



Annex 1: 2025 Workplace Experiences Survey: Overview Report





2025 Workplace Experiences Survey

Overview Report

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

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

Ask for report by DTIC#

2025 Workplace Experiences Survey

Overview Report

W. Xav Klauberg, Monica Sovero Wiedemann, Rachel Lipari
Office of People Analytics

Alycia Polant, Scout Kelly
Fors Marsh

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Acknowledgments

The Office of People Analytics (OPA) is grateful to numerous individuals for their assistance with the *2025 Workplace Experiences Survey (2025 WES)*, which was conducted on behalf of Dr. Nathan Galbreath, Director of the U.S. Department of War (DoW) Defense Human Resources Activity (DHRA) Resilience and Training (R&T). This survey was conducted under the leadership of Dr. Rachel Lipari, Director of OPA's Personnel Surveys and Analytics Division (PSAD). The project directors for the *2025 WES* were Mr. W. Xav Klauberg and Ms. Monica Sovero Wiedemann.

The lead operations analyst for the *2025 WES* was Alycia Polant (Fors Marsh), with additional support from Scout Kelly (Fors Marsh) and Kim Hylton (OPA). OPA's Statistical Methods Team, under the guidance of Mr. Geoffrey Jackson, Branch Chief, and Dr. Matthew Scheidt, Lead Statistician, was responsible for all statistical aspects of this survey. Data Recognition Corporation (DRC) collected and edited the data.

The study team also appreciates the support provided by each of the Military Services, Departments, and the National Guard Bureau during the administration of this survey.

Executive Summary

The *Workplace Experiences Survey (WES)*, a voluntary survey, is the primary tool that the U.S. Department of War (DoW) leverages to assess the prevalence of unwanted sexual experiences among Service members. Unwanted Sexual Contact (USC) refers to a range of sex-related behaviors that constitute elements of sexual assault offenses prohibited by Articles 80, 120 and 125 of the Uniform Code of Military Justice (UCMJ). The 2025 estimated rates of USC sexual harassment, and sex discrimination were either lower than or comparable to the 2023 rates for Active and Reserve component women and men, suggesting continued progress toward the Department's vision of a military free from sexual assault, maximizing warfighter retention and readiness.

Unwanted Sexual Contact in the Active Component

In 2025, 1.6% of Active component Service members (an estimated 20,492 members) indicated experiencing USC in the past 12 months—including 4.3% of women (an estimated 9,860 members) and 1.0% of men (an estimated 10,632 members). This decreased from 2023 for women (6.8%) and men (1.3%). A decrease in estimated USC prevalence was seen for women in the Army, Navy, Marine Corps, and Air Force, and men in the Marine Corps and Air Force. Although the estimated rates of USC decreased between 2023 and 2025 for Active component junior enlisted women and men, these groups remain at higher risk compared to those in other paygrades. The estimated prevalence of intimate partner related USC (i.e., by a current or former romantic partner) remains rare in the Active component (0.5% of women and <0.1% of men).

Sexual Assault Reporting and Retaliation in the Active Component

The decision to report sexual assault remains a significant hurdle for those who experience it. In 2025, an estimated 34% of Active component women and 16% of men who indicated experiencing USC reported it to military authorities; as measured on this survey, this was unchanged from 2023.¹ Among those who reported their experience, 17% of women and 19% of men indicated experiencing behaviors that met the legal criteria for retaliation, a decline compared to 2023. However, 36% of women and 38% of men who reported their USC experience indicated they experienced retaliatory behaviors that did not meet these legal criteria.

Sexual Harassment in the Active Component

In 2025, an estimated 17.5% of Active component women and 4.4% of men indicated experiencing sexual harassment; a decrease from 2023 for both women and men. Estimated rates of sexual harassment decreased in 2025 for women across all Services and for men in the Army, Navy, Marine Corps, and Air Force. Junior enlisted women and men had higher

¹ The percentage of Service members who indicated in the survey that they experienced USC and reported sexual assault allegations are based on Service members' self-reported report status and do not represent official reporting numbers maintained within the Defense Sexual Assault Incident Database (DSAID) nor do they represent the commission of an actual offense punishable under the UCMJ. Only the investigation and adjudication of allegations reflect whether a sexual assault incident occurred.

estimated rates of sexual harassment than those in other paygrades. In 2025, half of Active component women (51%) and 31% of men who indicated experiencing sexual harassment filed a complaint about the worst situation they experienced in the past year; unchanged from 2023.

