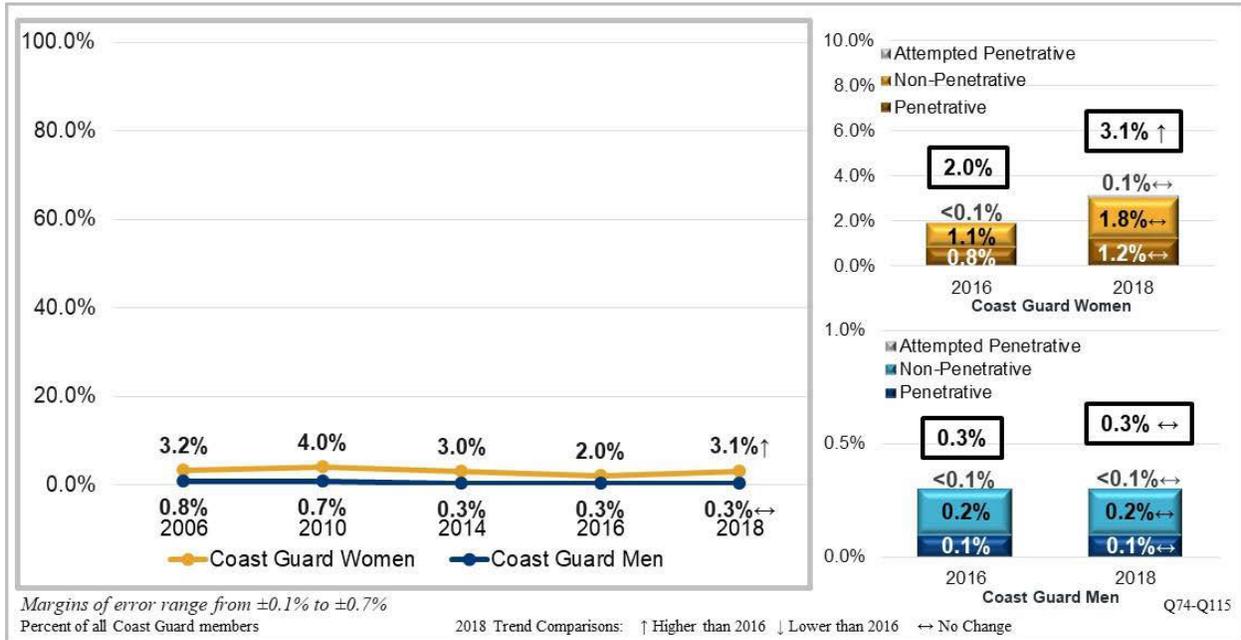
### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and, attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>56</sup> Service members were asked to indicate unwanted behaviors that occurred in the past 12 months.

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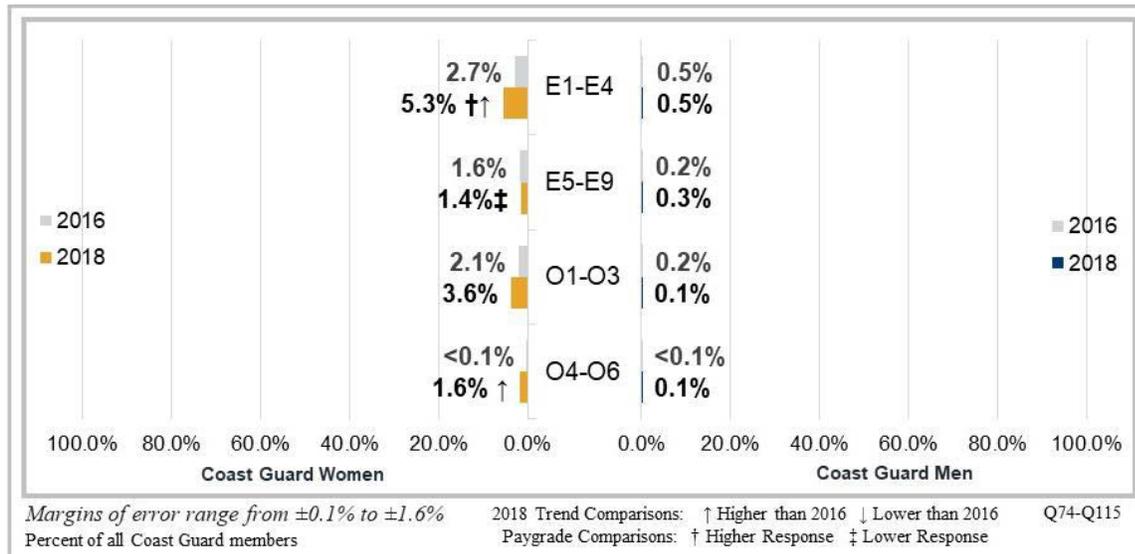
<sup>56</sup> All references to “experiences” of sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of active duty members.

**Figure 135.**  
*Estimated Sexual Assault Past Year Prevalence Rates for Coast Guard*



In 2018, 3.1% of Coast Guard women (an estimated 184 Service members) experienced a sexual assault in the prior 12 months. This was a statistically significant increase from 2.0% of women in 2016. This change was driven by a significant increase in estimated sexual assault rates for junior enlisted women (from 2.7% in 2016 to 5.3% in 2018) and senior officer women (from < 0.1% in 2016 to 1.6% in 2018). Junior enlisted women were also more likely than other women to experience sexual assault in 2018. There was no statistical change from 2016 in the type of sexual assaults experienced.

Notably, nearly half of Coast Guard women (46%) who experienced sexual assault in the prior 12 months experienced more than one unwanted event.

**Figure 136.*****Estimated Sexual Assault Past Year Prevalence Rates by Paygrade for Coast Guard***

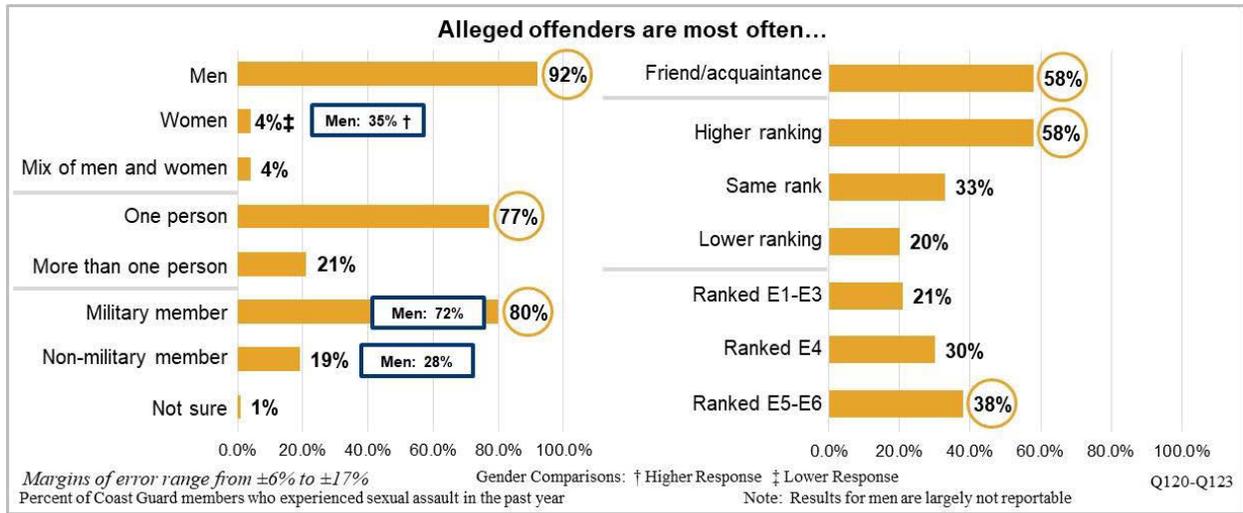
Among Coast Guard men, 0.3% (an estimated 107 Service members) experienced sexual assault in the prior 12 months. The estimated prevalence rate for men was statistically unchanged from 2016.

### **One Situation of Sexual Assault with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault that was the worst, or most serious, to them.

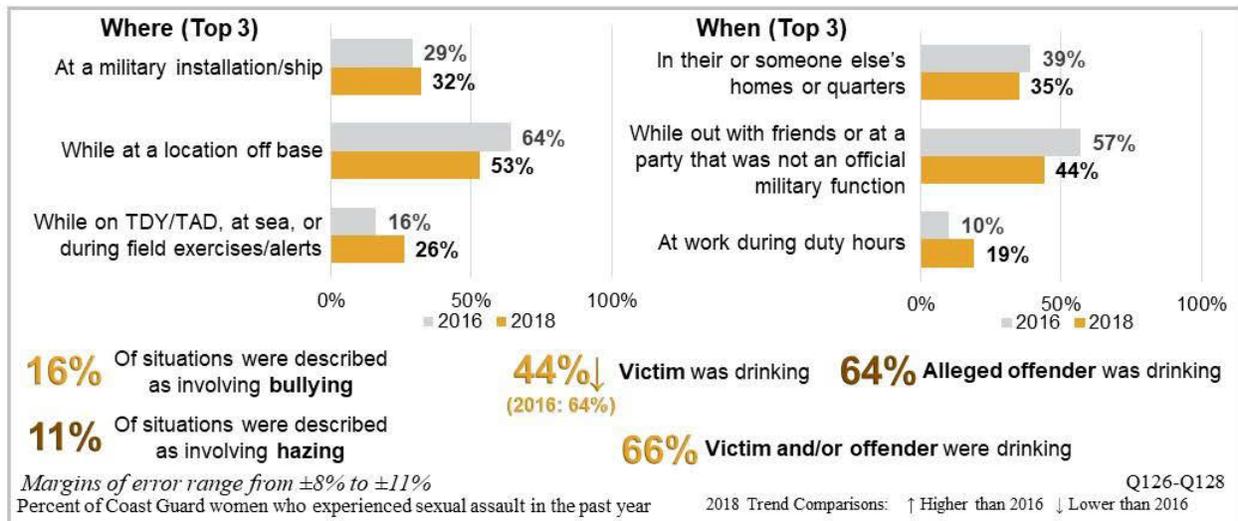
For Coast Guard women, the worst situations were primarily characterized as either penetrative or non-penetrative sexual assaults (38% and 54% respectively). In 2018, 21% of Coast Guard women who experienced sexual assault identified that “the one situation” involved more than one alleged offender, the majority of whom were military members (80%) and nearly all of whom were men (92%; Figure 137). These alleged offenders were most frequently at or below the rank of E6 and they were usually the same (33%) or a higher rank (58%) than the victim they assaulted. More than half of women (58%) indicated that the alleged offender was a friend or acquaintance.

**Figure 137.**  
*Reported Demographics of the Alleged Offenders in the Sexual Assault One Situation for Coast Guard*



The incidents most frequently occurred at a location off base (53%) or on a military installation/ship (32%), when they were in their or someone else’s home or quarters (35% for women, 27% for men) or when they were out with friends or at a party that was not an official military function (44%; Figure 138). Compared to 2016, women were substantially less likely to have drunk alcohol before the sexual assault occurred (44%, down from 64%).

**Figure 138.**  
*Location and Context of the Sexual Assault One Situation for Coast Guard Women*



Among men, the majority of alleged offenders included at least one military member (72%) and a little more than one-third of alleged offenders were all women (35%). Men (2%) were also

significantly less likely than women (17%) to indicate that the alleged offender was an intimate partner.

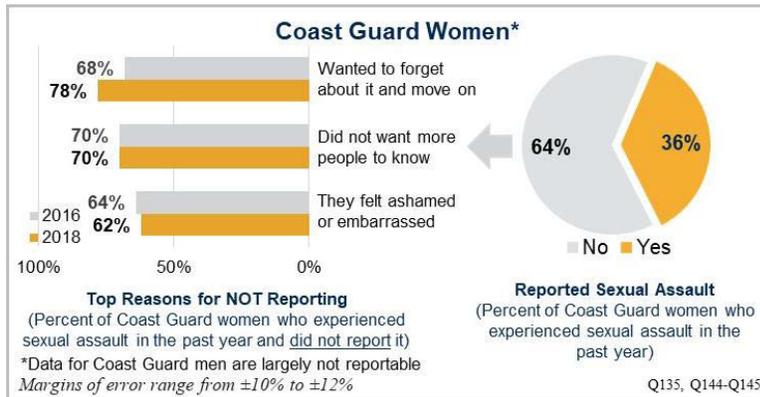
Finally, with no statistical change from 2016, hazing and bullying continued to play a role in incidents of sexual assault. With regards to the “one situation” of sexual assault that had the biggest effect, 11% of women and 14% of men considered the situation hazing whereas 16% of women considered the situation to be bullying (data for Coast Guard men were not reportable)..

### Reporting Sexual Assault

There are a number of factors that are likely to influence a Service members decisions to report a sexual assault to military authorities including their own prior experiences with reporting, observations about how others who report their experiences are treated, and assumptions or expectations about how they will be treated by their peers and leadership. There were no significant changes in reporting rates between 2016 and 2018. In 2018, 36% of Coast Guard women who experienced a sexual assault reported the assault to the military (Figure 139).

The top reasons that Coast Guard women provided for not reporting a sexual assault to the military remained unchanged from 2016. The vast majority of women (78% and 70% respectively) wanted to forget about the incident and move on or did not want people to know. However, there was a significant increase in women who did not report because they thought that they might get in trouble for something they did and/or labeled a troublemaker (a significant increase from 24% in 2016 to 48%).

**Figure 139.**  
*Reporting Sexual Assault for Coast Guard Women*

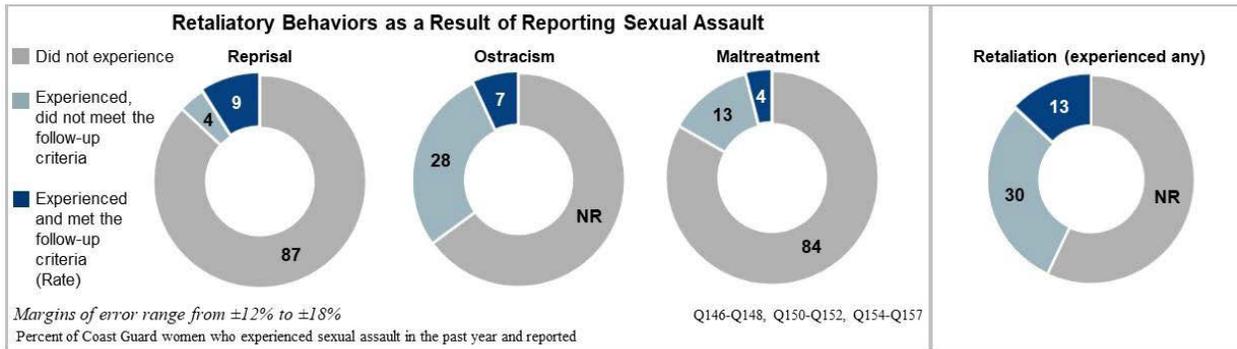


### Outcomes of Reporting Sexual Assault

At the core of Service members’ sense of fear regarding how their peers or leadership would respond to learning about the assault are concerns about the potential for retaliation. Measures of professional reprisal, ostracism, and other negative outcomes are used to capture outcomes experienced *as a result of reporting* a sexual assault. To construct this measure, Service members who experienced and reported a sexual assault were asked to consider how their

leadership, or other individuals with authority to make personnel decisions, responded to the unwanted event (see Chapter 1 for a full discussion of rate construction). None of these measures were reportable for Coast Guard men.

**Figure 140.**  
*Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Coast Guard Women*



### Professional Reprisal

Professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault and met the legal criteria for elements of proof for an investigation to occur. The estimated rate of professional reprisal was statistically unchanged from 2016. As shown in Figure 140, among Coast Guard women who experienced and reported sexual assault, 4% perceived experiencing behaviors in line with professional reprisal that did not meet the follow-up legal criteria and 9% of women experienced behaviors that met the follow-up legal criteria. **Ostracism**

Ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 140, among Coast Guard women who experienced and reported sexual assault, 28% perceived experiencing behaviors in line with ostracism that did not meet the follow-up legal criteria and 7% of women experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016. **Maltreatment**

### Maltreatment

Maltreatment refer to a summary measure reflecting whether, as a result of reporting a sexual assault, Service members indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2018, 13% of Coast Guard women who experienced and reported sexual assault perceived experiencing behaviors in line with maltreatment that did not meet the follow-up legal criteria and 4% of women experienced behaviors that met the follow-up legal criteria. This rate was statistically unchanged from 2016.

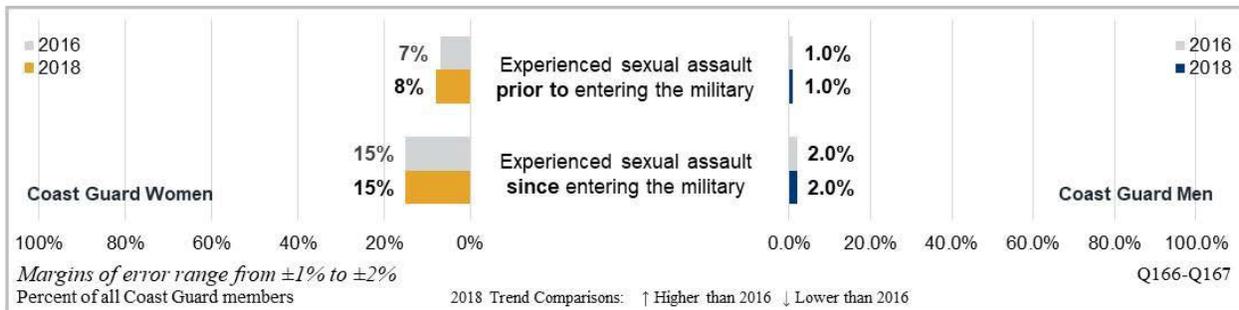
## Retaliation

Combining each of the negative outcomes of reporting sexual assault—professional reprisal, ostracism, and maltreatment—produces a measure of retaliation. Compared to 2016, there was no change in the estimated rate of retaliation. Among women who reported their sexual assault, 30% perceived experiencing a behavior in line with retaliation that did not meet the follow-up legal criteria and 13% experienced a behavior that also met the legal follow-up criteria (the estimated rate of retaliation). **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

Compared to 2016, there was no significant change in the estimated rates of sexual assault prior to joining the military for Coast Guard women and men. In 2018, an estimated 8% of women and 1% of men experienced sexual assault prior to joining the military (Figure 141). These rates were highest among junior women officers (11%) compared to other Coast Guard women, and highest among both junior and senior male officers (2%) compared to other men.

**Figure 141.**  
*Estimated Sexual Assault Prevalence Rates Prior to or Since Joining the Military for Coast Guard*



There was also no significant change in the estimated rates of sexual assault since joining the military for Coast Guard women and men. In 2018, an estimated 15% of women and 2% of men experienced sexual assault since joining the military. For women, these rates were highest among junior and senior women officers (19% and 22% respectively). Among men, these estimated rates were also highest among junior and senior male officers (3%).

## Sexual Harassment and Gender Discrimination

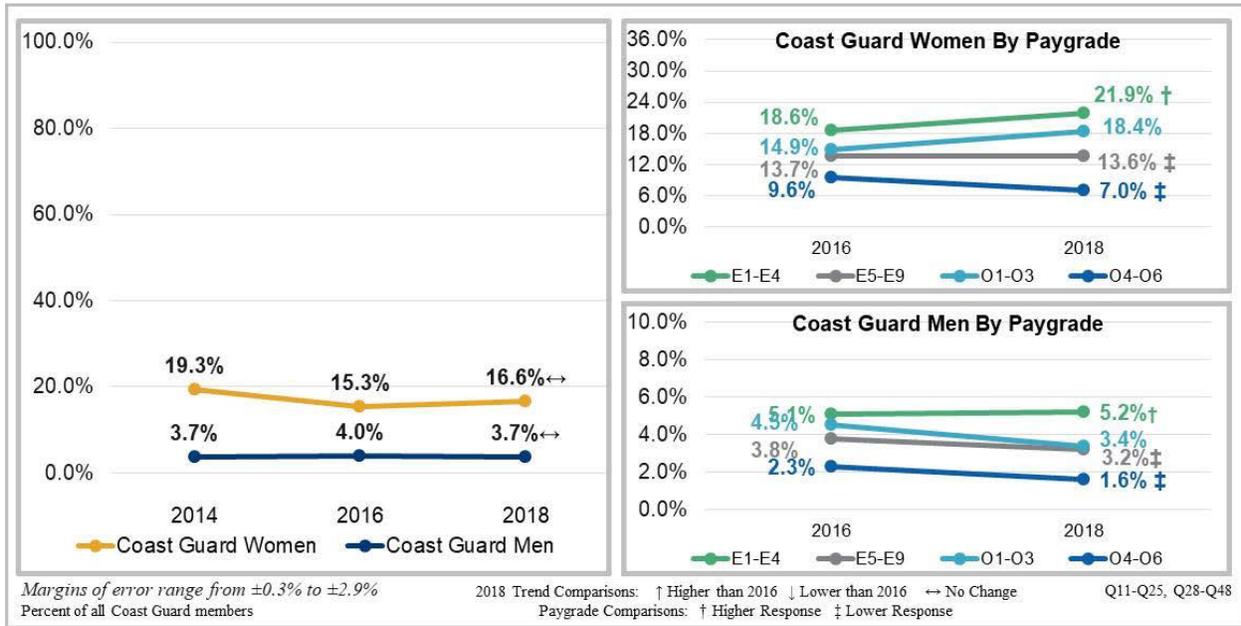
The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. These military equal opportunity (MEO) violations characterize a number of sex-based behaviors specified by DoDD 1350.2. The following sections summarize experiences

of sexual harassment and/or gender discrimination in the prior 12 months including rates for each type of violation, a description of the worst situation, and experiences with filing a complaint.

### Estimated Sexual Harassment Past Year Rate

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

**Figure 142.**  
*Estimated Sexual Harassment Past Year Rate for Coast Guard*



In 2018, an estimated 17% of Coast Guard women experienced sexual harassment. This rate was not statistically different from 2016 (Figure 142). Among Coast Guard women, junior enlisted women (22%) were more likely than other women to experience sexual harassment.

In 2018, an estimated 4% of men experienced sexual harassment. Although there was no change from 2016 for men, junior enlisted men (5%) were also more likely than other men to experience sexual harassment in 2018.

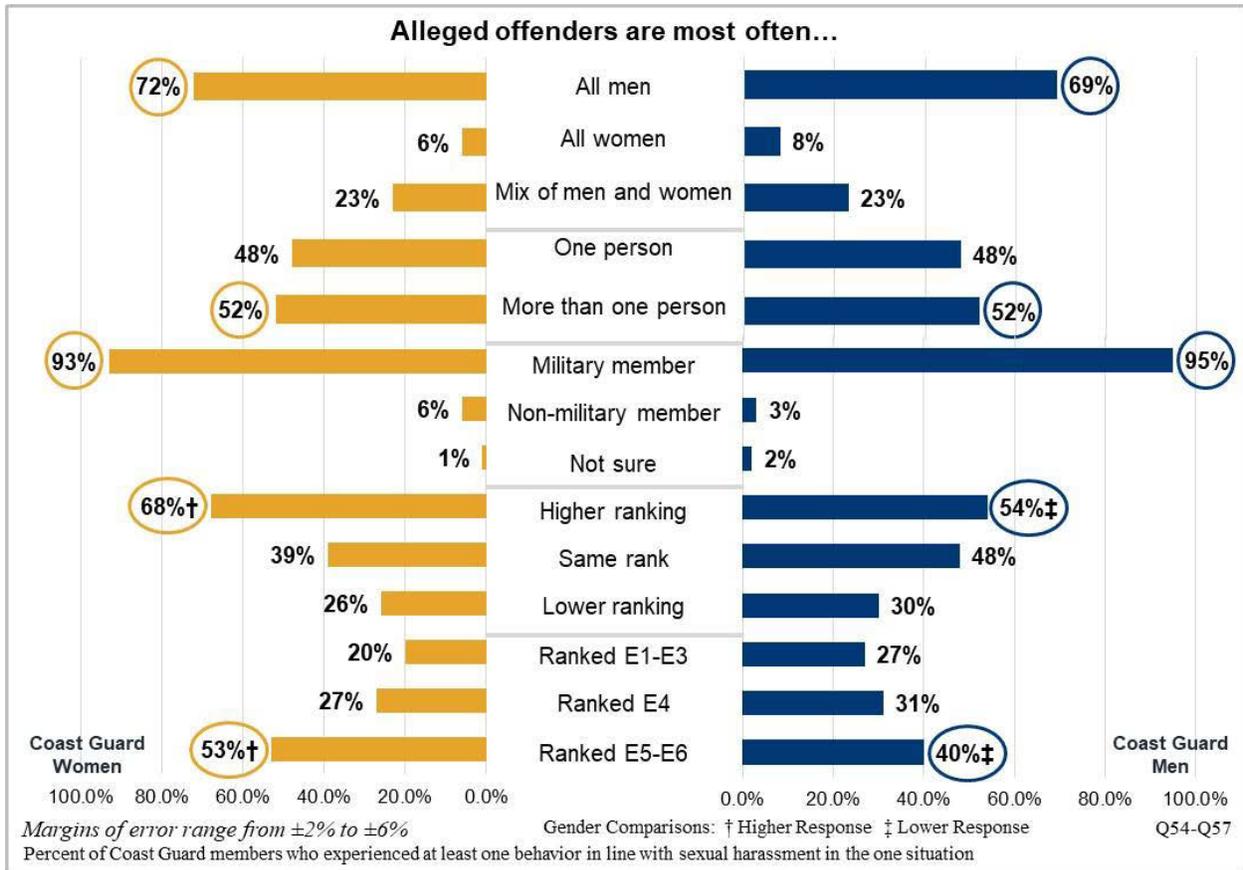
### ***One Situation of Sexual Harassment with the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment that was the worst, or most serious, to them. The characteristics of these incidents often differed for Coast Guard women and men.

Overall, 60% of women and 74% of men who experienced sexual harassment or gender discrimination identified an incident involving sexual harassment behaviors as the worst situation. The most frequently identified behavior of sexual harassment in “the one situation” for women (30%) and men (36%) involved being repeatedly told sexual jokes. However, for a comparable portion of women (27%) and a nontrivial portion of men (24%) the worst situation of sexual harassment involved repeated suggestions that they do not act like someone of their gender is supposed to.

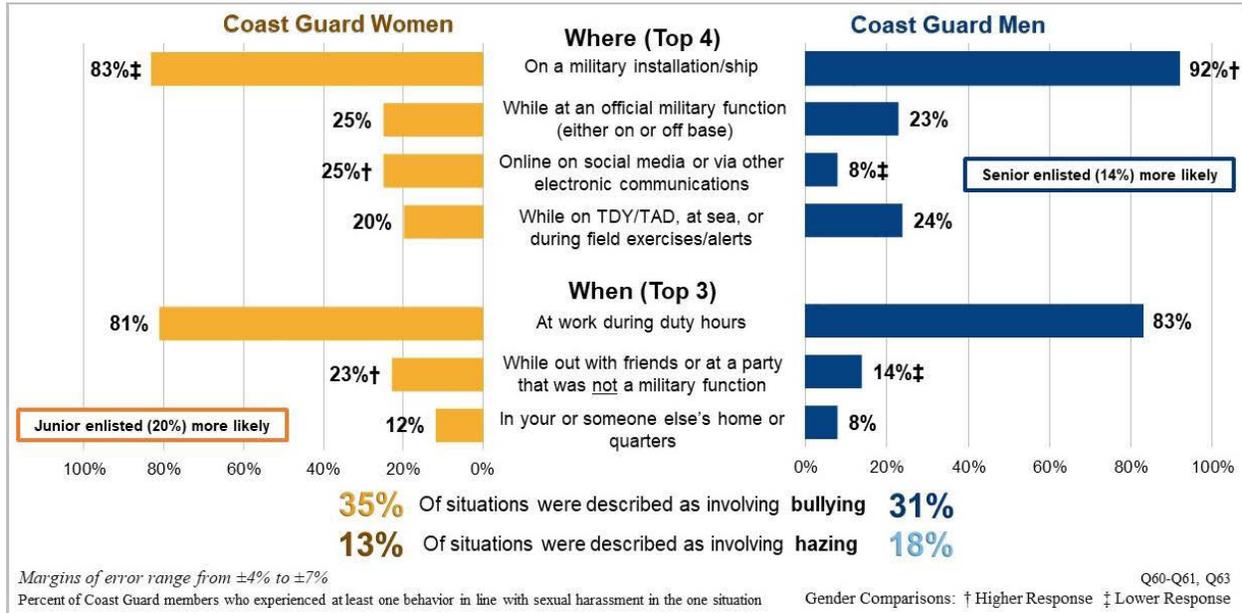
The type and quantity of alleged offenders rarely differed between Coast Guard men and women who experienced sexual harassment in “the one situation.” In 2018, more than half of women (52%) and men (52%) indicated that the situation involved more than one alleged offender (**Figure 143**). These alleged offenders were primarily military members (93% for women, 95% for men) and primarily all men (72% for women, 69% for men). Although, for nearly a quarter of Coast Guard women and men, the alleged offenders included a mix of men and women (23% for both). The majority of women (53%) and the plurality of men (40%) indicated that their alleged offender was in the paygrade of E5–E6, and the majority of Coast Guard women and men identified the alleged offender as a higher ranking military member. However, women (68%) were significantly more likely than men (54%) to do so.

**Figure 143.**  
*Reported Demographics of the Alleged Offenders in the Sexual Harassment One Situation for Coast Guard*



The frequency and location of sexual harassment also provides important context and presents notable differences between Coast Guard men and women. The vast majority of Coast Guard women (72%) and men (68%) responded that the behaviors they experienced happened more than one time. These incidents typically occurred at a military installation/ship (83% for women, 92% for men; **Figure 144**). However, for a substantial minority of women, the sexual harassment occurred while at a location off base (33%) or while online on social media or via other electronic communications (25%). For both women (81%) and men (83%) in the Coast Guard the majority of incidents occurred at work during duty hours.

**Figure 144.**  
**Location and Context of the Sexual Harassment One Situation for Coast Guard**

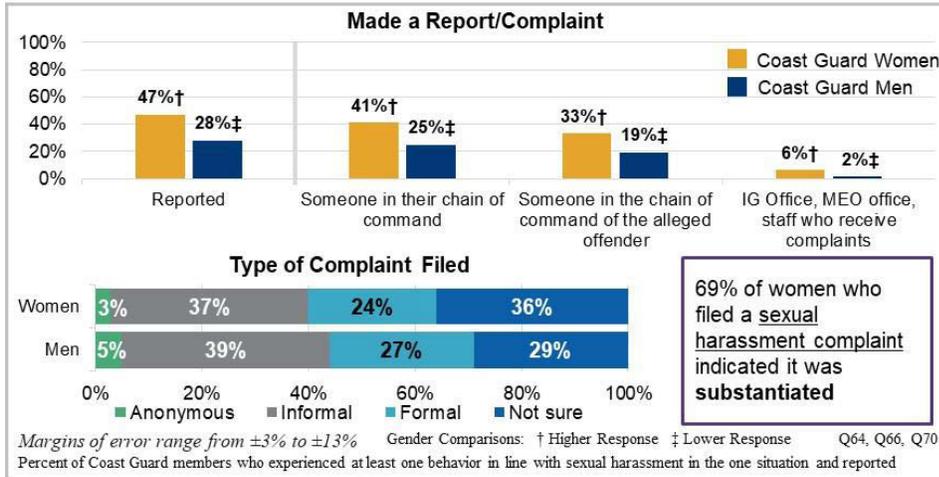


In 2018, hazing and, even more so, bullying continued to play a prominent role in Coast Guard incidents of sexual harassment. Among Coast Guard women, 13% considered “the one situation” of sexual harassment to be hazing and 35% characterized it as bullying. Among men, 18% considered the incident to be hazing whereas 31% characterized it as bullying.

**Filing a Report/Complaint of Sexual Harassment**

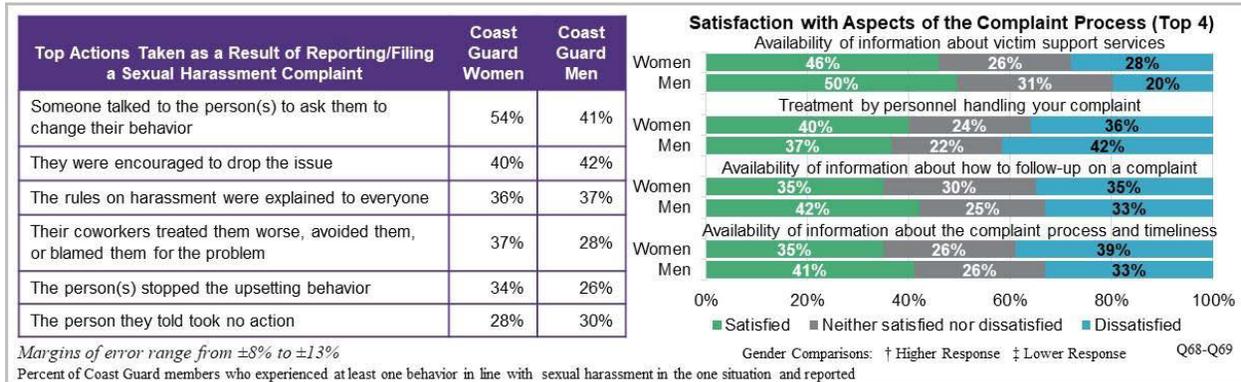
Service members have multiple options for filing a complaint related to a sex-based MEO violation including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive sexual harassment complaints.

**Figure 145.**  
**Filing a Report/Complaint of Sexual Harassment for Coast Guard**



Among Coast Guard members who experienced sexual harassment in “the one situation,” 47% of women and 28% of men reported the MEO violation to the military (**Figure 145**). However, less than one-third of Coast Guard women and men who experienced sexual harassment and reported the MEO violation expressed satisfaction with the complaint process (30% and 28% respectively). The most common actions taken as a result of reporting the sexual harassment are notable. Women most frequently indicated that in response to their reporting someone talked to the person and asked them to change their behavior (54%; **Figure 146**). A substantial portion of men (41%) indicated the same. However, the most frequent response from men was that they were encouraged to drop the issue (42%). A closer look by gender and paygrade reveals some additional context. Senior officer women (those in the paygrades of O4–O6) were less likely than other women to indicate that someone talked to the person and asked them to change their behavior (18%) and more likely than other women to indicate that, in response to reporting sexual harassment, they were encouraged to drop the issue (84%), discouraged from filing a formal complaint (67%), or that the person they reported to took action against them for complaining (67%).

**Figure 146.**  
**Response to Filing a Report/Complaint of Sexual Harassment for Coast Guard**

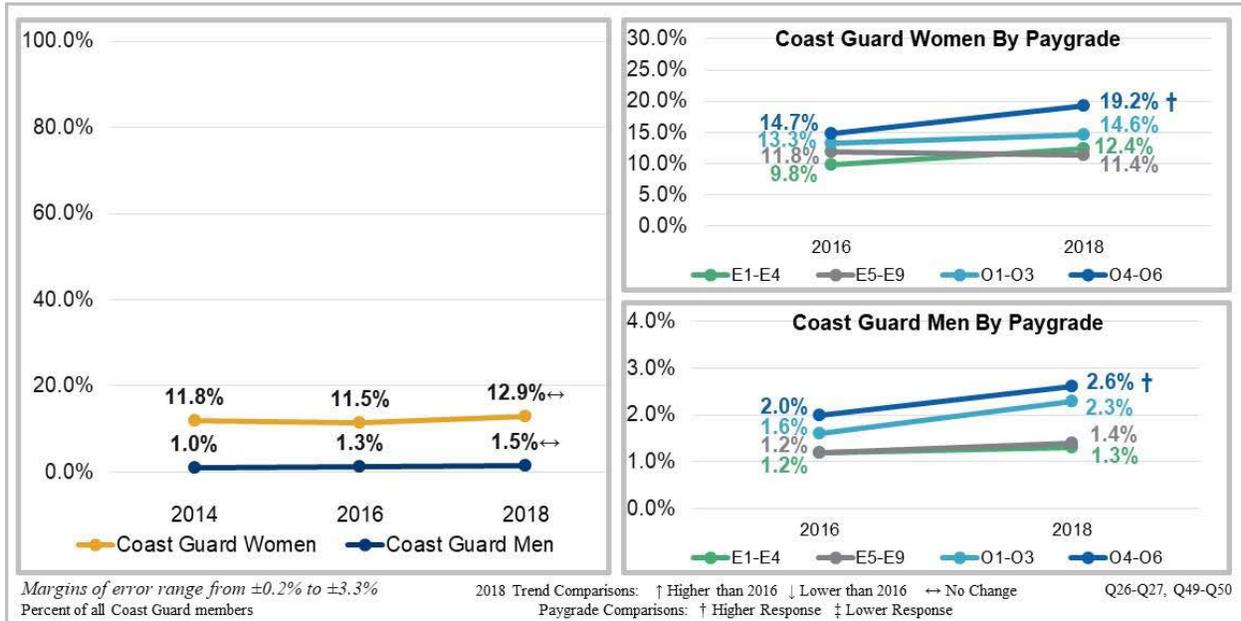


The reasons provided by Coast Guard members for not reporting the violation they experienced are similar to the reasons for not reporting sexual assault. Both men and women wanted to forget about the incident and move on (37% and 48% respectively) or did not think it was serious enough to report (41% of men, and 44% of women). However, women also frequently endorsed being worried about negative consequences from their military coworkers or peers as the reason they did not report (44%).

**Estimated Gender Discrimination Past Year Rate**

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the past 12 months. To be included in the rate, the specified behaviors needed to meet DoD legal criteria for gender discrimination as detailed in Chapter 1 of the 2018 WGRA report.