Sex Discrimination in the Active Component

In 2025, an estimated 9.5% of Active component women and 0.7% of men indicated experiencing sex discrimination. Between 2023 and 2025, this decreased for women and men in the Army, Navy, Marine Corps, and Air Force. Junior enlisted women were less likely to indicate experiencing sex discrimination than women in other paygrades. In 2025, 52% of Active component women and 52% of men who indicated experiencing sex discrimination filed a complaint about the worst situation they experienced in the past year. The percentage of women making complaints decreased, whereas the percentage for men remained unchanged from 2023 to 2025.

Unwanted Sexual Contact in the Reserve Component

In 2025, 1.1% of Reserve component members (an estimated 8,066 members) indicated experiencing USC in the past 12 months—including 2.7% of women (an estimated 4,508 members) and 0.6% of men (an estimated 3,558 members). For Reserve component women, the estimated USC rate in 2025 was lower than in 2023 (3.9%); for men the estimated rate was unchanged. The decrease in estimated USC prevalence for women was driven by decreases in the Air Force Reserve. The estimated rate of USC decreased between 2023 and 2025 for junior and senior enlisted women, but the estimated rate for enlisted men was unchanged. In 2025, Reserve component junior enlisted women were more likely than those in other paygrades to indicate experiencing USC, and senior officer women were less likely. The estimated prevalence of intimate partner related USC (i.e., by a current or former romantic partner) remains rare in the Reserve components (0.3% of Reserve component women and <0.1% of Reserve component men).

Sexual Assault Reporting and Retaliation in the Reserve Component

In 2025, an estimated 24% of Reserve component women who indicated experiencing USC reported it to military authorities; unchanged from 2023. Results for men regarding reporting cannot be presented due to high margins of error. Similarly, results on retaliation for Reserve component women and men are not reportable.

Sexual Harassment in the Reserve Component

In 2025, an estimated 9.1% of Reserve component women and 2.3% of men indicated experiencing sexual harassment; a decrease for both women and men compared to 2023. For women, the estimated rates decreased in the Army Reserve, Air Force Reserve, and National Guard. Whereas for men, the estimated sexual harassment rates decreased overall but not for any specific component. The estimated rates of sexual harassment between 2023 and 2025 decreased for junior enlisted, senior enlisted, and junior officer women. In 2025, 47% of Reserve component women and 33% of men who indicated experiencing sexual harassment filed a complaint about the worst situation they experienced in the past year; unchanged from 2023.

Sex Discrimination in the Reserve Component

In 2025, an estimated 5.7% of Reserve component women and 0.5% of men indicated experiencing sex discrimination; a decrease for both women and men compared to 2023. The estimated rate of sex discrimination for women in the Army Reserve, Air Force Reserve, and National Guard decreased in 2025. Junior enlisted women had lower estimated rates of sex discrimination than women in other paygrades. In 2025, about half of Reserve component women and men who indicated experiencing sex discrimination filed a complaint about the worst situation they experienced in the past year; unchanged from 2023.

Workplace Climate in the Military

In 2025, factors related to prevalence of USC in the Active and Reserve components largely improved since 2023. Compared to 2023, there were increases in the percentage of Active component and Reserve component women and men who indicated they would trust the military to protect their privacy, ensure their safety, and treat them with dignity and respect if they were to experience sexual assault. However, Active component and Reserve component men were more likely than women to trust the military for each of these factors. For Active component and Reserve component women and men, between 2023 and 2025, the presence of many positive psychological climate factors for sexual harassment increased, and the presence of negative factors decreased. Although the average score for unit support for bystander intervention and for respondents' immediate supervisors modeled positive behaviors remained relatively high, women indicated less favorable views than men on these sentiments.