**Figure 147.**  
*Estimated Gender Discrimination Past Year Rates for Coast Guard*



In 2018, an estimated 12.9% of Coast Guard women and 1.5% of men experienced gender discrimination (**Figure 147**). There was no statistically significant change in the rate of gender discrimination since 2016 for women and men. Senior women officers (19.2%) were more likely than other women, and senior male officers (2.6%) were more likely than other men to experience gender discrimination.

**One Situation of Gender Discrimination with the Biggest Effect**

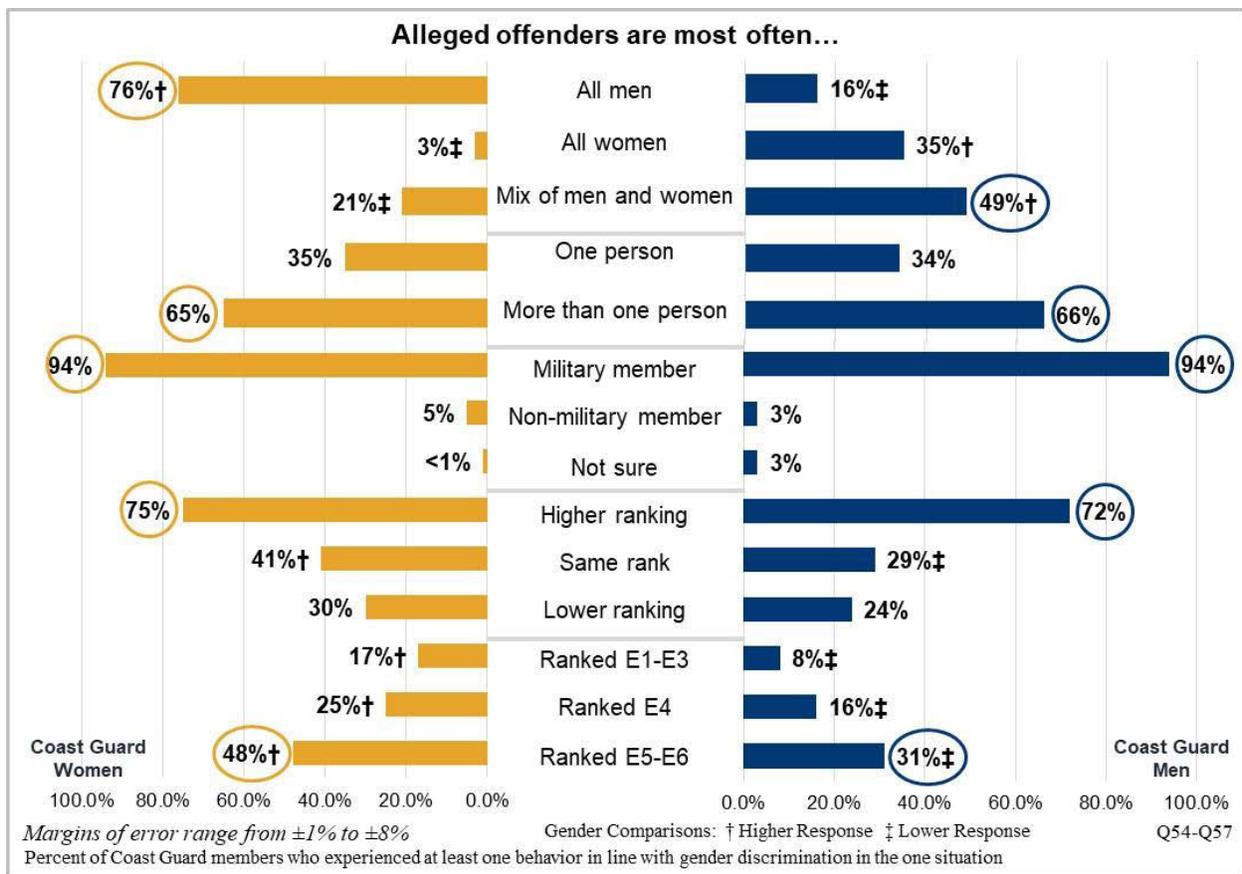
Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them. The characteristics of these incidents often differed for Coast Guard men and women.

Overall, 69% of women and 34% of men who experienced sexual harassment or gender discrimination identified an incident involving gender discrimination behaviors as the worst situation. The most frequent gender discrimination behavior experienced in “the one situation” was being mistreated, ignored, or insulted because of their gender (89% for men, 88% for women). Women (47%) were more likely than men (34%) to identify their worst situation as being told that men/women were not as good at their particular job or should be prevented from having their job.

The type and quantity of alleged offenders differed between Coast Guard men and women who experienced gender discrimination in “the one situation.” In 2018, roughly two-thirds of men (66%) and women (65%) indicated that the situation involved more than one alleged offender (**Figure 148**). For Coast Guard women, alleged offenders were primarily military members (94%) and primarily all men (76%). Among men, alleged offenders were also primarily military members (94%), but they were significantly less likely to be all men (16%) and significantly

more likely to be all women (35%, compared to 3% for female victims) or a mix of men and women (49%, compared to 21% for female victims). The majority of Coast Guard women (48%) indicated that their alleged offender was in the paygrade of E5–E6. However, more than a third (35%) also identified the alleged offender as being in the paygrade of E7–E9. For men, the most frequently identified paygrade of alleged offenders was E7–E9 (39%), closely followed by O4–O6 (33%) and then E5–E6 (31%). Notably, junior officer and senior officer men were significantly more likely than other men to identify their alleged offender as being an O4–O6 (65% and 90% respectively). For the majority of Coast Guard women (75%) and men (72%) the alleged offender was a military member of a higher rank.

**Figure 148.**  
*Reported Demographics of the Alleged Offenders in the Gender Discrimination One Situation for Coast Guard*

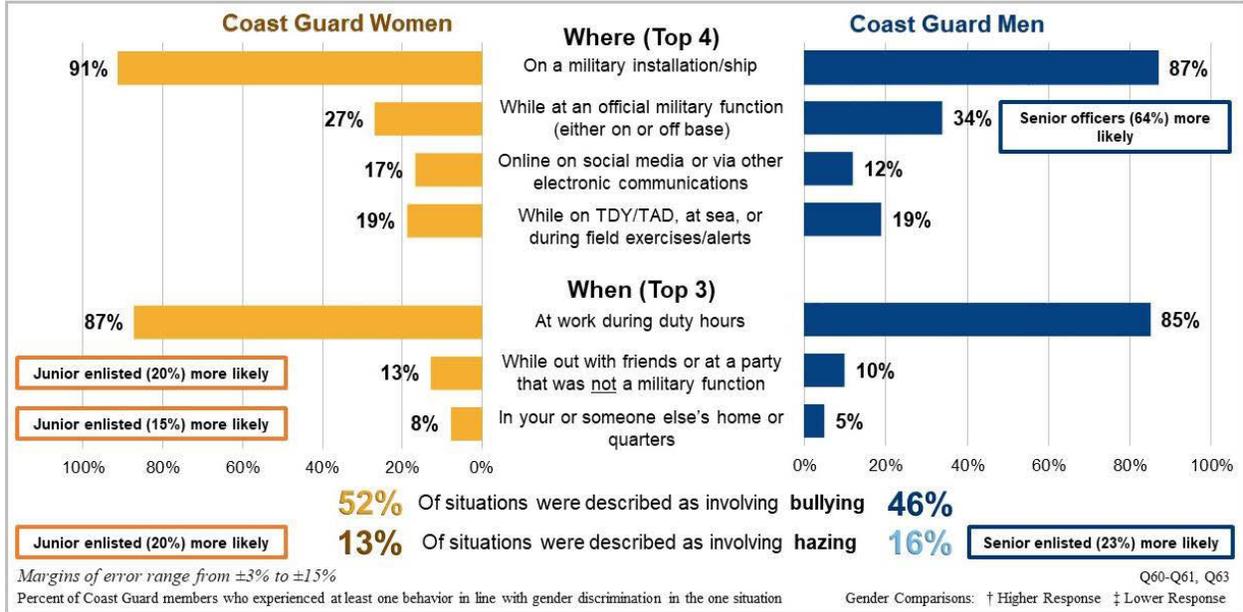


The frequency and location of gender discrimination also provides important context. The majority of Coast Guard women (78%) and men (79%) indicated that the behaviors they experienced happened more than one time with nearly one-third responding that the behaviors happened over a period of a few months (33% of women, 27% of men). Situations involving gender discrimination were most likely to take place on a military installation/ship (91% for women, 87% for men) though for a sizable minority of women and men, the behaviors occurred at an official military function either on or off base (27% for women, 34% for men; **Figure 149**).

In either case, the behaviors occurred most frequently when members were at work during duty hours (87% for women, 85% for men).

**Figure 149.**

***Location and Context of the Gender Discrimination One Situation for Coast Guard***

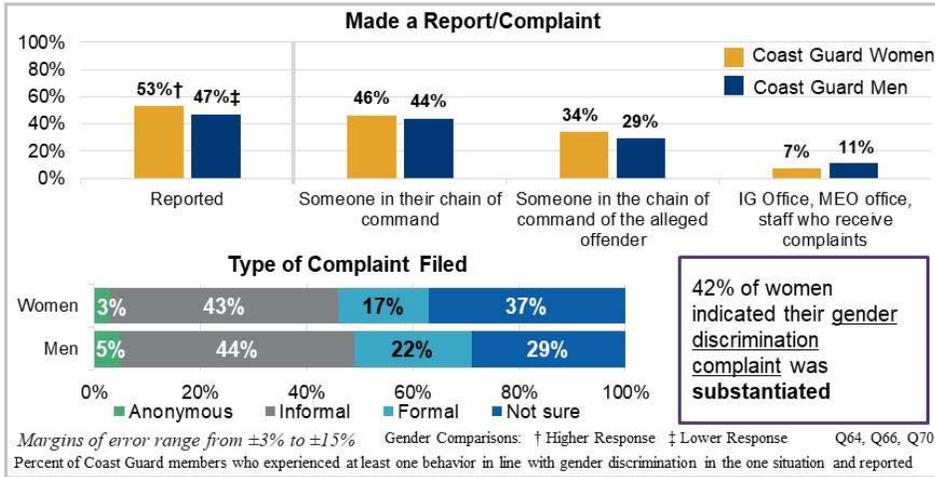


Hazing and bullying continued to play a prominent role in Coast Guard incidents of gender discrimination. Among Coast Guard women, 13% considered “the one situation” of gender discrimination to be hazing and 52% characterized it as bullying. Among men, 16% considered the incident to be hazing whereas 46% characterized it as bullying.

***Filing a Report/Complaint of Gender Discrimination***

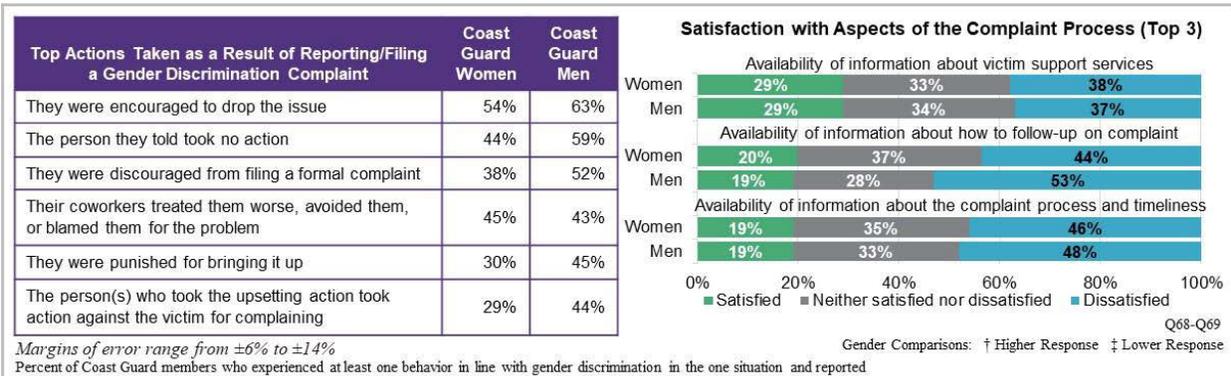
As with sexual harassment, Service members have multiple options for filing a complaint related to gender discrimination including to their chain of command, to the Inspector General (IG) office, to a local MEO office, or to staff within their unit assigned to receive MEO complaints.

**Figure 150.**  
**Filing a Report/Complaint of Gender Discrimination for Coast Guard**



Among Coast Guard members who experienced gender discrimination, 53% of women and 47% of men reported the MEO violation to the military (Figure 150). Of Coast Guard men and women who experienced gender discrimination and reported it to the military, just 9% of men and 15% of women expressed satisfaction with the complaint process. As with sexual harassment, examining the actions taken in response to Service members who reported the upsetting situation is informative. The majority of women and men were encouraged to drop the issue (54% of women, 63% of men) or the person they told took no action (44% of women, 59% of men; Figure 151). More than half of men (52%) also frequently responded that they were discouraged from filing a formal complaint and nearly half of women (45%) responded that their coworkers treated them worse, avoided them, or blamed them for the problem.

**Figure 151.**  
**Response to Filing a Report/Complaint of Gender Discrimination for Coast Guard**



The reasons provided by Coast Guard members for not reporting the violation they experienced are in line with the reasons for not reporting “the one situation” of sexual harassment. Both men and women did not think anything would be done (65% and 49% respectively). However, more

than half of men (56%, and significantly more than the 40% of women) also indicated they did not trust that the process would be fair. Meanwhile nearly half of women (and significantly more than men) did not report the gender discrimination behaviors because they did not think it was serious enough to report (44%, compared to 21% of men) or because they did not want people to see them as weak (44%, compared to 30% of men).

## Workplace Culture and Unit Climate

This final section summarizes member perceptions of workplace culture, including alcohol use, bystander intervention, unit climate, and leadership. This section also covers member trust in the military system.

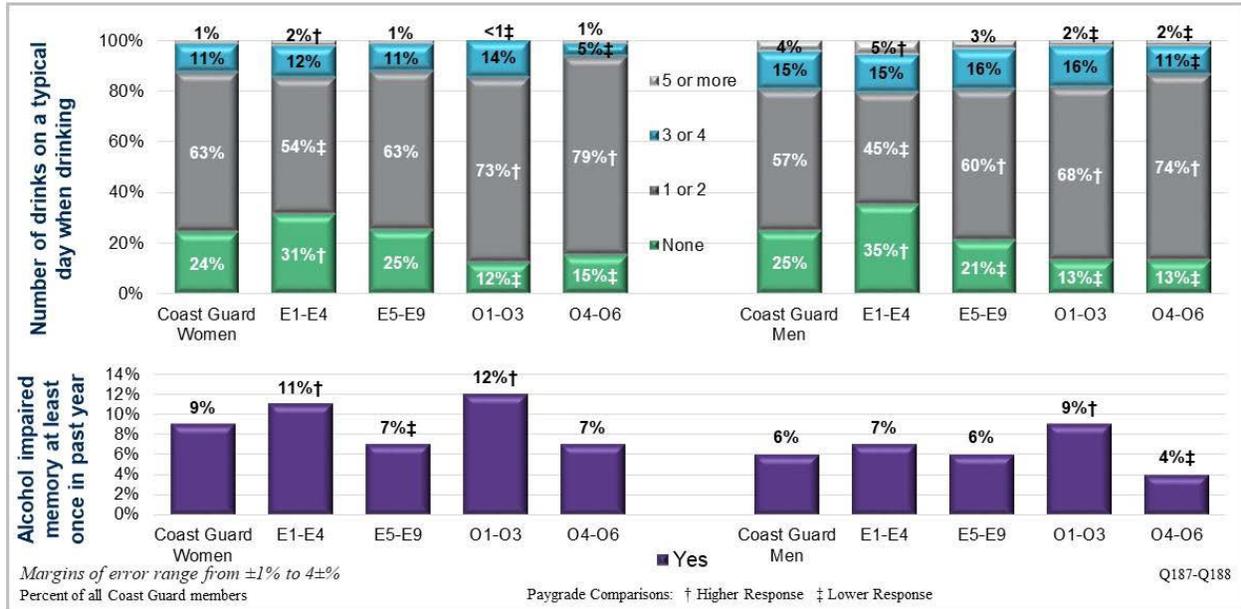
In 2018, Service members were asked several new questions regarding their alcohol use, bystander intervention, Service culture, and their unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which active duty members operate and may prove useful to designing future interventions for sexual assault and sexual harassment prevention and response.

### Alcohol Use

The majority of Coast Guard Service members, 87% of women and 82% of men, indicated that they did not drink or drank in moderation (one or two drinks containing alcohol) on a typical day when drinking (**Figure 152**).

However, Coast Guard men were significantly more likely than women to drink excessively. Among men, 4% of men reported having five or more drinks containing alcohol on a typical day when drinking compared to 1% of women. Junior enlisted Coast Guard members reported the highest rates of excessive drinking. For junior enlisted women, 2% indicated drinking five or more drinks on a typical day. Meanwhile, 5% of junior enlisted men indicated the same. However, women (9%) were more likely than men (6%) men to experience memory impairment one or more times in the prior year after consuming alcohol. Although this rate was highest among junior enlisted women (11%) compared to other women, this rate was highest among junior male officers (9%) compared to other men.

**Figure 152.**  
*Alcohol Use Among Coast Guard Members*

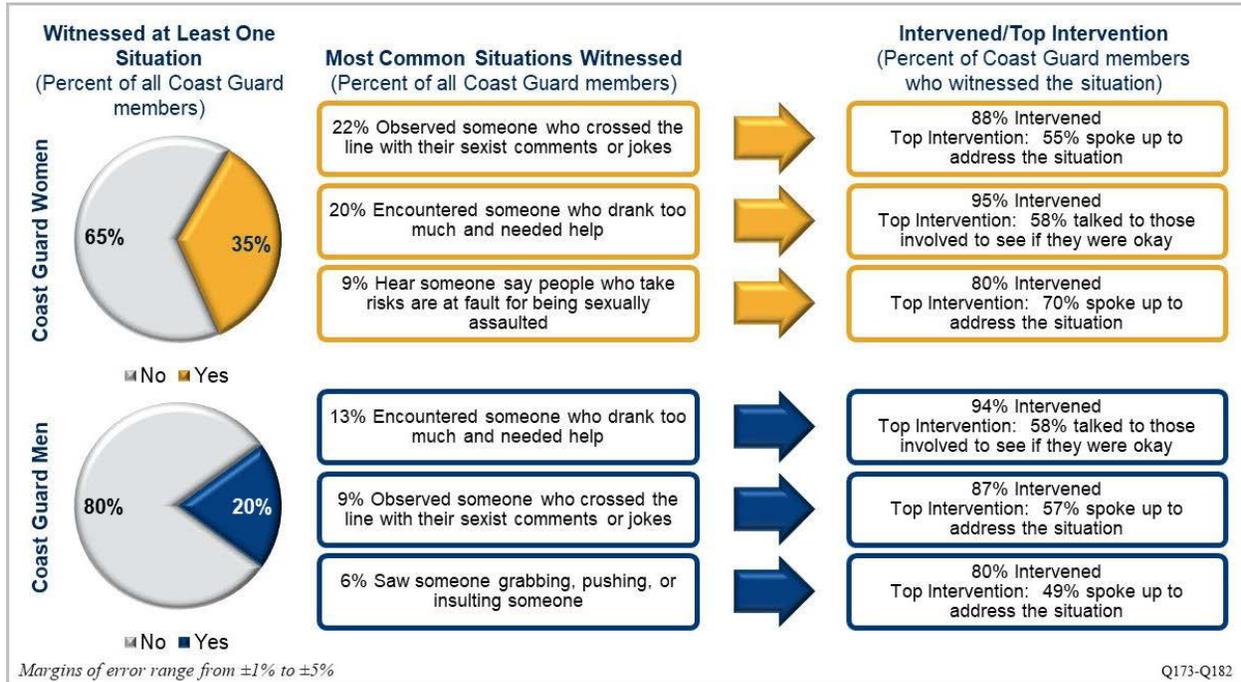


Finally, the majority of Coast Guard men and women agreed that sexual assault training in 2018 teaches that alcohol consumption may increase the likelihood of sexual assault (96% and 91% respectively). However, this represents a significant decrease for Coast Guard women (down from 96% in 2016).

### Bystander Intervention

Service members were asked to identify inappropriate behaviors or comments they observed over the past 12 months. They were then asked to identify the action(s) they took in response to the situation.

**Figure 153.**  
*Bystander Intervention for Coast Guard*



Coast Guard women (35%) were more likely than men (20%) to witness at least one potentially dangerous situation in the past year (**Figure 153**). The top situation witnessed by both men and women was encountering someone who drank too much and needed help (13% for men, 20% for women). Both junior women officers (27%) and junior male officers (19%) were more likely to witness this situation. However, a comparable proportion of women observed someone crossing the line with sexist comments or jokes (22%) with junior women officers being the most likely to observe these behaviors (29%).

In general, Coast Guard men and women intervened at high rates to prevent a variety of potentially dangerous situations. The vast majority of men (94%) and women (95%) intervened when they encountered someone who drank too much and needed help. Moreover, 97% of men and women intervened when they encountered a situation they thought was/could lead to sexual assault. Both men and women were least likely to intervene when they heard people take risks at fault for sexual assault (71% and 80% respectively), though still the majority of men and women intervened.

**Unit Climate and Workplace Hostility**

Social support is consistently cited as amongst the most important factors related to an individual’s ability to recover from or be resilient to traumatic events (Eisen et al., 2014; Han et al., 2014; McAndrew et al., 2017; Williams et al., 2016). This support can be from friends, family, or other loved ones. However, for military Service members, unit support may be of particular importance.

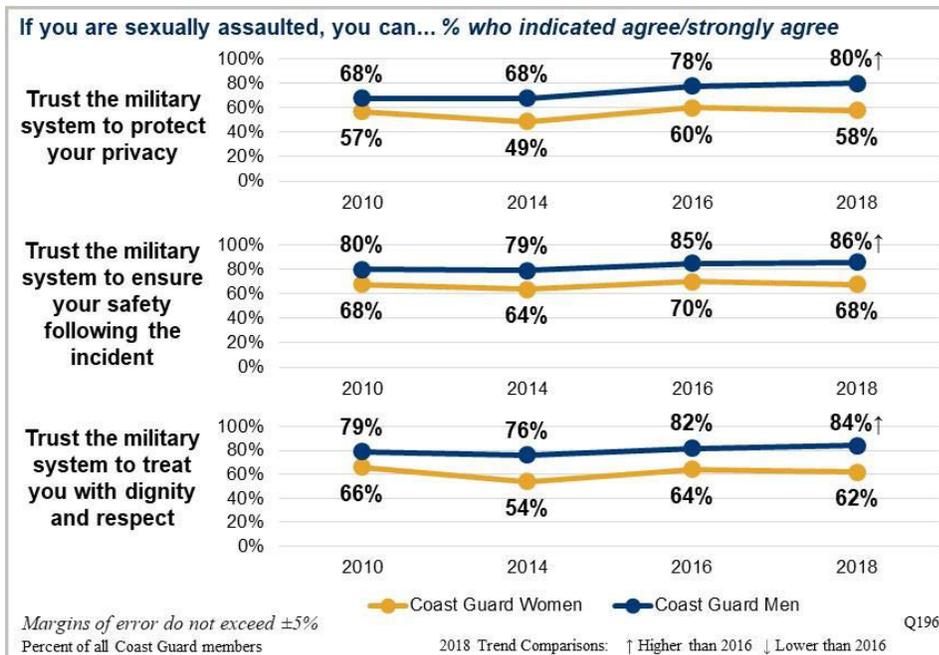
In 2018, Service members were asked to assess their unit’s climate, in general and with regards to sexual assault, and their workplace culture. Coast Guard women rated every aspect of the unit climate as significantly lower, and the level of workplace hostility, as significantly higher than did men. However, with regards to expectations regarding how their leadership would respond to reporting unwanted gender related behavior, there was notable improvement. Both Coast Guard women (40%, up from 32%) and men (50%, up from 38%) were more likely in 2018 to believe that reporting that they were sexually harassed would not cause their chain of command to treat them differently. This perception was strongest among men and evident across all ranks. Coast Guard Service members were also more likely in 2018 to believe that their chain of command would not treat them differently for reporting that someone else was sexually harassed. This was the case for 52% of women (a significant increase from 43%) and 56% of men (a significant increase from 44%).

These changes in perceptions of leadership response are particularly noteworthy among men who have, in past years, been among the most reluctant to report or file a complaint regarding their experiences with unwanted gender-related behavior. Believing that they will have the support of their leadership may motivate more reporting in the future.

### Trust in the military system

Trust in the military system is paramount to encouraging survivors of sexual assault or sexual harassment to come forward and to the maintenance of good order and discipline. Service members must trust that their complaints will be taken seriously, that a transparent and fair process will be in place for swift adjudication, and that support for recovery or rehabilitation will be provided.

**Figure 154.**  
*Trust in the Military System for Coast Guard*



Overall, Coast Guard women were significantly less likely than men to believe that they could trust the military system if they were sexually assaulted (**Figure 154**). Notably, 58% of women compared to 80% of men agreed that the military system would protect their privacy. For men, this was a significant increase in trust related to privacy, up from 78% in 2016. Junior enlisted women (63%) were more likely than other women, and junior enlisted men (83%) were more likely than other men to agree that the military system would protect their privacy.

## Conclusion

The military Services continue to diligently pursue policies and programs that support the goal of eliminating sexual assault and other unwanted gender-related behaviors and have placed an ardent focus on providing adequate support and resources to the victims of these violent acts. However, the results of the *2018 WGRA* suggest that, although some progress has been made, substantial work remains to be done.

Compared to 2016, there were no changes in the prevalence of sexual assault for men in the Coast Guard. Moreover, estimated prevalence rates for sexual harassment and gender discrimination rates remained statistically unchanged for both men and women suggesting that progress in those areas was sustained. However, significant increases in estimated rates of sexual assault for Coast Guard women—a change that was driven by an increase in sexual assaults of junior enlisted and senior officer women—demonstrate that women continue to face a heightened risk.

Substantial attention to the issue of under-reporting of unwanted gender-related behaviors has led to some improvement in this area. The Coast Guard sustained the level of reporting of sexual assault from 2016. Meanwhile, both Coast Guard women and men were more likely in 2018 to believe that reporting that they, or someone else, were sexually harassed would not cause their chain of command to treat them differently. However, negative responses to those who experienced and reported sexual harassment or gender discrimination, and low satisfaction with the overall complaint process, revealed by the survey suggest the need for greater attention vis-à-vis this issue.

Overall, bystander intervention in potentially dangerous situations that might lead to sexual assault was high among Coast Guard men and women. This is a counterintuitive finding given the increases in both sexual assault and sexual harassment. However, it is possible that these actions served to reduce potentially higher rates of unwanted gender-related behavior, or that bystander intervention did not prevent the unwanted behavior from happening anyway. Future research should more directly examine how bystander intervention operates within the Coast Guard and whether existing strategies are effective.

Finally, the data suggest that trust in the military is higher among men than among women in the Coast Guard. More specifically, although trust in the military to protect the Service member's privacy increased from 2016 among men, there was no improvement for women. Coupled with women's lower assessments of the unit climate (compared to men), these results reveal the importance of continued emphasis on these and other contextual factors that may contribute to risk of, or provide protection from, sexual assault, sexual harassment, and gender discrimination.





# Appendix F. Survey Instrument

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## 2018 Workplace and Gender Relations Survey of Active Duty Members



You have reached the redirect page for Department of Defense Office of People Analytics (OPA) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current OPA surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than OPA.

- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link: <http://www.dodsurvey.net>

To check if you have been selected to participate in a OPA survey, please click the button below.

**Am I in an OPA Survey Sample?**

- Authorities: 10 USC 1752
- Sponsor: Office of the Under Secretary of Defense for Personnel and Readiness
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: <http://www.dmdc.osd.mil/surveys> (Accessible by CAC/DS Logon)
- Accessibility/Section 508



**2018 Workplace and Gender Relations Survey of Active Duty Members**

**Welcome**

[Security Protection Advisory](#) [RCS# DD-P&R\(QD\)1947](#)  
[Exp. 03/22/2021](#)

As an active duty member, you have been selected to take a survey about your workplace and gender experiences over the past year. When you click the *Continue* button below, you will be asked to:

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

Thank you for your time and participation.

**Section 508 Compliance**  
The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\)](#), as amended in 1998. Send feedback or concerns related to the accessibility of this website to: [DoDSecton508@osd.mil](mailto:DoDSecton508@osd.mil). For more information about Section 508, please visit the [DoD Section 508 website](#). Last Updated: 08/13/2013

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

## 2018 Workplace and Gender Relations Survey of Active Duty Members

**PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION**

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary.

The survey is confidential. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. The Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records.

This survey assesses the respondent's perspective regarding experiences of sexual harassment and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

Most people can complete the survey in 16-30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

**Additional Information**

10 USC Sections 136, 481, 1782, 2358, 14 USC 1, DoD Instruction (DoDI) 6495.02, DoD Directive (DoDD) 6495.01, and Section 570 of the FY13 NDAA, authorize the Department of Defense to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff.

OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender). Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. For example, the Research Regulatory Oversight Office of the Office of the Under Secretary of Defense (Personnel and Readiness) is eligible to review research records as a part of their responsibility to protect human subjects in research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances and only with sponsor approval, OPA may make available datasets with additional demographic variables to a small number of approved researchers. There is some risk individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. The datasets will only be available in a secure environment where they cannot be downloaded or transferred. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including - but not limited to - data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

Your responses could be used in future research. Results from these surveys will be posted on the web:

[https://www.dmdc.osd.mil/appi/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/appi/dwp/dwp_surveys.jsp)

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

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

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
  - Toll-Free: 1-877-995-5247
  - DSN: 1-877-995-5247
  - Other: 202-540-5962
  - Worldwide: <https://www.safehelpline.org/> or [www.sapr.mil/](http://www.sapr.mil/)
- If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.

## 2018 Workplace and Gender Relations Survey of Active Duty Members

- o To reach a hotline for your Service, call:

<b>Army:</b>	1-800-267-9964	<b>Marine Corps:</b>	703-784-9371
<b>Navy:</b>	1-800-253-0931	<b>Air Force:</b>	1-888-231-4058
<b>Coast Guard:</b>	1-888-992-7387		

**If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail [DHA.R2O2.PR@mail.mil](mailto:DHA.R2O2.PR@mail.mil).**

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to October 30, 2018. Please include in the e-mail or phone message your name, and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

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

#### HOW TO CONTACT US

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

- **Call:** 1-800-881-5307
- **E-mail:** [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)
- **Fax:** 1-763-268-3002

#### FREQUENTLY ASKED QUESTIONS

##### What is Office of People Analytics (OPA)?

- In 2016, the Department of Defense (DoD) established the Office of People Analytics (OPA) to utilize big-data analytics to better understand key components of Service members' career paths, and how policy or environmental changes affect the performance and composition of the DoD workforce. OPA provides go-to expertise for scientific assessments, data analytics, and problem solving to improve the lives of the DoD community.
- OPA conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, and Health and Resilience (H&R) Surveys for the DoD.

##### What is the Health and Resilience Program?

- Health and Resilience is a DoD personnel program that features paper and web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members, on the full range of personnel issues.
- The Health and Resilience (H&R) Research Center supports the well-being of all members of the DoD community by providing in-depth research and analysis to inform policy makers on topics that impact resiliency, such as gender relations and equal opportunity.
- H&R provides the Department with fast, accurate assessments of the attitudes and opinions of the entire DoD community to evaluate existing programs and policies, establish baseline measures before implementing new programs and policies, and monitor progress of programs and policies and their effects on the Total Force.

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

- In accordance with [DoD Instruction 8910.01](#), all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS). The RCS for this survey is RCS# DD-P&R(QD)1947.

##### How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service and gender).

##### Why should I participate?

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual assault, and other gender-related issues.

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2018 Workplace and Gender Relations Survey of Active Duty Members

- Your responses on this survey **make a difference**.

**What is wgr-survey@mail.mil?**

- The official e-mail address for communicating with active duty members about Health and Resilience. "WGR-Survey" is short for Workplace and Gender Relations Survey.

**Why am I being asked to use the web?**

- Web administration enables us to get survey results to senior Defense leaders faster.

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

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

**Do I have to answer all questions?**

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

**Why does the survey ask personal questions?**

- OPA reports overall results, as well as by other characteristics, such as race (minority/not minority), gender, etc. To complete these analyses, we must ask demographic information from respondents.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

**Will my answers be kept private?**

- The survey is confidential. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides DMDC with additional protection against any attempt to subpoena confidential survey records.
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).
- If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

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

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to October 30, 2018 by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

**Will I ever see the results of the survey?**

- OPA posts survey results on the following website:

[https://www.dmdc.osd.mil/appi/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/appi/dwp/dwp_surveys.jsp)

## 2018 Workplace and Gender Relations Survey of Active Duty Members

**GLOSSARY**

<b>Term</b>	<b>Description</b>
OPA	Prior to the launch of this survey, the Defense Research Surveys, and Statistics Center (RSSC) resided within the Defense Manpower Data Center (DMDC) under the Defense Human Resources Activity (DHRA). In Fall 2016, DHRA reorganized and moved RSSC from DMDC to the newly established Office of People Analytics (OPA). Any references to DMDC within this document should be understood to reference OPA hereafter.
[Ask if...]	All [Ask if] text refers to the survey skip logic. Any question that has this text will only be shown to those who meet the criteria within the brackets based on their previous responses. Any question that does not have [Ask if] text was seen by all respondents.
Day_of_Week	The web survey was programmed to display the current day of the week for each individual participant based on when he or she first accessed the survey.
X_Date	The web survey was programmed to display the current date minus one year to accurately reflect the previous 12 months for each individual participant based on when he or she first accessed the survey.
[man][woman] or [men][women]	The web survey used dynamic text tailored to each respondent based on his or her gender. The first bracket contains the text shown to men and the second bracket contains the text shown to women.
MEO_FLAG	Flag created from positive endorsement of at least one of the following questions, including meeting [Ask if] criteria to see these questions: Q51–Q73, and Q188. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered sexual harassment or gender discrimination.
SA1FLAG	Flag created from positive endorsement of at least one of the following questions, including meeting [Ask if] criteria to see these questions: Q80–Q85. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered sexual assault based on Q74.
SA2FLAGCUM	Flag created from positive endorsement of at least one item from any of the following sets of questions, including meeting [Ask if] criteria to see these question sets: Q87–Q92. Endorsement of one item within the question set indicates meeting the survey's criteria to be considered sexual assault based on Q74 or Q79, respectively.
SA3FLAGCUM	Flag created from positive endorsement of at least one item from any of the following sets of questions, including meeting [Ask if] criteria to see these question sets: Q94, Q96–Q100, or Q110–Q115. Endorsement of at least one item within any question set indicates meeting the survey's criteria to be considered sexual assault based on Q74, Q79, or Q86, respectively.
SA4FLAGCUM	Flag created from positive endorsement of at least one item from any of the following sets of questions, including meeting [Ask if] criteria to see these question sets: Q102, or Q104–108. Endorsement of at least one item within any question set indicates meeting the survey's criteria to be considered sexual assault based on Q74, Q79, Q86, or Q93 or Q95, respectively.
SAFLAG	Flag created from positive endorsement of at least one item from any of the following sets of questions, including meeting [Ask if] criteria to see these question sets: Q116–Q172, or Q188. Endorsement of at least one item within any question set indicates meeting the survey's criteria to be considered sexual assault based on Q74, Q79, Q86, Q93 or Q95, Q101 or Q103, or Q109, respectively.
SACOUNT	Flag created from positive endorsement of at least one item from question 119, including meeting [Ask if] criteria to see the question. Flag created from positive endorsement of at least one of the following questions: Q74, Q79, Q86, Q93 or Q95, Q101 or Q103, or Q109, respectively.

2018 Workplace and Gender Relations Survey of Active Duty Members

**BACKGROUND INFORMATION**

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

1. **Were you on active duty on August 27, 2018?**
  - Yes
  - No, I was separated or retired
  
2. **Are you...?**
  - Male
  - Female
  
3. **In the past 12 months, have you been deployed longer than 30 consecutive days?**
  - Yes, currently deployed
  - Yes, deployed in the past 12 months, but not currently deployed
  - No
  
4. **[Ask if Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed"] Where are/were you deployed?**
  - CONUS
  - OCONUS
  
5. **What is your current relationship status? *Mark one.***
  - Married
  - Living with a boyfriend or girlfriend
  - In a committed romantic relationship, but not living together
  - Divorced and not currently in a relationship
  - Widowed and not currently in a relationship
  - Never married and not currently in a relationship
  - Other or prefer not to say

**YOUR MILITARY WORKPLACE**

6. **Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?**
  - Very likely
  - Likely
  - Neither likely nor unlikely
  - Unlikely
  - Very unlikely
  
7. **In general, would you say your health is...?**
  - Excellent
  - Very good
  - Good
  - Fair
  - Poor

**TIME REFERENCE**

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

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

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

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

## 2018 Workplace and Gender Relations Survey of Active Duty Members

**GENDER-RELATED EXPERIENCES IN THE MILITARY**

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

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

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

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

- 11. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?**

- Yes  
 No

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

- 12. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to?** For example, by calling you [a woman, a fag, or gay][a dyke or butch].

- Yes  
 No

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

- 13. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?**

- Yes  
 No

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

- 14. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?** Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).

- Yes  
 No

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

- 15. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?**

- Yes  
 No

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

- 16. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?**

- Yes  
 No

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

- 17. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?**

- Yes  
 No

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

18. Since [X Date], did someone from work either **take or share sexually suggestive pictures or videos of you when you did not want them to?**

- Yes
- No

19. [Ask if Q18 = "Yes"] Did this make you **uncomfortable, angry, or upset?**

- Yes
- No

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

20. Since [X Date], did someone from work make **repeated attempts to establish an unwanted romantic or sexual relationship with you?** These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."