Table of Contents

	<u>Page</u>
Executive Summary	iii
Unwanted Sexual Contact in the Active Component	iii
Sexual Assault Reporting and Retaliation in the Active Component	iii
Sexual Harassment in the Active Component	iii
Sex Discrimination in the Active Component	iv
Unwanted Sexual Contact in the Reserve Component	iv
Sexual Assault Reporting and Retaliation in the Reserve Component	iv
Sexual Harassment in the Reserve Component	iv
Sex Discrimination in the Reserve Component	v
Workplace Climate in the Military	v
Chapter 1: Introduction and Methodology	1
DoW Sexual Assault and Equal Opportunity Programs and Policies	1
DoW Sexual Assault Prevention and Response Policies	1
Program Oversight	1
Defining Sexual Assault/Unwanted Sexual Contact	1
DoW Equal Opportunity Sexual Harassment and Sex Discrimination Policies	2
Program Oversight	2
Defining Sexual Harassment and Sex Discrimination	2
Measurement of Constructs	3
Construction of Estimated Prevalence Rates	3
Construction of Unwanted Sexual Contact Estimated Prevalence Rates	3
Construction of Estimated Sexual Harassment and Sex Discrimination Rates	4
Negative Outcomes Associated With Reporting Unwanted Sexual Contact	7
Construction of the Metric for Retaliatory Behaviors	7
Professional Reprisal (Q97–Q99)	7
Ostracism (Q100–Q102)	8
Maltreatment (Q103–Q105)	9
Retaliation	10
Workplace Climate In the Military	10
Trust in the Military	10
Psychological Climate for Sexual Harassment	11
Support for Intervention	11
Survey Methodology	11
2025 WES Methodology	11
Statistical Design	12
Sampling Design	12
Survey Administration	13
Data Weighting	14
Presentation of Results	17
Overview of the Report	18
Survey Content by Chapter	18
Chapter 2: Sexual Assault in the Active Component	21

Table of Contents (Continued)

	<u>Page</u>
Introduction.....	21
Past-Year Unwanted Sexual Contact Prevalence Estimates.....	21
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade.....	23
Intimate Partner Violence	24
Prior-to-Service and Lifetime Unwanted Sexual Contact	25
One Incident of Unwanted Sexual Contact With the Biggest Effect.....	25
Characteristics of the Unwanted Sexual Contact With the Biggest Effect.....	25
Characteristics of the Alleged Offender	25
Context in Which the Unwanted Sexual Contact Occurred.....	26
Sexual Harassment and Stalking Before the Unwanted Sexual Contact	26
Reporting of Unwanted Sexual Contact	27
Responses to Reporting Unwanted Sexual Contact.....	28
Experiences With the Response System	28
Negative Outcomes of Reporting Unwanted Sexual Contact.....	29
Retaliation.	29
Reasons for Not Reporting.....	30
Chapter 3: Sexual Harassment in the Active Component	31
Introduction.....	31
Past-Year Sexual Harassment Prevalence Rates	31
Estimated Past-Year Sexual Harassment Prevalence Rates by Service.....	32
Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade.....	33
One Situation of Sexual Harassment With the Biggest Effect.....	34
Characteristics of the One Situation of Sexual Harassment With the Biggest Effect.....	35
Characteristics of the Alleged Offenders	35
Location in Which the Sexual Harassment Occurred	36
Duration of the Sexual Harassment	36
Filing a Complaint of Sexual Harassment	36
Reasons for Not Filing a Complaint of Sexual Harassment	37
Chapter 4: Sex Discrimination in the Active Component.....	39
Introduction.....	39
Past-Year Sex Discrimination Prevalence Rates.....	39
Estimated Past-Year Sex Discrimination Prevalence Rates by Service	40
Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade	40
One Situation of Sex Discrimination With the Biggest Effect	41
Characteristics of the One Situation of Sex Discrimination With the Biggest Effect.....	42
Characteristics of the Alleged Offenders.....	42
Location in Which the Sex Discrimination Occurred.....	42
Duration of Sex Discrimination	42
Filing a Complaint of Sex Discrimination	42
Reasons for Not Filing a Complaint of Sex Discrimination	43