- Yes
- No

21. [Ask if Q20 = "Yes"] Did these attempts make you **uncomfortable, angry, or upset?**

- Yes
- No

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

22. Since [X Date], did someone from work **intentionally touch you in a sexual way when you did not want them to?** This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

- Yes
- No

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

23. [Ask if Q22 = "Missing" or Q22 = "No"] Since [X Date], did someone from work repeatedly touch you in **any other way that made you uncomfortable, angry, or upset?** This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

- Yes
- No

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

24. Since [X Date], has someone from work made you feel as if you would get some workplace benefit in exchange for doing something **sexual?** For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

- Yes
- No

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

25. Since [X Date], has someone from work made you feel like you would get **punished or treated unfairly in the workplace if you did not do something sexual?** For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

- Yes
- No

## 2018 Workplace and Gender Relations Survey of Active Duty Members

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

26. Since [X Date], did you hear someone from work say that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job?

- Yes  
 No

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

27. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because you are a [man][woman]?

- Yes  
 No

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

28. [Ask if Q11 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

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

29. [Ask if Q11 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

- Yes  
 No

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

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

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

31. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

- Yes  
 No

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

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

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

33. [Ask if Q13 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these gestures? If you are not sure, choose the best answer.

- Yes  
 No

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

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

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

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

- Yes
- No

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

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

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

37. [Ask if Q15 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by hearing about these sexual activities? If you are not sure, choose the best answer.

- Yes
- No

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

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

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

39. [Ask if Q16 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** if they had been asked these questions? If you are not sure, choose the best answer.

- Yes
- No

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

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

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

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

- Yes
- No

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

42. [Ask if Q18 = "Yes" and Q19 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** if it happened to them? If you are not sure, choose the best answer.

- Yes
- No

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

43. [Ask if Q20 = "Yes" and Q21 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

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

44. [Ask if Q20 = "Yes" and Q21 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by these unwanted attempts? If you are not sure, choose the best answer.

- Yes
- No

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

45. [Ask if (Q22 = "Missing" or Q22 = "No") AND Q23 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**
- Yes
  - Not applicable, they did not know I or someone else wanted them to stop
  - No

46. [Ask if (Q22 = "Missing" or Q22 = "No") AND Q23 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by this unnecessary touching?** If you are not sure, choose the best answer.
- Yes
  - No

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

47. [Ask if Q24 = "Yes"] **What led you to believe that you would get a workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.**

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

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

48. [Ask if Q25 = "Yes"] **What led you to believe that you would get punished or treated unfairly in the workplace if you did not do something sexual? Mark "Yes" or "No" for each item.**

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

49. [Ask if Q26 = "Yes"] **Do you think their beliefs about [men][women] ever harmed or limited your career?** For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?
- Yes
  - No

You indicated that, after [X Date], someone from work mistreated, ignored, excluded, or insulted you because you are a [man][woman].

50. [Ask if Q27 = "Yes"] **Do you think this treatment ever harmed or limited your career?** For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?
- Yes
  - No

51. [Ask if [MEO\_FLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] **The following question asks about the upsetting situation(s) you experienced, including those situations in which someone from work...**

- a. Repeatedly told sexual jokes
- b. Repeatedly suggested that you do not act like a [man][woman] is supposed to
- c. Repeatedly made sexual gestures or sexual body movements
- d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos
- e. Repeatedly told you about their sexual activities
- f. Repeatedly asked you questions about your sex life or sexual interests
- g. Made repeated sexual comments about your appearance or body
- h. Took or shared sexually suggestive pictures or videos of you
- i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you
- j. Touched you in a sexual way

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- k. Touched you in any way other than sexually that made you uncomfortable, angry, or upset
- l. Made you feel like you would get some workplace benefit in exchange for doing something sexual
- m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual
- n. Said that [men][women] are not as good as [women][men] at your job, or that [men][women] should be prevented from having your job
- o. Mistreated, ignored, or insulted you because you were a [man][woman]

52. [Ask if [MEO\_FLAG] = "True"] Thinking about the past 12 months, did the unwanted event(s) occur while...

	Yes	No
a. Assigned to your <u>current</u> duty station?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Assigned to a <u>prior</u> duty station? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Assigned to your <u>current</u> command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Assigned to a <u>previous</u> command?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT**

Based on your answers earlier, in the past 12 months at least one person from your military work acted in a way that created an upsetting or offensive work environment.

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

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

	Yes	No
a. Repeatedly told sexual jokes .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Repeatedly suggested that you do not act like a [man][woman] is supposed to .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Repeatedly made sexual gestures or sexual body movements .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Repeatedly told you about their sexual activities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Repeatedly asked you questions about your sex life or sexual interests .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made repeated sexual comments about your appearance or body .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Took or shared sexually suggestive pictures or videos of you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Touched you in a sexual way.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Touched you in any way other than sexually that made you uncomfortable, angry, or upset .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel like you would get some workplace benefit in exchange for doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Said that [men][women] are not as good as [women][men] at your job, or that [men][women] should be prevented from having your job .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Mistreated, ignored, or insulted you because you were a [man][woman] .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

54. [Ask if [MEO\_FLAG] = "True"] How many people were involved in this upsetting situation?

- One person
- More than one person

55. [Ask if [MEO\_FLAG] = "True"] Was/were the person(s) involved...

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

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

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

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57. [Ask if [MEO\_FLAG] = "True" AND (Q56 = "Yes, they all were" or Q56 = "Yes, some were, but not all")] **At the time of the event, what paygrade was/were the military member(s) who did this to you? Mark all that apply.**

- E1     E7     CW4     O4
- E2     E8     CW5     O5
- E3     E9     O1     O6
- E4     WO1     O2     Higher than O6
- E5     CW2     O3     Not Sure
- E6     CW3

58. [Ask if [MEO\_FLAG] = "True"] **At the time of the upsetting situation, was/were any of the person(s)... Mark all that apply.**

- Your immediate supervisor?
- Someone else in your chain of command (excluding your immediate supervisor)?
- Some other higher ranking military member not listed above?
- Military peer(s) of about the same rank as you?
- Subordinate(s) or someone you manage as part of your military duties?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- Not sure

59. [Ask if [MEO\_FLAG] = "True"] **Thinking about this situation, about how long did this upsetting situation continue?**

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

60. [Ask if [MEO\_FLAG] = "True"] **Thinking about this upsetting behavior, did it ever occur... Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."**

	Yes	No
a. At a military installation/ship (for example, on base, on shore duty, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. During an overseas port visit while deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While transitioning between operational theaters (for example, going to or returning from forward deployment)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were in a delayed entry program? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in any other type of military combat training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While at an official military function (either on or off base)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While you were at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Online on social media or via other electronic communications? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

61. [Ask if [MEO\_FLAG] = "True"] **Which of the following best describe the situation when this upsetting situation occurred? Mark all that apply.**

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

62. [Ask if [MEO\_FLAG] = "True"] **Thinking about this upsetting situation, did it make you take steps to leave or separate from the military?**

- Yes
- No

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**Hazing:** Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position, or as a condition of continued membership in, any military or DoD civilian organization.

**Bullying:** Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

63. [Ask if [MEO\_FLAG] = "True"] Based on the definitions above, would you describe this upsetting situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if [MEO\_FLAG] = "True"] How would you describe your chain of command's attitude(s) towards hazing and/or bullying in your workplace? Please do not include any personally identifiable information.

64. [Ask if [MEO\_FLAG] = "True"] Did you report this upsetting situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

	Yes	No
a. Someone in your chain of command .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the chain of command of the offender .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Inspector General's office, military equal opportunity (MEO) office, or staff assigned by the Military Service to receive MEO complaints .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DoD provides three types of military equal opportunity (MEO) reporting options:

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

65. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes")] What type of complaint did you initially file? Mark one.

- Anonymous complaint
- Informal complaint
- Formal complaint
- Not sure
- Not applicable; I did not file a complaint

DoD provides three types of military equal opportunity (MEO) reporting options:

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

66. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Anonymous complaint" or Q65 = "Informal complaint" or Q65 = "Formal complaint" or Q65 = "Not sure")] What was the final type of complaint filed? If pending, mark the one option that best reflects the current status of the report filed.

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

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67. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Anonymous complaint" or Q65 = "Informal complaint" or Q65 = "Formal complaint" or Q65 = "Not sure")] **How soon after the upsetting situation did you file your initial complaint?**

- Within 24-48 hours
- Within 3-7 days
- Within 8-30 days
- More than 30 days after the situation occurred

68. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Anonymous complaint" or Q65 = "Informal complaint" or Q65 = "Formal complaint" or Q65 = "Not sure")] **What actions were taken in response to you reporting the upsetting situation? Mark one answer for each item.**

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

69. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Anonymous complaint" or Q65 = "Informal complaint" or Q65 = "Formal complaint" or Q65 = "Not sure")] **How satisfied were you with the following aspects of the complaint process? Mark one answer for each item.**

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

70. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Formal complaint" or Q66 = "Formal complaint")] **Was your complaint found to be substantiated?**

- Yes
- No
- They were unable to determine whether your complaint was substantiated or not
- Does not apply; I do not know the outcome of my complaint
- Does not apply; it is still in process

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71. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Formal complaint" or Q66 = "Formal complaint") and (Q70 = "Yes" or Q70 = "Does not apply; it is still in process"))] **Were you notified when the investigation was completed?**

- Yes
- No
- Does not apply; it is still in process

72. [Ask if [MEO\_FLAG] = "True" and (Q64 a = "Yes" or Q64 b = "Yes" or Q64 c = "Yes") and (Q65 = "Formal complaint" or Q66 = "Formal complaint") and Q71 = "Yes"] **How long did it take for your complaint to be resolved?**

- Within 24-48 hours
- Within 3-7 days
- Within 8-30 days
- More than 30 days after the complaint was filed

73. [Ask if [MEO\_FLAG] = "True" and ((Q64 a = "No" and Q64 b <> "Yes" and Q64 c <> "Yes") or (Q64 a <> "Yes" and Q64 b = "No" and Q64 c <> "Yes") or (Q64 a <> "Yes" and Q64 b <> "Yes" and Q64 c = "No"))] **You indicated that you did not report the upsetting situation. What were your reasons for not reporting the upsetting situation? *Mark all that apply.***

- The offensive behavior stopped on its own
- You asked the person to stop
- You thought it was not serious enough to report
- You did not want more people to know
- You did not want people to see you as weak
- You did not know who to discuss/report the situation to
- You wanted to forget about it and move on
- You did not think anything would be done
- You did not think you would be believed
- You did not trust that the process would be fair
- You felt partially to blame, ashamed, or embarrassed
- You thought other people would blame you
- You thought you might get in trouble for something you did and/or labeled as a troublemaker
- You thought it might hurt your performance evaluation/fitness report or your career
- You did not want to hurt the person's career
- You did not want to hurt the person's family
- You were worried about negative consequences from the person(s) who did it
- You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties)
- You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks)
- You took other actions to handle the situation
- Some other reason

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**GENDER-RELATED EXPERIENCES**

Please read the following special instructions before continuing the survey.

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

The next questions include some graphic words. They describe events that DoD regulations define with precise anatomical language. It is important to use the same names of the specific body parts the DoD uses. This is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, Service member or civilian, someone you knew or a stranger.

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

The following questions will ask you about events that happened AFTER  Date.

You will have an opportunity to describe experiences that happened BEFORE  Date later in the survey.

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

**74. Since  Date, did you have any unwanted experiences in which someone put his penis into your anus or mouth (or vagina, if you are a woman)?**

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**75. [Ask if Q74 = "Yes"] They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**76. [Ask if Q74 = "Yes"] They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**77. [Ask if Q74 = "Yes"] They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**78. [Ask if Q74 = "Yes"] It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes  
 No

**79. Since  Date, did you have any unwanted experiences in which someone put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman)?**

The body part could include a finger, tongue, or testicles.

- Yes  
 No

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80. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

- Yes
- No

81. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

82. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes" and (Q80 = "Yes" or Q81 = "Yes")] **They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

83. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes" and (Q80 = "Yes" or Q81 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

84. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes" and (Q80 = "Yes" or Q81 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

85. [Ask if [SA1Flag] = "Not true" and Q79 = "Yes" and (Q80 = "Yes" or Q81 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes
- No

86. **Since [X Date], did anyone make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to?** A part of the body could include your tongue or fingers (or penis or testicles, if you are a man).

- Yes
- No

87. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

- Yes
- No

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88. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

89. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes" and (Q87 = "Yes" or Q88 = "Yes")] **They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

90. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes" and (Q87 = "Yes" or Q88 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

91. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes" and (Q87 = "Yes" or Q88 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

92. [Ask if [SA2FlagCum] = "Not true" and Q86 = "Yes" and (Q87 = "Yes" or Q88 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes  
 No

93. **Since [X Date], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?** Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

- Yes  
 No

94. [Ask if [SA3FlagCum] = "Not true" and Q93 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

- Yes  
 No

95. [Ask if Q93 = "No" or Q93 = "Missing"] **Since [X Date], did you have any unwanted experiences in which someone intentionally touched ANY area of your body (either directly or through clothing)?**

- Yes  
 No

96. [Ask if [SA3FlagCum] = "Not true" and (Q93 = "Yes" or Q95 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

- Yes  
 No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

97. [Ask if [SA3FlagCum] = "Not true" and ((Q93 = "Yes" and (Q94 = "Yes" or Q96 = "Yes")) or (Q95 = "Yes" and Q96 = "Yes"))] **They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

98. [Ask if [SA3FlagCum] = "Not true" and ((Q93 = "Yes" and (Q94 = "Yes" or Q96 = "Yes")) or (Q95 = "Yes" and Q96 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

99. [Ask if [SA3FlagCum] = "Not true" and ((Q93 = "Yes" and (Q94 = "Yes" or Q96 = "Yes")) or (Q95 = "Yes" and Q96 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

100. [Ask if [SA3FlagCum] = "Not true" and ((Q93 = "Yes" and (Q94 = "Yes" or Q96 = "Yes")) or (Q95 = "Yes" and Q96 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes
- No

101. Since [X Date], did you have any **unwanted experiences in which someone made you touch private areas of their body or someone else's body (either directly or through clothing)?** This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

- Yes
- No

102. [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True")) and Q101 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

- Yes
- No

103. [Ask if Q101 = "No" or Q101 = "Missing"] Since [X Date], did you have any **unwanted experiences in which someone made you touch ANY area of their body or someone else's body (either directly or through clothing)?**

- Yes
- No

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**104.** [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True")) and (Q101 = "Yes" or Q103 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**105.** [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True") and ((Q101 = "Yes" and (Q102 = "Yes" or Q104 = "Yes")) or (Q103 = "Yes" and Q104 = "Yes")))] **They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**106.** [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True") and ((Q101 = "Yes" and (Q102 = "Yes" or Q104 = "Yes")) or (Q103 = "Yes" and Q104 = "Yes")))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**107.** [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True") and ((Q101 = "Yes" and (Q102 = "Yes" or Q104 = "Yes")) or (Q103 = "Yes" and Q104 = "Yes")))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**108.** [Ask if ([SA4FlagCum] = "Not true" or (Q95 = "Yes" and [SA4FLAG] = "True") and ((Q101 = "Yes" and (Q102 = "Yes" or Q104 = "Yes")) or (Q103 = "Yes" and Q104 = "Yes")))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes  
 No

**109.** Since [X Date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred?

- Yes  
 No

**110.** [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

- Yes  
 No

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**111. [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes"] Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**112. [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes" and (Q110 = "Yes" or Q111 = "Yes")]**  
**They used or threatened to use physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**113. [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes" and (Q110 = "Yes" or Q111 = "Yes")]**  
**They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**114. [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes" and (Q110 = "Yes" or Q111 = "Yes")]**  
**They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**115. [Ask if [SA3FlagCum] = "Not true" and Q109 = "Yes" and (Q110 = "Yes" or Q111 = "Yes")]**  
**It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes
- No

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

Based on your answers earlier, you indicated that you had at least one of these unwanted experiences since [X Date].

**116. [Ask if [SAFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] The items that follow will ask for additional information about the unwanted event(s) in which someone...**

- a. Put their penis into your anus or mouth (or vagina, if you are a woman).
- b. Put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman).
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Intentionally touched ANY area of your body.
- f. Made you touch private areas of their body or someone else's body.
- g. Made you touch ANY area of their body or someone else's body.
- h. Attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred.

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

**118. [Ask if [SAFLAG] = "True"] Thinking about the past 12 months, did the unwanted experience(s) occur while...**

	Yes	No
a. Assigned to your <u>current</u> duty station?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Assigned to a <u>prior</u> duty station?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Yes	No
c. Assigned to your <u>current</u> command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Assigned to a <u>previous</u> command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT**

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

**119. [Ask if [SAFLAG] = "True" and Q117 > 1 and [SACount] > 1 and [MATCHING BEHAVIOR] = "Yes"] Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.**

	Yes	No
a. Put their penis into your anus, mouth, or vagina .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Put any object or any body part <u>other than a penis</u> into your anus, mouth, or vagina .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you put any part of your body or any object into someone's mouth, vagina, or anus .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. <u>Attempted</u> to put a penis, an object, or any body part into your anus, mouth, or vagina, <u>but no penetration actually occurred</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**120. [Ask if [SAFLAG] = "True"] How many people did this to you?**

- One person
- More than one person
- Not sure

**121. [Ask if [SAFLAG] = "True"] Was/Were the person(s) involved...**

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

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

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

**123. [Ask if [SAFLAG] = "True" and (Q122 = "Yes, they all were" or Q122 = "Yes, some were, but not all")] At the time of the event, what paygrade was/were the military member(s) who did this to you? Mark all that apply.**

- E1     E7     CW4     O4
- E2     E8     CW5     O5
- E3     E9     O1     O6
- E4     WO1     O2     Higher than O6
- E5     CW2     O3     Not Sure
- E6     CW3

**124. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... Mark all that apply.**

- Your immediate supervisor?
- Someone else in your chain of command (excluding your immediate supervisor)?
- Some other higher ranking military member not listed above?
- Military peer(s) of about the same rank as you?
- Subordinate(s) or someone you manage?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- Not sure

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125. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... **Mark all that apply.**

- Your current or former spouse?
- Someone you have a child with (your child's mother or father)?
- Your significant other (boyfriend or girlfriend) you live with?
- Your current or former significant other (boyfriend or girlfriend) you do/did not live with?
- A friend or acquaintance?
- A family member or relative?
- A stranger?
- None of the above
- Not sure

126. [Ask if [SAFLAG] = "True"] Did the unwanted event occur... **Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."**

	Yes	No
a. At a military installation/ship (for example, on base, on shore duty, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. During an overseas port visit while deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While transitioning between operational theaters (for example, going to or returning from forward deployment)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were in a delayed entry program (DEP) or delayed training program (DTP)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in any other type of military combat training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were attending military occupational specialty school/technical training/advanced individual training/professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While at an official military function (either on or off base)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While you were at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

127. [Ask if [SAFLAG] = "True"] Which of the following best describe the situation when this unwanted event occurred? **Mark all that apply.**

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

**Hazing:** Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

**Bullying:** Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

128. [Ask if [SAFLAG] = "True"] Based on the definitions above, would you describe this unwanted event as... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Hazing? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

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**130. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had you been drinking alcohol?** Even if you had been drinking, it does not mean that you are to blame for what happened.