Table of Contents (Continued)

	<u>Page</u>
Chapter 5: Sexual Assault in the Reserve Component.....	45
Introduction.....	45
Past-Year Unwanted Sexual Contact Prevalence Rates.....	45
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service.....	46
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade.....	47
Intimate Partner Violence	48
Prior-to-Service and Lifetime Unwanted Sexual Contact	49
One Incident of Unwanted Sexual Contact With the Biggest Effect.....	49
Characteristics of the Unwanted Sexual Contact With the Biggest Effect.....	49
Characteristics of the Alleged Offender(s)	49
Context in Which the Unwanted Sexual Contact Occurred.....	50
Sexual Harassment and Stalking Before the Unwanted Sexual Contact	50
Reporting of Unwanted Sexual Contact	51
Responses to Reporting Unwanted Sexual Contact.....	52
Reasons for Not Reporting.....	52
Chapter 6: Sexual Harassment in the Reserve Component.....	53
Introduction.....	53
Sexual Harassment Past-Year Prevalence Rates	53
Estimated Past-Year Sexual Harassment Prevalence Rates by Service.....	55
Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade.....	55
One Situation of Sexual Harassment With the Biggest Effect.....	56
Characteristics of the One Situation of Sexual Harassment With the Biggest Effect.....	57
Characteristics of the Alleged Offenders	57
Location in Which the Sexual Harassment Occurred	58
Duration of Sexual Harassment	58
Filing a Complaint of Sexual Harassment	58
Reasons for Not Filing a Complaint of Sexual Harassment	59
Chapter 7: Sex Discrimination in the Reserve Component	61
Introduction.....	61
Sex Discrimination Past-Year Prevalence Rates.....	61
Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade	62
One Situation of Sex Discrimination With the Biggest Effect	63
Characteristics of the One Situation of Sex Discrimination With the Biggest Effect.....	64
Characteristics of the Alleged Offender(s)	64
Location in Which the Sex Discrimination Occurred.....	64
Duration of Sex Discrimination	64
Filing a Complaint of Sex Discrimination	64
Reasons for Not Filing a Complaint of Sex Discrimination	65
Chapter 8: Workplace Climate in the Military.....	67

Table of Contents (Continued)

	<u>Page</u>
Introduction	67
Active Component Climate Related to Unwanted Sexual Contact and Sexual Harassment	67
Trust in the Military	67
Psychological Climate for Sexual Harassment	68
Unit Support for Intervention.....	69
Immediate Supervisor Support for Intervention	70
Reserve Component Climate Related to Unwanted Sexual Contact and Sexual Harassment	71
Trust in the Military	71
Psychological Climate for Sexual Harassment	72
Unit Support for Intervention.....	73
Immediate Supervisor Support for Intervention	74
References	77

List of Tables

Table 1.	2025 WES Counts of Respondents and Weighted Response Rates	16
Table 2.	Proportion of Active Component Women and Men Satisfied with Response Resources	28
Table 3.	2025 Prevalence of Sexual Harassment Behaviors Experienced by Active Component Members that Indicated Experiencing Sexual Harassment in the Past 12 Months	35
Table 4.	2025 Prevalence of Sexual Harassment Behaviors Experienced by Reserve Component Members that Indicated Experiencing Sexual Harassment in the Past 12 Months	57

List of Figures

Figure 1.	2025 WES Unwanted Sexual Contact Prevalence Rate Metric	4
Figure 2.	2025 WES Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates	4
Figure 3.	2025 WES Sexual Harassment and Sex Discrimination Violation Rate Metrics	6
Figure 4.	2025 WES Professional Reprisal Metric	8
Figure 5.	2025 WES Ostracism Metric	9
Figure 6.	2025 WES Maltreatment Metric	10
Figure 7.	Estimated Past-Year Unwanted Sexual Contact Prevalence Rates for the Active Component	22
Figure 8.	Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service for the Active Component.....	23
Figure 9.	Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade for the Active Component.....	24

Table of Contents (Continued)

	<u>Page</u>
Figure 10. Sexual Harassment and Stalking Before and After the Unwanted Sexual Contact Incident for the Active Component	27
Figure 11. Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Women	29
Figure 12. Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Men.....	30
Figure 13. Estimated Past-Year Sexual Harassment Prevalence Rates for the Active Component.....	32
Figure 14. Estimated Past-Year Sexual Harassment Prevalence Rates by Service for the Active Component	33
Figure 15. Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade for the Active Component.....	34
Figure 16. Estimated Past-Year Sex Discrimination Prevalence Rates for the Active Component.....	39
Figure 17. Estimated Past-Year Sex Discrimination Prevalence Rates by Service for the Active Component	40
Figure 18. Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade for the Active Component.....	41
Figure 19. Estimated Past-Year Unwanted Sexual Contact Prevalence Rates for the Reserve Component	46
Figure 20. Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service for the Reserve Component	47
Figure 21. Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade for the Reserve Component.....	48
Figure 22. Sexual Harassment and Stalking Before and After the Unwanted Sexual Contact Incident for the Reserve Component.....	51
Figure 23. Estimated Past-Year Sexual Harassment Prevalence Rates for the Reserve Component.....	54
Figure 24. Estimated Past-Year Sexual Harassment Prevalence Rates by Service for the Reserve Component	55
Figure 25. Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade for the Reserve Component	56
Figure 26. Estimated Past-Year Sex Discrimination Prevalence Rates for the Reserve Component.....	61
Figure 27. Estimated Past-Year Sex Discrimination Prevalence Rates by Service for the Reserve Component	62
Figure 28. Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade for the Reserve Component	63
Figure 29. Trust in the Military System Related to Sexual Assault for the Active Component.....	68
Figure 30. Psychological Climate for Sexual Harassment for the Active Component	69
Figure 31. Unit Support for Intervention for the Active Component.....	70
Figure 32. Immediate Supervisor Support for Intervention for the Active Component	71
Figure 33. Trust in the Military System for the Reserve Component	72
Figure 34. Psychological Climate for Sexual Harassment for the Reserve Component	73

Table of Contents (Continued)

	<u>Page</u>
Figure 35. Unit Support for Intervention for the Reserve Component	74
Figure 36. Immediate Supervisor Support for Intervention for the Reserve Component.....	75

Chapter 1: Introduction and Methodology

The U.S. Department of War (DoW) Office of People Analytics (OPA) has been conducting the congressionally mandated *Workplace Experiences Survey (WES)*² of Active and Reserve component members since 1988 as part of a cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.³ The purpose of the 2025 *WES* is to estimate the prevalence rates of unwanted sexual contact (USC), sexual harassment, and sex discrimination among military members and to collect Service members' attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors.

The following sections provide an overview of the DoW's sexual assault, sexual harassment, and sex discrimination policies and programs that provide the foundation for execution of this survey; describe the measurement of key constructs; and explain how the results are presented throughout this report.

DoW Sexual Assault and Equal Opportunity Programs and Policies

DoW Sexual Assault Prevention and Response Policies

Program Oversight

The DoW Sexual Assault Prevention and Response Office (SAPRO) is responsible for addressing all DoW sexual assault policy matters, except legal processes within the Uniform Code of Military Justice (UCMJ) and criminal investigative matters assigned to the Military Departments. To support its role as the Department's single point of authority, accountability, and oversight regarding sexual assault policies, DoW SAPRO requires data to assess the prevalence of sexual assault in the Department and the effectiveness of prevention and response programs and policies. The 2025 *WES* fulfills this data requirement.