- Yes
- No
- Not sure

**131. [Ask if [SAFLAG] = "True" and Q130 = "Yes"] Just prior to this unwanted event... Mark one answer for each item.**

	Yes	No	Do not know
a. Did the person(s) who did this to you buy or give you alcohol to drink? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**132. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had the person(s) who did it been drinking alcohol?**

- Yes
- No
- Do not know

**133. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, did it make you take steps to leave or separate from the military?**

- Yes
- No

**134. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, overall how satisfied are/were you with responses/services you received from the following individuals/service providers? Mark one answer for each item.**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable, I did not talk or interact with this individual/service provider
a. Your unit commander/director .....	<input checked="" type="checkbox"/>					

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable, I did not talk or interact with this individual/service provider
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Chief Petty Officer) .....	<input checked="" type="checkbox"/>					
c. Your immediate supervisor .....	<input checked="" type="checkbox"/>					
d. A Sexual Assault Response Coordinator (SARC) .....	<input checked="" type="checkbox"/>					
e. A Uniformed Victim Advocate (UVA) or Victim Advocate (VA) .....	<input checked="" type="checkbox"/>					
f. DoD Safe Helpline (877-995-5247) .....	<input checked="" type="checkbox"/>					
g. A medical provider not for mental health needs (for example, someone from a military medical treatment facility or civilian treatment facility) .....	<input checked="" type="checkbox"/>					
h. A mental health provider (for example, counselor) .....	<input checked="" type="checkbox"/>					
i. Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC) .....	<input checked="" type="checkbox"/>					
j. A chaplain .....	<input checked="" type="checkbox"/>					
k. Military law enforcement personnel .....	<input checked="" type="checkbox"/>					
l. Civilian law enforcement personnel .....	<input checked="" type="checkbox"/>					

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DoD provides two types of sexual assault reports.

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

**135. [Ask if [SAFLAG] = "True"] Did you report this unwanted event to the military?** This could have been either a restricted or unrestricted report.

- Yes
- No

**136. [Ask if [SAFLAG] = "True" and Q135 = "No"] Are you considering reporting, or ever considered reporting?**

- Yes, I am currently considering whether or not to report
- Yes, I considered reporting but decided not to
- No, I never considered reporting and do not plan to report

**[Ask if [SAFLAG] = "True" and Q135 = "No"] What might encourage you to make a report?**  
Please do not include personally identifiable information.

DoD provides two types of sexual assault reports.

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

**137. [Ask if [SAFLAG] = "True" and Q135 = "Yes"] Did you initially make...**

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

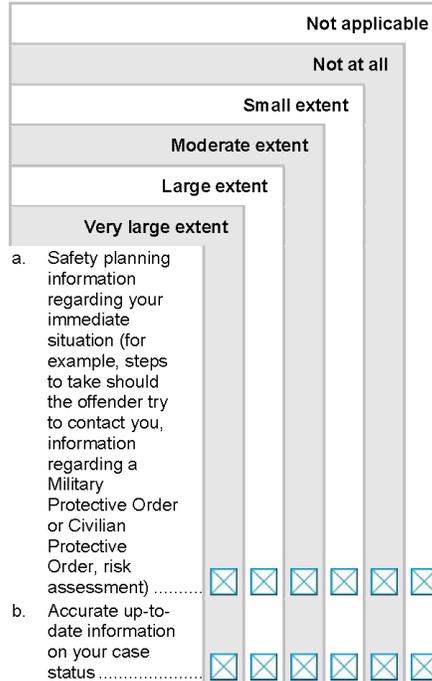
**138. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and Q137 = "A restricted report?"] What happened with your restricted report? Mark one.**

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

**139. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and Q137 = "A restricted report?"] If making a restricted report was not an option, what would you have done? Mark one.**

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

**140. [Ask if [SAFLAG] = "True" and Q135 = "Yes"] After reporting this unwanted event, to what extent were you provided the following? Mark one answer for each item.**



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	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
c. Information to address your confidentiality concerns (for example, your right to privacy).....	<input checked="" type="checkbox"/>					
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals).....	<input checked="" type="checkbox"/>					
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC).....	<input checked="" type="checkbox"/>					
f. Information on your right to request an expedited transfer.....	<input checked="" type="checkbox"/>					
g. Information about Victim's Rights (DD Form 2701).....	<input checked="" type="checkbox"/>					
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers.....	<input checked="" type="checkbox"/>					
i. Information about <u>medical</u> healthcare and treatment.....	<input checked="" type="checkbox"/>					

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
j. Information about <u>behavioral</u> healthcare and treatment (for example, counseling).....	<input checked="" type="checkbox"/>					

141. [Ask if [SAFLAG] = "True" and Q135 = "Yes"]  
**After reporting this unwanted event, to what extent were you provided the following from your leadership? Mark one answer for each item.**

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

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**142. [Ask if [SAFLAG] = "True" and Q135 = "Yes"]**  
**What were your reasons for reporting the event to a military authority? Mark all that apply.**

- Someone else made you report it or reported it themselves
- To stop the offender(s) from hurting you again
- To stop the offender(s) from hurting others
- It was your civic/military duty to report it
- To punish the offender(s)
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- Someone you told encouraged you to report
- Media coverage of the #metoo movement
- You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future
- Some other reason

**143. [Ask if [SAFLAG] = "True" and Q135 = "Yes"]**  
**Based on your overall experience of the reporting process and services available, would you recommend that others report their sexual assault? Mark one.**

- Yes, recommend others make an unrestricted report
- Yes, recommend others make a restricted report
- No
- Not sure

**144. [Ask if [SAFLAG] = "True" and Q135 = "No"]**  
**What were your reasons for not reporting the event to a military authority? Mark all that apply.**

- You thought it was not serious enough to report
- You did not want more people to know
- You did not want people to see you as weak
- You wanted to forget about it and move on
- You did not think your report would be kept confidential
- You did not think anything would be done
- You did not trust the process would be fair
- You felt partially to blame
- You thought you might get in trouble for something you did and/or labeled a troublemaker
- You felt ashamed or embarrassed
- You thought it might hurt your performance evaluation/fitness report or your career
- You did not want to hurt the person's career
- You did not want to hurt the person's family
- You were worried about potential negative consequences from the person(s) who did it
- You were worried about potential negative consequences from a supervisor or someone in your chain of command
- You were worried about potential negative consequences from your coworkers or peers
- Some other reason

**145. [Ask if [SAFLAG] = "True" and (Q135 = "Yes" or Q135 = "No")] In retrospect, would you make the same decision about reporting if you could do it over?**

- Yes
- No

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**OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT**

**146. [Ask if [SAFLAG] = "True"] Thinking about the unwanted event, has your leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.***

- Demoted you or denied you a promotion
- Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- Rated you lower than you deserved on a performance evaluation
- Denied you an award you were previously eligible to receive
- Reduced your pay or benefits without doing the same to others
- Reassigned you to duties that do not match your current grade
- Made you perform additional duties that do not match your current grade
- Transferred you to a different unit or installation without your request or agreement
- Ordered you to one or more command directed mental health evaluations
- Disciplined you or ordered other corrective action
- Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
- Some other action that negatively affected, or could negatively affect, your position or career
- Does not apply, you have not experienced any of the above

**147. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked")] Do you have reason to believe that any of the actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?**

- Yes
- No
- Not sure

**148. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked")] Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.***

- They were trying to get back at you for making a report (unrestricted or restricted)
- They were trying to discourage you from moving forward with your report
- They did not believe you
- They were mad at you for causing a problem for them
- They did not understand the situation
- They were trying to help you
- They were following established protocol by temporarily reassigning you during recovery
- They were friends with the person(s) whom you indicated committed the sexual assault
- They were addressing an issue of collateral misconduct
- Some other reason
- Not sure

**149. [Ask if [SAFLAG] = "True" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked")] How did these actions affect your decision to report your sexual assault? *Mark one.***

- Reported and still participating or moving forward with my report
- Reported, but as a result of these actions, declined to participate or move forward with my report
- Did not report as a result of these actions
- Did not report and these actions did not affect that decision

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

- Made insulting or disrespectful remarks or made jokes at your expense in public
- Excluded you or threatened to exclude you from social activities or interactions
- Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- You did not experience any of the above

**151. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- Yes
- No
- Not sure

**152. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked")] Why do you believe your military peers and/or coworkers took the actions you marked as happening to you? Mark all that apply.**

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

**153. [Ask if [SAFLAG] = "True" AND (Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked")] How did these actions affect your decision to report your sexual assault? Mark one.**

- Reported and still participating or moving forward with my report
- Reported, but as a result of these actions, declined to participate or move forward with my report
- Did not report as a result of these actions
- Did not report and these actions did not affect that decision

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

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

**155. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- Yes
- No
- Not sure

**156. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] Why do you believe your military peers and/or coworkers took the actions you marked as happening to you? Mark all that apply.**

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

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157. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Was/ Were any of your military peers and/or coworkers who took these actions in a position of authority/leadership over you?**

- Yes  
 No  
 Not sure

158. [Ask if [SAFLAG] = "True" and (Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **How did these actions affect your decision to report your sexual assault? *Mark one.***

- Reported and still participating or moving forward with my report  
 Reported, but as a result of these actions, declined to participate or move forward with my report  
 Did not report as a result of these actions  
 Did not report and these actions did not affect that decision

159. [Ask if [SAFLAG] = "True" and (Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Did any of the actions you marked involve social media?** For example, Facebook, Twitter, Kik, Instagram, Snapchat, Jodel.

- Yes  
 No

160. [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked" or Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **Thinking about all of the negative actions you selected that were taken by military coworkers, peers, and/or leadership, did you... *Mark all that apply.***

- Discuss these behaviors with your friends, family, coworkers, or a professional?  
 Discuss these behaviors with a work supervisor or anyone up your chain of command with the expectation that some corrective action would be taken?  
 Discuss these behaviors with a work supervisor or anyone up your chain of command to get guidance on what to do?  
 File a complaint (for example, with the Inspector General, Military Equal Opportunity Office, commander)?  
 None of the above actions

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**161.** [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked" or Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked") and Q160 d <> "Marked" and (Q160 a = "Marked" or Q160 b = "Marked" or Q160 c = "Marked" or Q160 e = "Marked")] **You indicated you chose not to file a complaint. Please indicate why you made this decision. Mark all that apply.**

- The person(s) stopped their behavior
- You did not want more people to know and/or judge you
- You did not know how to file a complaint
- You were told/encouraged not to file a complaint
- You did not think anything would be done or anyone would believe you
- You did not trust that the process would be fair
- You were worried that filing a complaint would cause you more harm than good
- Some other reason

**162.** [Ask if [SAFLAG] = "True" and Q135 = "Yes" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q146 d = "Marked" or Q146 e = "Marked" or Q146 f = "Marked" or Q146 g = "Marked" or Q146 h = "Marked" or Q146 i = "Marked" or Q146 j = "Marked" or Q146 k = "Marked" or Q146 l = "Marked" or Q150 a = "Marked" or Q150 b = "Marked" or Q150 c = "Marked" or Q154 a = "Marked" or Q154 b = "Marked" or Q154 c = "Marked" or Q154 d = "Marked" or Q154 e = "Marked" or Q154 f = "Marked")] **What is the relationship between the individual(s) that took these actions against you and the perpetrator(s) involved in the unwanted event? Mark all that apply.**

- Same person(s)
- Friends with the identified perpetrator(s)
- In same chain of command
- Some other relationship
- No relationship
- Not sure

**GENDER-RELATED EXPERIENCES**

Earlier in the survey you indicated that you experienced an unwanted event.

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the past 12 months, and which events happened earlier.

**163.** [Ask if [SAFLAG] = "True"] **Thinking about when the event occurred, how certain are you that it occurred in the last 12 months?** If the event occurred over a long time, think about whether it ever happened after [X Date].

- Definitely occurred AFTER [X Date]
- Not sure if it occurred BEFORE or AFTER [X Date]
- Definitely occurred BEFORE [X Date]

**164.** [Ask if [SAFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] **Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...**

- a. Put their penis into your anus or mouth (or vagina, if you are a woman).
- b. Put any object or any body part other than a penis into your anus or mouth (or vagina, if you are a woman).
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Intentionally touched ANY area of your body.
- f. Made you touch private areas of their body or someone else's body.
- g. Made you touch ANY area of their body or someone else's body.
- h. Attempted to put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), but no penetration actually occurred.

**165.** [Ask if [SAFLAG] = "True"] **What was the date of your MOST RECENT unwanted event like this?**

Month

Year

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**PRIOR EXPERIENCES**

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened more than one year ago, BEFORE [X Date]. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means that you told or showed them that you were unwilling, that they used physical force or threats to make you do it, or that they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

**166. Before [X Date], had anyone... Mark "Yes" or "No" for each item.**

	Yes	No
a. Put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Made you insert an object or any body part into someone's mouth, vagina, or anus when you did not want to and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <u>Attempted to</u> put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) against your will <u>but it did not happen</u> ? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? <i>Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body (either directly or through clothing) when you did not want it and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? <i>This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**167. [Ask if Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes"] Did any of these unwanted experiences happen... Mark "Yes" or "No" for each item.**

	Yes	No
a. <u>Before</u> you joined the military?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <u>After</u> you joined the military?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**168. [Ask if ([SAFLAG] = "True" and Q117 > 1) or ((Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes") and Q167 b = "Yes")] Did you report any of your sexual experiences since entering the military? Mark one.**

- Yes, a restricted report that remained restricted
- Yes, an unrestricted report
- Yes, a restricted report that I chose to convert to an unrestricted report
- Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway
- No, I have never filed a report

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**REPORTING PROCESS**

**169.** [Ask if (((([SAFLAG] = "True" and Q117 > 1) or ((Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes") and Q167 b = "Yes")) and Q168 = "Yes, a restricted report that I chose to convert to an unrestricted report") or ([SAFLAG] = "True" and Q135 = "Yes" and Q137 = "A restricted report?" and Q138 = "I chose to convert it to unrestricted")))] **Why did you choose to convert your restricted report to an unrestricted report? Mark all that apply.**

- It was my choice (e.g., I was not coerced)
- I agreed to a Military Criminal Investigation Office (MCIO) investigation
- A third party reported (for example, friend, family, partner, etc.)
- I wanted to disclose to my chain of command
- I was concerned about my physical safety
- There was a SAPR personnel violation or other referral service interference
- My Special Victims' Counsel (SVC) advised me to
- I wanted to avoid prosecution of collateral misconduct
- I was encouraged to convert by family and/or friends
- I requested an expedited transfer or Military Protective Order (MPO)
- My daily functions and life were impaired
- I wanted the offender to be held accountable
- For the safety of others
- I felt threatened by the alleged offender(s)
- I was experiencing retaliatory behaviors
- There was a filing error
- Other
- Don't know

**170.** [Ask if (((([SAFLAG] = "True" and Q117 > 1) or ((Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes") and Q167 b = "Yes")) and (Q168 = "Yes, an unrestricted report" or Q168 = "Yes, a restricted report that I chose to convert to an unrestricted report" OR Q168 = "Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway")) or ([SAFLAG] = "True" and Q135 = "Yes" and (Q137 = "An unrestricted report" or (Q137 = "A restricted report" and (Q138 = "I chose to convert it to unrestricted" or Q138 = "I did not choose to convert my report, but an independent investigation occurred anyway (for example someone you talked to about it notified your chain of command and they initiated an investigation)))))))] **How frequently did the following individuals/providers take steps to keep you informed about the progress of your case? Mark one answer for each item.**

	Very frequently	Frequently	Occasionally	Rarely	Never	Not applicable
a. Your unit commander/director.....	<input checked="" type="checkbox"/>					
b. Your immediate supervisor.....	<input checked="" type="checkbox"/>					
c. Your Senior Enlisted Advisor.....	<input checked="" type="checkbox"/>					
d. Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC) assigned to you.....	<input checked="" type="checkbox"/>					
e. Military Trial Counsel.....	<input checked="" type="checkbox"/>					
f. Military Criminal Investigator(s).....	<input checked="" type="checkbox"/>					

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171. [Ask if (((([SAFLAG] = "True" and Q117 > 1) or ((Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes")) and Q167 b = "Yes")) and (Q168 = "Yes, an unrestricted report" or Q168 = "Yes, a restricted report that I chose to convert to an unrestricted report" OR Q168 = "Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway")) or (([SAFLAG] = "True" and Q135 = "Yes" and (Q137 = "An unrestricted report" or (Q137 = "A restricted report" and (Q138 = "I chose to convert it to unrestricted" or Q138 = "I did not choose to convert my report, but an independent investigation occurred anyway (for example someone you talked to about it notified your chain of command and they initiated an investigation)")))))))] Overall, how satisfied or dissatisfied were you with the services from the following individuals during the military justice process? *Mark one answer for each item.*

172. [Ask if (((([SAFLAG] = "True" and Q117 > 1) or ((Q166 a = "Yes" or Q166 b = "Yes" or Q166 c = "Yes" or Q166 d = "Yes" or Q166 e = "Yes" or Q166 f = "Yes" or Q166 g = "Yes")) and Q167 b = "Yes")) and (Q168 = "Yes, an unrestricted report" or Q168 = "Yes, a restricted report that I chose to convert to an unrestricted report" OR Q168 = "Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway")) or (([SAFLAG] = "True" and Q135 = "Yes" and (Q137 = "An unrestricted report" or (Q137 = "A restricted report" and (Q138 = "I chose to convert it to unrestricted" or Q138 = "I did not choose to convert my report, but an independent investigation occurred anyway (for example someone you talked to about it notified your chain of command and they initiated an investigation)")))))))] If you made an **unrestricted** report, but then declined to participate in the investigation or to appear in court, select the statements that best apply to your situation. *Mark all that apply.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
a. Special Victims' Counsel (SVC)/ Victims' Legal Counsel (VLC) .....	<input checked="" type="checkbox"/>					
b. Sexual Assault Prevention and Response (SAPR) Uniformed Victim Advocate/Victim Advocate (UVA/VA) .....	<input checked="" type="checkbox"/>					
c. Sexual Assault Response Coordinator (SARC) .....	<input checked="" type="checkbox"/>					

- Not applicable, I am participating or did participate throughout the entire process
- I did not want to participate in an investigation
- I wanted an expedited transfer
- The investigation was/would have been too emotionally difficult
- The investigation took too much time
- I did not want to appear in court (for example, being in the courtroom, testifying, etc.)
- Appearing in court was/would have been too emotionally difficult
- The court process took too much time
- I changed my mind about filing an unrestricted report
- I changed my mind after learning about the process from my Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC)
- I was not given the choice to file a restricted report
- Other

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**BYSTANDER INTERVENTION**

The following questions will ask whether you observed a variety of situations in the past 12 months. These situations could have taken place at your military work or outside of the military workplace.