Defining Sexual Assault/Unwanted Sexual Contact

Department of Defense Directive (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 War, 2025). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), and includes attempts to commit these acts. The UCMJ lists criminal offenses

² The survey used to measure unwanted sexual contact and sexual harassment has gone by various names. For the most recent administration, it was referred to as the 2025 *Workplace Experiences Survey*. For simplicity, the 2023 survey is referred to in this report as the 2023 *WES*.

³ Throughout this report, we refer to members of the Active and Reserve components. By "Active component," we mean individuals who are serving on active duty and are listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). By "Reserve component," we mean individuals who serve in the Selected Reserve, including on active duty, listed in the Reserve Component Common Personnel Data System (RCCPDS) Master File.

under military law.⁴ The term “unwanted sexual contact” used throughout this report refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcomed completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.⁵ The 2025 WES measured USC using a comprehensive, behavioral list of items. The resulting prevalence rate provides an estimated proportion of military members who indicated experiencing any of these behaviors, referred to as USC, in the prior year.

DoW Equal Opportunity Sexual Harassment and Sex Discrimination Policies

Program Oversight

The Defense Human Resources Activity Resilience and Training, under the authority, direction and control of the OUSD (P&R), is the primary office within the Department that oversees policies related to sexual harassment and sex discrimination.

Defining Sexual Harassment and Sex Discrimination

Department of Defense Instruction (DoDI) 1020.03, “Harassment Prevention and Response in the Armed Forces,” defines sexual harassment as “a category of harassment that is sexual in nature, including but not limited to, unwelcome sexual advances, requests for sexual favors, and repeated deliberate offensive comments or gestures of a sexual nature. Conduct that constitutes an offense at Paragraph 107a of Part IV of the Manual for Courts-Martial and punishable under Article 134 of the UCMJ” is: That the accused knowingly made sexual advances, demands or requests for sexual favors, or knowingly engaged in other conduct of a sexual nature;

- That such conduct was unwelcome;
- That, under the circumstances, such conduct would cause a reasonable person to believe
 - Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person’s job, pay, career, benefits, or entitlements;
 - Submission to, or rejection of, such conduct by a person is used as a basis for decisions affecting that person’s job, pay, career, benefits, or entitlements; or
 - Such conduct was so severe, repetitive, or pervasive that a reasonable person would perceive, and the victim does perceive, an intimidating, hostile, or offensive working environment;

⁴ Congress amended the sections of the UCMJ related to military sex offenses in FY 2006, FY 2012, and FY 2016. For the current UCMJ sections, see the Manual for Courts-Martial (2024 Edition) available at <https://jsc.defense.gov/military-law/current-publications-and-updates/>.

⁵ For purposes of this survey, “unwanted sexual contact” refers to behavior within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

- That, under the circumstances, the conduct of the accused was either: (i) to the prejudice of good order and discipline in the armed forces; (ii) of a nature to bring discredit upon the armed forces; or (iii) to the prejudice of good order and discipline in the armed forces and of a nature to bring discredit upon the armed forces.

Unlawful discrimination is defined in DoDD 1020.02E and includes “disparate treatment or harassment of an individual or group based on a prohibited factor contrary to federal law or regulation.” It establishes “the right of all Service members to serve, advance, and be evaluated based on only individual merit, fitness, capability, and performance in an environment free from unlawful discrimination on the basis of race, color, national origin, religion, sex, or sexual orientation.” The *WES* specifically measures the estimated prevalence of sex discrimination.

Measurement of Constructs

The *WES* has been designed to estimate perceived experiences of sex discrimination, sexual harassment, and unwanted sexual contact based on self-reported responses from Service members to provide information on a variety of consequences of sex discrimination and sexual misconduct. The items used to measure sex discrimination, sexual harassment, and unwanted sexual contact have evolved since the first sex relations survey in 1988 in accordance with the best practices in survey design and the Department’s data needs. The 2025 *WES* measures USC, sexual harassment, and sex discrimination are comparable to the 2023 measures.