**173. In the past 12 months, did you... Mark "Yes" or "No" for each item.**

	Yes	No
a. Observe someone who "crossed the line" with their sexist comments or jokes? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encounter a group or individual being hazed or bullied? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. See someone making unwanted sexual advances on someone? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. See horseplay or roughhousing that "crossed the line" or appeared unwanted? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encounter someone who drank too much and needed help? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See someone grabbing, pushing, or insulting someone? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone who was taking advantage of someone who was passed out? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. See a situation you thought was a sexual assault or could have led to a sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Hear someone say people who take risks are at fault for being sexually assaulted? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**174. [Ask if Q173 a = "Yes"] You indicated you observed someone who "crossed the line" with their sexist comments or jokes. How did you respond to the situation? Mark all that apply.**

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**175. [Ask if Q173 b = "Yes"] You indicated you encountered a group or individual being hazed or bullied. How did you respond to the situation? Mark all that apply.**

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**176. [Ask if Q173 c = "Yes"] You indicated you saw someone making unwanted sexual advances on someone. How did you respond to the situation? Mark all that apply.**

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**177. [Ask if Q173 d = "Yes"] You indicated you saw horseplay or roughhousing that "crossed the line" or appeared unwanted. How did you respond to the situation? Mark all that apply.**

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

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**178. [Ask if Q173 e = "Yes"] You indicated you encountered someone who drank too much and needed help. How did you respond to the situation? *Mark all that apply.***

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**179. [Ask if Q173 f = "Yes"] You indicated you saw someone grabbing, pushing, or insulting someone. How did you respond to the situation? *Mark all that apply.***

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**180. [Ask if Q173 g = "Yes"] You indicated you encountered someone taking advantage of someone who was passed out. How did you respond to the situation? *Mark all that apply.***

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**181. [Ask if Q173 h = "Yes"] You indicated you saw a situation you thought was a sexual assault or could have led to a sexual assault. How did you respond to the situation? *Mark all that apply.***

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

**182. [Ask if Q173 i = "Yes"] You indicated you heard someone say people who take risks are at fault for being sexually assaulted. How did you respond to the situation? *Mark all that apply.***

- I spoke up to address the situation
- I told someone else about it while it was happening
- I told someone else about it after it happened
- I created a distraction
- I talked to those involved to see if they were okay
- I intervened in some other way
- I did not intervene

[Ask if (Q173 a = "Yes" AND Q174 f = "Marked") OR (Q173 b = "Yes" AND Q175 f = "Marked") OR (Q173 c = "Yes" AND Q176 f = "Marked") OR (Q173 d = "Yes" AND Q177 f = "Marked") OR (Q173 e = "Yes" AND Q178 f = "Marked") OR (Q173 f = "Yes" AND Q179 f = "Marked") OR (Q173 g = "Yes" AND Q180 f = "Marked") OR (Q173 h = "Yes" AND Q181 f = "Marked") OR (Q173 i = "Yes" AND Q182 f = "Marked")] **You indicated you intervened in a situation in "some other way." Please specify.** Please do not include any personally identifiable information.

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**183.** [Ask if Q173 a = "Yes" OR Q173 b = "Yes" OR Q173 c = "Yes" OR Q173 d = "Yes" OR Q173 e = "Yes" OR Q173 f = "Yes" OR Q173 g = "Yes" OR Q173 h = "Yes" OR Q173 i = "Yes"] **Did any of the following contribute to your decision on whether or not to intervene? Mark "Yes" or "No" for each item.**

	Yes	No
a. Training on bystander intervention.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Another type of training related to sexual assault prevention.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Unit leader expectations .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Peer or coworker expectations .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Desire to uphold core military values.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Concern the situation could hurt unit cohesion or morale.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Concern the situation could hurt duty performance .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Confidence in my ability to prevent a sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Belief that others would view my actions positively.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. It was the right thing to do.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Some other reason .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if (Q173 a = "Yes" OR Q173 b = "Yes" OR Q173 c = "Yes" OR Q173 d = "Yes" OR Q173 e = "Yes" OR Q173 f = "Yes" OR Q173 g = "Yes" OR Q173 h = "Yes" OR Q173 i = "Yes") AND Q183 k = "Yes"] **You indicated that some other reason contributed to your decision on whether or not to intervene. Please specify below.**  
Please do not include personally identifiable information.

**WORKPLACE CULTURE AND TRAINING**

**184.** In the past 12 months, to what extent have you witnessed people in your unit... **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Make it clear that sexual assault has no place in the military? .....	<input checked="" type="checkbox"/>				

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
b. Promoting a unit climate based on mutual respect and trust?.....	<input checked="" type="checkbox"/>				
c. Lead by example by refraining from sexist comments and behaviors?.....	<input checked="" type="checkbox"/>				
d. Recognize and immediately correct incidents of sexual harassment? .....	<input checked="" type="checkbox"/>				
e. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors? .....	<input checked="" type="checkbox"/>				
f. Publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number)?.....	<input checked="" type="checkbox"/>				
g. Encourage victims to report sexual assault?.....	<input checked="" type="checkbox"/>				

**185.** During the past 12 months, how often have you experienced any of the following behaviors, where your coworkers... **Mark one answer for each item.**

	Never	Once or twice	Sometimes	Often	Very often
a. Intentionally interfered with your work performance? .....	<input checked="" type="checkbox"/>				
b. Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>				
c. Were excessively harsh in their criticism of your work performance?.....	<input checked="" type="checkbox"/>				
d. Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>				
e. Gossiped/talked about you? .....	<input checked="" type="checkbox"/>				
f. Used insults, sarcasm, or gestures to humiliate you?.....	<input checked="" type="checkbox"/>				
g. Yelled when they were angry with you?.....	<input checked="" type="checkbox"/>				

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	Very often				
	Often				
	Sometimes				
	Once or twice				
	Never				
h. Swore at you in a hostile manner?.....	<input checked="" type="checkbox"/>				
i. Damaged or stole your property or equipment?.....	<input checked="" type="checkbox"/>				

186. During the past 12 months, how often have you experienced any of the following behaviors, where your immediate supervisor... Mark one answer for each item.

	Very often				
	Often				
	Sometimes				
	Once or twice				
	Never				
a. Intentionally interfered with your work performance? .....	<input checked="" type="checkbox"/>				
b. Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>				
c. Were excessively harsh in their criticism of your work performance?.....	<input checked="" type="checkbox"/>				
d. Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>				
e. Gossiped/talked about you?.....	<input checked="" type="checkbox"/>				
f. Used insults, sarcasm, or gestures to humiliate you?.....	<input checked="" type="checkbox"/>				
g. Yelled when they were angry with you?.....	<input checked="" type="checkbox"/>				
h. Swore at you in a hostile manner?.....	<input checked="" type="checkbox"/>				
i. Damaged or stole your property or equipment?.....	<input checked="" type="checkbox"/>				

WELL-BEING

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

187. How many drinks containing alcohol do you have on a typical day when drinking? Mark one.

- None, I do not drink alcohol
- 1 or 2
- 3 or 4
- 5 or 6
- 7 to 9
- 10 or more

188. [Ask if [SAFLAG] = "True" OR [MEO\_FLAG] = "True"] Compared to before you experienced sexual assault, sexual harassment, and/or gender discrimination, is the amount of alcohol you drink now... Mark one.

- Less than before the incident?
- About the same as before the incident?
- More than before the incident?

189. During the past year, how often have you been unable to remember what happened the night before because you had been drinking? Mark one.

- Never
- Once a month or less
- 2 to 4 times a month
- 2 to 3 times a week
- 4 or more times a week

TRAINING AND CULTURE

190. How confident are you in your understanding of what constitutes... Mark one answer for each item.

	Not at all confident				
	A little confident				
	Somewhat confident				
	Very confident				
	Completely confident				
a. Sexual harassment?.....	<input checked="" type="checkbox"/>				
b. Sexual assault?.....	<input checked="" type="checkbox"/>				

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

Yes

No

**192. [Ask if Q191 = "Yes"] My Service's sexual assault training... Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Teaches that the consumption of alcohol may increase the likelihood of sexual assault.....	<input checked="" type="checkbox"/>				
b. Teaches how to intervene when you witness a situation involving a fellow military member (bystander intervention).....	<input checked="" type="checkbox"/>				
c. Identifies the points of contact for reporting sexual assault (for example, SARC, Victim Advocate, SVC, VLC).....	<input checked="" type="checkbox"/>				
d. Provides a good understanding of what actions are considered retaliatory.....	<input checked="" type="checkbox"/>				
e. Uses specific scenarios in which men reported being sexually assaulted.....	<input checked="" type="checkbox"/>				
f. Addresses men's concerns about seeking care for a sexual assault.....	<input checked="" type="checkbox"/>				
g. Teaches how to obtain medical care following a sexual assault.....	<input checked="" type="checkbox"/>				
h. Highlights engagement of chain of command outside of formal training.....	<input checked="" type="checkbox"/>				

**193. [Ask if Q191 = "Yes"] My Service's sexual assault training explains... Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. How sexual assault is a mission readiness problem.....	<input checked="" type="checkbox"/>				
b. That, in addition to women, men can experience sexual assault.....	<input checked="" type="checkbox"/>				
c. Use of social media and community to promote sexual assault prevention (for example, Facebook messages, "fun runs," organized events).....	<input checked="" type="checkbox"/>				
d. How to report retaliatory behavior.....	<input checked="" type="checkbox"/>				
e. That sexual assault can happen between intimate partners.....	<input checked="" type="checkbox"/>				
f. The role of the chain of command in handling sexual assault allegations.....	<input checked="" type="checkbox"/>				
g. The reporting options available if a sexual assault occurs.....	<input checked="" type="checkbox"/>				
h. The resources available to victims (for example, Safe Helpline).....	<input checked="" type="checkbox"/>				

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

Yes

No

**195. [Ask if Q194 = "Yes"] My Service's sexual harassment training... Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Explains the role of the chain of command in handling sexual harassment complaints.....	<input checked="" type="checkbox"/>				

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	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Identifies the points of contact for reporting sexual harassment complaints.....	<input checked="" type="checkbox"/>				
c. Explains how sexual harassment is a mission readiness problem.....	<input checked="" type="checkbox"/>				
d. Explains that, in addition to women, men can experience sexual harassment.....	<input checked="" type="checkbox"/>				
e. Explains the spectrum of problematic behaviors, from the lowest to most serious level, to report to the chain of command if someone crossed the line to sexually harass you.....	<input checked="" type="checkbox"/>				
f. Explains acceptable and non-acceptable behaviors (verbally, in written form, including inappropriate electronic communications and social media misconduct).....	<input checked="" type="checkbox"/>				

196. How much do you agree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. When you are in a social setting, it is your duty to confront a fellow military member from doing something potentially harmful to themselves or others.....	<input checked="" type="checkbox"/>				
b. If you are <u>sexually assaulted</u> , you can trust the military system to protect your privacy.....	<input checked="" type="checkbox"/>				
c. If you are <u>sexually assaulted</u> , you can trust the military system to ensure your safety following the incident.....	<input checked="" type="checkbox"/>				

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. If you are <u>sexually assaulted</u> , you can trust the military system to treat you with dignity and respect.....	<input checked="" type="checkbox"/>				
e. You believe you will be treated differently by your supervisor or chain of command if you report you were <u>sexually assaulted</u> .....	<input checked="" type="checkbox"/>				
f. You believe you will be treated differently by your supervisor or chain of command if you report <u>someone else was sexually assaulted</u> .....	<input checked="" type="checkbox"/>				
g. You believe you will be treated differently by your supervisor or chain of command if you report you were <u>sexually harassed</u> .....	<input checked="" type="checkbox"/>				
h. You believe you will be treated differently by your supervisor or chain of command if you report <u>someone else was sexually harassed</u> .....	<input checked="" type="checkbox"/>				
i. Reporting an incident or filing a complaint of <u>sexual harassment</u> is highly encouraged to prevent harmful outcomes.....	<input checked="" type="checkbox"/>				
j. Reporting an incident or filing a complaint of <u>gender discrimination</u> is highly encouraged to prevent harmful outcomes.....	<input checked="" type="checkbox"/>				
k. Retaliation and/or reprisal does not occur when an incident or complaint is reported.....	<input checked="" type="checkbox"/>				

2018 Workplace and Gender Relations Survey of Active Duty Members

**197. To what extent are you willing to... Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Point out to someone when you think they "crossed the line" with gender-related comments or jokes? .....	<input checked="" type="checkbox"/>				
b. Encourage others to point out to someone when they think he or she "crossed the line" with gender-related comments or jokes? .....	<input checked="" type="checkbox"/>				
c. Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to? .....	<input checked="" type="checkbox"/>				

**199. To what extent does your immediate supervisor... Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Encourage members to challenge <u>sexual harassment and gender discrimination</u> when they witness it? .....	<input checked="" type="checkbox"/>				
b. Encourage members to challenge <u>sexist behaviors</u> when they witness them? .....	<input checked="" type="checkbox"/>				
c. Create a command culture of prevention by encouraging members, witnesses, and bystanders to report situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide)? .....	<input checked="" type="checkbox"/>				

**198. How likely would you be to... Mark one answer for each item.**

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
a. Encourage someone who has experienced <u>sexual harassment</u> to tell a military supervisor? .....	<input checked="" type="checkbox"/>				
b. Encourage someone who has experienced <u>sexual assault</u> to seek counseling? .....	<input checked="" type="checkbox"/>				
c. Encourage someone who has experienced <u>sexual assault</u> to report it? .....	<input checked="" type="checkbox"/>				
d. Tell a military supervisor about <u>sexual harassment</u> if it happened to you? .....	<input checked="" type="checkbox"/>				
e. Report a <u>sexual assault</u> if it happened to you? .....	<input checked="" type="checkbox"/>				

**200. My immediate supervisor... Mark one answer for each item.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Models respectful behavior. ....	<input checked="" type="checkbox"/>				
b. Promotes responsible alcohol use. ....	<input checked="" type="checkbox"/>				
c. Would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work. ....	<input checked="" type="checkbox"/>				
d. Would stop individuals who are talking about sexual topics at work. ....	<input checked="" type="checkbox"/>				
e. Would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, rubbing someone's shoulders). ....	<input checked="" type="checkbox"/>				

2018 Workplace and Gender Relations Survey of Active Duty Members

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
f. Encourages individuals to help others in risky situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide).....	<input checked="" type="checkbox"/>				

201. If a coworker were to report a sexual assault, my chain of command/supervisor would... **Mark one answer for each item.**

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
a. Take the report seriously. ....	<input checked="" type="checkbox"/>				
b. Keep the knowledge of the report limited to those with a need to know. ....	<input checked="" type="checkbox"/>				
c. Discourage military members/employees from spreading rumors and speculation about the allegation. ....	<input checked="" type="checkbox"/>				
d. Promote healthcare, legal, or other support services to the reporter. ....	<input checked="" type="checkbox"/>				
e. Support the individual for speaking up. ....	<input checked="" type="checkbox"/>				

202. How would you rate the climate in your unit regarding... **Mark one answer for each item.**

Poor					
Fair					
Good					
Very good					
Excellent					
a. Unit cohesion?.....	<input checked="" type="checkbox"/>				
b. Respect <u>from</u> the chain of command?.....	<input checked="" type="checkbox"/>				
c. Respect <u>for</u> the chain of command?.....	<input checked="" type="checkbox"/>				

Poor					
Fair					
Good					
Very good					
Excellent					
d. Respect Service members have for others from diverse backgrounds?.....	<input checked="" type="checkbox"/>				
e. How women and men treat each other?.....	<input checked="" type="checkbox"/>				
f. Providing help to one another when personal problems arise? .....	<input checked="" type="checkbox"/>				
g. Dealing effectively with adversity or conflict when it occurs?.....	<input checked="" type="checkbox"/>				
h. Support for <u>male</u> victims of sexual assault?.....	<input checked="" type="checkbox"/>				
i. Support for <u>female</u> victims of sexual assault?.....	<input checked="" type="checkbox"/>				

**HOW ARE WE DOING?**

203. In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

204. In your opinion, has sexual assault in the military become more or less of a problem over the last 2 years?

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

**ADDITIONAL BACKGROUND INFORMATION**

205. Are you Spanish/Hispanic/Latino?

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

2018 Workplace and Gender Relations Survey of Active Duty Members

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

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

**207. Do you consider yourself to be... Mark one.**

- Heterosexual or straight?
- Gay or lesbian?
- Bisexual?
- Other (for example, questioning, asexual, undecided, self-identified)
- Prefer not to answer

**TRAINING AND CULTURE**

**208. [Ask if [CSERVICE] = "Marine Corps"] To what extent do you agree or disagree with the following statements about prevention and awareness of sexual assault in your Service? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My Service's social media messages (on Facebook, Twitter, and Instagram) raise my awareness about sexual assault.....	<input checked="" type="checkbox"/>				
b. My Commander (Group/Regimental Commander or General Officer) is committed to <u>preventing</u> sexual assault in my Service.....	<input checked="" type="checkbox"/>				
c. My Commander (Group/Regimental Commander or General Officer) is committed to fostering a climate of dignity and respect in my Service.....	<input checked="" type="checkbox"/>				
d. My Commander (Group/Regimental Commander or General Officer) is committed to supporting <u>male victims</u> of sexual assault in my Service.....	<input checked="" type="checkbox"/>				

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
e. My Commander (Group/Regimental Commander or General Officer) is committed to supporting <u>female victims</u> of sexual assault in my Service.....	<input checked="" type="checkbox"/>				

**209. [Ask if [CSERVICE] = "Marine Corps"] How much do you agree or disagree with the following statement: I am aware of what other people imply, but do not say, during conversations.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**210. [Ask if [CSERVICE] = "Army"] To what extent do you agree or disagree with the following statements? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members of your unit/workgroup are expected to avoid engaging in offensive and disrespectful behaviors.....	<input checked="" type="checkbox"/>				
b. Disrespectful behavior is discouraged by members of your unit/workgroup.....	<input checked="" type="checkbox"/>				
c. Members of your unit/workgroup are expected to treat one another with dignity.....	<input checked="" type="checkbox"/>				
d. Respectful treatment is encouraged by members of your unit/workgroup.....	<input checked="" type="checkbox"/>				

2018 Workplace and Gender Relations Survey of Active Duty Members

211. [Ask if [CSERVICE] = "Army"] To what extent does your unit/workgroup pull together to get the job done? **Mark one.**

- Very large extent
- Large extent
- Moderate extent
- Small extent
- Not at all

212. [Ask if [CSERVICE] = "Navy"] To what extent is your chain of command willing to... **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Point out to someone when they think they "crossed the line" with gender-related comments or jokes? .....	<input checked="" type="checkbox"/>				
b. Encourage others to point out to someone when they think he or she "crossed the line" with gender-related comments or jokes? .....	<input checked="" type="checkbox"/>				
c. Encourage members to seek their help to confront other Service members who continue to engage in sexual harassment after having been previously spoken to? .....	<input checked="" type="checkbox"/>				

213. [Ask if [CSERVICE] = "Navy"] How likely would your chain of command be to... **Mark one answer for each item.**

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
a. Encourage someone who has experienced <u>sexual harassment</u> to tell a military supervisor? .....	<input checked="" type="checkbox"/>				
b. Encourage someone who has experienced <u>sexual assault</u> to seek counseling? .....	<input checked="" type="checkbox"/>				

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
c. Encourage someone who has experienced <u>sexual assault</u> to report it? .....	<input checked="" type="checkbox"/>				

214. [Ask if [CSERVICE] = "Navy"] With regard to sexual assault training, which training method do you believe is most effective? **Mark one.**

- Online/NKO
- PowerPoint face-to-face
- Small group discussions

**TAKING THE SURVEY**

215. Thank you for participating in the survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not enter personally identifiable information. Your feedback is useful and appreciated.

216. [Ask if Q1 = "No, I was separated or retired"] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s).

To submit your answers click **Submit**. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or send fax to 1-763-268-3002.



# Appendix G. Survey Outreach

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS







DEPARTMENT OF THE AIR FORCE  
OFFICE OF THE CHIEF OF STAFF  
UNITED STATES AIR FORCE  
WASHINGTON DC 20330

August 15, 2018

100000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4



Dear Mr. Name:

One of my primary objectives as your leader is to ensure that Airmen are provided the best work environment possible. One of the ways to understand what is happening in your military workplace is through surveys. The *2018 Workplace and Gender Relations Survey of Active Duty Members* assess any experiences you may have had recently with sexual harassment and sexual assault. This survey is Congressionally-mandated and is the only survey the Department uses to construct official rates of these behaviors across the Force. Results from this survey will be used by DoD to refine the policies that support you and your fellow military members. Your participation is essential to an understanding of military life informed by fact instead of anecdote.

The Air Force remains committed to combating these unwanted gender-related behaviors and this survey is critical to our ability to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but I encourage your response to ensure the results we obtain are truly representative. The survey is completely confidential.

The survey is being conducted by the Office of People Analytics (OPA). The survey will open on August 27, 2018 at the following website: <https://www.dodsurveys.mil> At the website, you will be asked to enter your **Ticket Number: UXXXXXX**

This survey is considered *Official Business* and can be completed using your government computer or your own computer if you choose. Although your participation in the survey is voluntary, I hope you will recognize its importance and find a few minutes to answer these questions about your experiences.

Sincerely,

DAVID L. GOLDFEIN  
General, USAF  
Chief of Staff

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGR-survey@mail.mil](mailto:WGR-survey@mail.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.



17762

01234567001



DEPARTMENT OF THE AIR FORCE  
OFFICE OF THE CHIEF OF STAFF  
UNITED STATES AIR FORCE  
WASHINGTON DC 20330

August 15, 2018

200000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4  
Canada

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DEPARTMENT OF THE AIR FORCE  
OFFICE OF THE CHIEF OF STAFF  
UNITED STATES AIR FORCE  
WASHINGTON DC 20330

October 15, 2018

100000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4



Dear Mr. Name:

Recently, I contacted you about participating in the *2018 Workplace and Gender Relations Survey of Active Duty Members*. If you have not already done so, please take the time to complete the survey today. The survey is being kept open until October 30, 2018.

The DoD remains committed to combatting these unwanted behaviors. Although this is a difficult topic, the Department wants to know about your experiences and thoughts: positive or negative. We are committed to providing leadership with your important and confidential feedback with our utmost respect for your comfort level.

While participation is voluntary, your opinions are very important. These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. The survey is completely confidential. To access the survey, go to <https://www.dodsurveys.mil> and enter your **Ticket Number: UXXXXXX**

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit your responses. After October 30, 2018, we will consider the items you have completed to be your intended response.

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General, USAF  
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UNITED STATES AIR FORCE  
WASHINGTON DC 20330

September 18, 2018

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Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4

100000

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This is an opportunity for you to help us continue to focus our efforts on preventing sexual assault and sexual harassment in our ranks. As the Department's official survey on these issues, the *2018 WGRA* is critical to DoD's ability to understand the presence or absence of these problems in the military workplace. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative.

This survey is considered *Official Business* and can be completed at work if you choose. You can either complete the paper survey that is included in this package or access the survey website. The survey is available at the Office of People Analytics (OPA) website: <https://www.dodsurveys.mil> At the website, you will be asked to enter your **Ticket Number**. Your ticket number is **UXXXXXX**

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 UNITED STATES AIR FORCE  
 WASHINGTON DC 20330

September 18, 2018

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 General, USAF  
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17762

01234567002





PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

August 15, 2018

200000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4  
Canada

Dear Mr. Name:

We know that as a military member you are regularly asked to participate in surveys.

***This one is different.*** This effort directly shapes what happens in your unit, your Service, and in the Department of Defense as a whole.

***Your participation is essential*** to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the ***aggregate results go to your Service Chief*** and other senior leaders in the Department of Defense and Congress.

But what makes responding to this survey ***the most important feedback you'll provide all year?*** It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The survey is completely ***confidential and voluntary***. The survey is being conducted by the Office of People Analytics (OPA). The survey will open on August 27, 2018 at the following website: ***https://www.dodsurveys.mil*** At the website, you will be asked to enter your ***Ticket Number: UXXXXXX***

This survey is considered *Official Business* and can be completed using your government computer or your own computer if you choose.

***In case you missed my saying so, your participation is essential!*** We need your feedback!

***Thank you for your service*** and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Rear Admiral A. M. Burkhardt, USN, SPHR  
Director, DoD Sexual Assault Prevention and  
Response Office

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail WGR-survey@mail.mil, or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.



17761

01234567002





PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

October 15, 2018

200000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4  
Canada

Dear Mr. Name:

We know that as a military member you are regularly asked to participate in surveys.

***This one is different.*** The *2018 Workplace and Gender Relations Survey of Active Duty Members* directly shapes what happens in your unit, your Service, and in the Department of Defense as a whole.

***Your participation is essential*** to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the ***aggregate results go to your Service Chief*** and other senior leaders in the Department of Defense and Congress.

But what makes responding to this survey ***the most important feedback you'll provide all year?*** It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The survey is completely ***confidential and voluntary***. You can either complete the paper survey mailed to you last month or access the survey website. The survey is available at the Office of People Analytics (OPA) website: <https://www.dodsurveys.mil> At the website, you will be asked to enter your **Ticket Number: UXXXXXX**

This survey is considered *Official Business* and can be completed using your government computer or your own computer if you choose.

***In case you missed my saying so, your participation is essential!*** We need your feedback! The survey will close on October 30, 2018.

***Thank you for your service*** and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Rear Admiral A. M. Burkhardt, USN, SPHR  
Director, DoD Sexual Assault Prevention and  
Response Office

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1947, expiring 03/22/21. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGR-survey@mail.mil](mailto:WGR-survey@mail.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 30, 2018. You will be required to provide your Ticket Number.



17761

01234567002

PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

September 18, 2018

Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4

100000

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PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

September 18, 2018

200000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4  
Canada

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17761

01234567002



DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

August 15, 2018

Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4

100000

Dear Mr. Name:

As Chief of Naval Operations, I am dedicated to ensuring that Sailors are provided the best work environment possible. One of the ways to understand what is happening in your military workplace is through surveys. The *2018 Workplace and Gender Relations Survey of Active Duty Members* is a new look at trying to understand any experiences you may have had recently with sexual harassment and sexual assault. This survey is Congressionally-mandated and is the only survey the Department uses to construct official rates of these behaviors across the Force. Results from this survey will be used to refine the policies that support us and our shipmates. It is only possible to get this data if you participate in the survey.

The Navy is committed to eliminating these toxic gender-related behaviors. This survey is helping us to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but I encourage your response to ensure the results we obtain are truly representative. The survey is completely confidential.

The survey is being conducted by the Office of People Analytics (OPA). The survey will open on August 27, 2018 at the following website: <https://www.dodsurveys.mil> At the website, you will be asked to enter your **Ticket Number: UXXXXXX**

This survey is considered *Official Business* and can be completed using your government computer or your own computer if you choose. I hope you will recognize the importance of this effort and find a few minutes to answer these questions about your experiences.

Thank you for providing important input that will help strengthen our Navy Team.

Sincerely,

JOHN M. RICHARDSON  
Admiral, United States Navy  
Chief of Naval Operations

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17763

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DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

August 15, 2018

200000  
Keyline  
Name 1  
Address Line 1  
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City, ST Zip5-Zip4  
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17763

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DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

October 15, 2018

100000  
Keyline  
Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4



Dear Mr. Name:

Recently, I contacted you about participating in the *2018 Workplace and Gender Relations Survey of Active Duty Members*. If you have not already done so, please take the time to complete the survey today. The survey is being kept open until October 30, 2018.

The Navy remains committed to eliminating these toxic behaviors. Although this may be a difficult topic, the Department wants to know about your experiences and thoughts: positive or negative. This survey is an important way to gather quantifiable and systematic data, from as many people as possible, to shed light on what is happening in the Navy. To most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language that is not easy to read and even more difficult to answer. Please realize that I am committed to providing leadership with your important and confidential feedback, and I have utmost respect for your comfort level.

While participation is voluntary, your opinions are very important. These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. The survey is completely confidential. To access the survey, go to <https://www.dodsurveys.mil> and enter your **Ticket Number: UXXXXXX**

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit your responses. After October 30, 2018, we will consider the items you have completed to be your intended response.

Thank you for providing important input that will help strengthen our Navy Team.

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CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

October 15, 2018

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DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

September 18, 2018

Keyline  
Name 1  
Address Line 1  
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City, ST Zip5-Zip4

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As the Department's official survey on these issues, the *2018 WGRA* is critical to DoD's ability to understand the presence or absence of these problems in the military workplace. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative.

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 CHIEF OF NAVAL OPERATIONS  
 2000 NAVY PENTAGON  
 WASHINGTON, D.C. 20350-2000

September 18, 2018

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17763

01234567002

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
 Sent: Tuesday, August 28, 2018 1:49 PM  
 To: Sample, Pat  
 Subject: 2018 Workplace and Gender Relations Survey of Active Duty Members (ANNOUNCE)  
 Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: ANNOUNCE

We know that as a military member, you are regularly asked to participate in surveys.

This one is different. This effort directly shapes what happens in your unit, your service, and in the Department of Defense as a whole.

The "2018 Workplace and Gender Relations Survey of Active Duty Members" is the only congressionally-mandated DoD-wide survey on these topics that the Department conducts for the active duty and the findings are used for developing policies that will support you and your fellow military members.

But what makes responding to this survey the most important feedback you'll provide all year? It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The survey is now available at this website: <http://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your internet browser (be sure to enter the web address into the address box, not into a search engine, such as Google).

Most people take 30 minutes to complete the survey. Please try to take the survey today. Once you have accessed the website, you will need to enter the following Ticket Number to log on: ANNOUNCE

The survey is completely confidential and voluntary. This survey is "Official Business," and can be completed at your work station using government equipment. You can also complete the survey at home or anywhere else you feel comfortable. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. After you enter your Ticket Number, you will be routed to a secure website to capture your survey responses.

In case you missed my saying so, your participation is essential! We need your feedback!

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Dr. Ashlea M. Klahr  
 Director, Health & Resilience Division  
 DoD Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** It is not necessary to complete the survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

From: workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Wednesday, September 5, 2018 2:12 PM  
To: Sample, Pat  
Subject: Important DoD Survey (REMIND1)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND1

If you have already taken the time to complete the "2018 Workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to do so, please try to take the time today. Your participation is voluntary and the survey is confidential. Responding to this survey will be the most important feedback you'll provide all year. It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The website for the survey is: <http://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND1

Your participation is essential to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the aggregate results go to your Service Chief and other senior leaders in the Department of Defense and Congress.

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

**ADDITIONAL INFORMATION:** This survey is "official business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.

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From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Thursday, September 13, 2018 1:14 PM  
To: Sample, Pat  
Subject: 2018 Workplace and Gender Relations Survey of Active Duty Members (REMIND2)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND2

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated—thank you. We know that as a military member you are regularly asked to participate in surveys. This one is different. This effort directly shapes what happens in your unit, your Service, and in the Department of Defense as a whole. Your participation is voluntary and the survey is confidential.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND2

Thank you for participating in the "2018 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

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If you have any questions or concerns, you may reply to this message, send an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.

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From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Monday, September 24, 2018 2:15 PM  
To: Sample, Pat  
Subject: 2018 workplace and Gender Relations Survey of Active Duty Members (REMIND3)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND3

For those who have completed the "2018 Workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the website shuts down on October 17, 2018. Your participation is voluntary and the survey is confidential. Be assured that all data will be reported in the aggregate and no individual data will be reported.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND3

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

**ADDITIONAL INFORMATION:** This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil). If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 17, 2018. You will be required to provide your Ticket Number.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
 Sent: Monday, October 8, 2018 1:18 PM  
 To: Sample, Pat  
 Subject: Important DoD Survey Extended (REMIND4)  
 Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND4

For those who have completed the "2018 Workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 30, 2018. Your participation is voluntary and the survey is confidential.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND4

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

We know that as a military member you are regularly asked to participate in surveys. This one is different. This effort directly shapes what happens in your unit, your service, and in the Department of Defense as a whole.

Your participation is essential to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the aggregate results go to your Service Chief and other senior leaders in the Department of Defense and Congress.

But what makes responding to this survey the most important feedback you'll provide all year? It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Dr. Ashlea M. Klahr  
 Director, Health & Resilience Division  
 Office of People Analytics

**ADDITIONAL INFORMATION:** This survey is "official business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 30, 2018. You will be required to provide your Ticket Number.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Wednesday, October 17, 2018 1:23 PM  
To: Sample, Pat  
Subject: Important DoD Survey Extended (REMIND5)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND5

For those who have completed the "2018 Workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on November 02, 2018. Your participation is voluntary and the survey is confidential.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND5

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

We know that as a military member you are regularly asked to participate in surveys. This one is different. This effort directly shapes what happens in your unit, your Service, and in the Department of Defense as a whole.

Your participation is essential to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the aggregate results go to your Service Chief and other senior leaders in the Department of Defense and Congress.

But what makes responding to this survey the most important feedback you'll provide all year? It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

**ADDITIONAL INFORMATION:** This survey is "official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to November 02, 2018. You will be required to provide your Ticket Number.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Monday, October 22, 2018 2:22 PM  
To: Sample, Pat  
Subject: Important DoD Survey (REMIND6)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND6

For those who have completed the "2018 workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the website shuts down on November 02, 2018. Your participation is voluntary and the survey is confidential. Be assured that all data will be reported in the aggregate and no individual data will be reported.

Your participation is essential to an understanding of military life informed by fact instead of anecdote. This survey asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND6

If you have partially completed the survey, but have not clicked the "Submit button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

Thank you for participating in the "2018 Workplace and Gender Relations Survey of Active Duty Members."

Sincerely,

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

ADDITIONAL INFORMATION: This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing center prior to November 02, 2018. You will be required to provide your Ticket Number.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Monday, October 29, 2018 2:24 PM  
To: Sample, Pat  
Subject: Last reminder: 2018 workplace and Gender Relations Survey of Active Duty Members (REMIND7)  
Signed By: wgr-survey@mail.mil

Dear Sergeant Sample:

Your Ticket Number: REMIND7

If you have already taken the time to take the "2018 workplace and Gender Relations Survey of Active Duty Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on November 02, 2018.

Your participation in this survey is essential to an understanding of military life informed by fact instead of anecdote. While your individual responses remain confidential, the aggregate results go to your Service Chief and other senior leaders in the Department of Defense and Congress.

But what makes responding to this survey the most important feedback you'll provide all year? It asks about sexual assault, sexual harassment, and other misconduct and your feedback is critical to our ability to understand the presence or absence of these problems in the military workplace.

The survey is completely confidential and voluntary.

The website for the survey is: <https://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, copy and paste this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND7

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can and submit the survey to us. After November 02, 2018, we will consider whatever items you have completed to be your intended response.

In case you missed my saying so, your participation is essential! We need your feedback!

Thank you for your service and your daily contributions that make the U.S. Armed Forces the premier military power in the world.

Sincerely,

Dr. Ashlea M. Klahr  
Director, Health & Resilience Division  
Office of People Analytics

**ADDITIONAL INFORMATION:** This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

For your convenience, OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed OPA surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

# Appendix H. Frequently Asked Questions

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## Frequently Asked Questions

### 2018 Workplace and Gender Relations Survey of Active Duty Members

The Office of People Analytics (OPA) has been conducting surveys of gender issues for the active duty military since 1988. OPA uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)*, OPA used complex sampling and weighting procedures to ensure accuracy of estimates to the full active duty population. This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details provide answers to some common questions about our methodology as a whole and the *2018 WGRA* specifically.

#### 1. What was the population of interest for the 2018 WGRA?

- The target population consisted of members from the active duty from the Army, Navy, Marine Corps, Air Force, and Coast Guard who were below flag rank and have at least four months of service.
- OPA sampled 50% of men and 75% of women, consisting of 735,645 members. Data were collected between 24 August and 5 November 2018.
- The weighted total response rate for the *2018 WGRA* was 18% (including the DoD and Coast Guard), which is typical for large DoD-wide surveys. This rate was lower than the 23% response rate for the *2016 Workplace and Gender Relations Survey*.

#### 2. The 2018 WGRA uses “sampling” and “weighting.” Why are these methods used and what do they do?

- Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2018 WGRA*, this allows OPA to generalize to the full population of active duty members that meet the criteria listed above.
- In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army personnel in one group, all female Army personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.

- OPA scientifically weights the data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.
- This methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, WESTAT, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.

### **3. Are survey estimates valid with only an 18% weighted response rate?**

- The overall response rate of 18%, though lower than the *2016 WGRA* response rate of 23%, is consistent with recent large-scale military surveys. OPA’s access to administrative record data support a rigorous sampling and weighting process that provide for the reliability of the estimates despite the lower response rate.
- OPA uses accurate administrative records (e.g., demographic data) for the active duty population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army, female). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army, E1-E3, and female) contributes toward the survey estimates proportional to the known size of the subgroup.
- In addition, OPA routinely conducts “Non-Response Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from non-responders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. Using a variety of methods to gauge potential non-response bias, OPA has found no evidence of non-response bias on the Gender Relations Surveys (OPA, 2016a).

### **4. Is 18% a common response rate for other military or civilian surveys?**

- Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore,

these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. This rich data, rarely available to survey organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

**5. Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**

- The 2011 Health and Related Behaviors Survey, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat and OPA, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the OPA sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which “recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors.”

**6. What about surveys that study the total U.S. population? How do they compare?**

- Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the 2010 National Intimate Partner and Sexual Violence Survey, conducted by the Centers for Disease Control and Prevention, calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.



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

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

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