Construction of Estimated Prevalence Rates

Construction of Unwanted Sexual Contact Estimated Prevalence Rates

As shown in Figure 1, the USC estimated prevalence rate described in this report was constructed by confidential self-reported responses from survey participants to a survey question (Q70) and incorporates three elements: (1) the member indicated experiencing at least one of the five behaviors consistent with behaviors associated with sexual assault, (2) the behavior was done intentionally, and (3) the behavior was done without the member’s consent. The *WES* measures the prevalence of USC victimization, meaning that Service members who indicate experiencing an unwanted behavior are included in the estimated USC rate regardless of the status of the alleged offender (i.e., military member or civilian). References to past-year USC prevalence rates in this report all require the members to have indicated that an incident occurred in the prior year.⁶

⁶ The survey also provides the ability to estimate the prevalence of lifetime USC using a separate question about incidents that may have occurred before the prior year and prior to military service.

Figure 1.**2025 WES Unwanted Sexual Contact Prevalence Rate Metric**

Sexual Assault	Since X Date, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... <i>Mark "Yes" or "No" for each item.</i>
	• Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them? • Attempted to make you have sexual intercourse, but was not successful? • Made you have sexual intercourse? • Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful? • Made you perform or receive oral sex, anal sex, or penetration by a finger or object?

Using the criteria listed in Figure 2, the 2025 WES produced estimated prevalence rates for three categories of USC using a hierarchical system: penetrative, attempted penetrative, and non-penetrative. Penetrative USC includes members who indicated “Yes” to either of the items that assess penetration of the vagina, anus, or mouth. Attempted penetrative USC includes members who indicated “Yes” to either of the items that assess attempted sexual contact and were not previously counted as having experienced penetrative USC. Non-penetrative USC includes members who indicated “Yes” to the behavior that assesses unwanted sexual touching and who were not previously counted as penetrative or attempted penetrative USC.

Figure 2.**2025 WES Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates**

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

Construction of Estimated Sexual Harassment and Sex Discrimination Rates

The 2025 WES collects information that can be used to calculate sexual harassment rates (including sexually hostile work environment and/or sexual quid pro quo) and sex discrimination rates. The estimated prevalence rates of sexual harassment and sex discrimination described in this report were derived from Q12–Q55. OPA used a two-step process to generate estimates of past-year sexual harassment and sex discrimination. To be included in the sexual harassment

and sex discrimination rates, members must have first indicated experiencing behaviors by someone from their military workplace.⁷ Second, for the experience to be in violation of DoW policy, the member must have also indicated “Yes” to one of the follow-up items that assess persistence and severity of the behaviors experienced. For the calculation of the sexual quid pro quo rate and the sex discrimination rate, the member must have also indicated that at least one person who did the unwanted behavior was in a position of authority or leadership over them.

The specific behaviors comprising each of these rates are described below, with details on the estimated rate’s construction depicted in Figure 3.

Sexual harassment (Q12–Q26 and Q29–Q51) includes:

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

Sex discrimination (Q27–Q28 and Q52–Q55) includes comments and behaviors directed at someone because of their sex and when these experiences harmed or limited their career.

⁷ The definition of “someone from work” provided in the survey reads as follows: “‘Someone from work’ means any person you have contact with as part of your military duties. ‘Someone from work’ could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on or off duty or on or off base. Please include them as long as the person who did them to you was someone from your military work.”

Figure 3.
2025 WES Sexual Harassment and Sex Discrimination Violation Rate Metrics

Sexual Harassment	① Experienced at Least One Behavior	
	Sexually Hostile Work Environment Behaviors - Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset - Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like someone of your sex is supposed to - Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset - Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset - Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset - Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset - Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset - Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset* - Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset - Intentionally touched you in a sexual way when you did not want them to** - Repeatedly touched you in any other way that made you uncomfortable, angry, or upset Sexual Quid Pro Quo Behaviors - Made you feel as if you would get some [military] workplace benefit in exchange for doing something sexual*** - Made you feel like you would get punished or treated unfairly in the [military] workplace if you did NOT do something sexual***	
	② Met Follow-Up Criteria	
Sex Discrimination	Sexually Hostile Work Environment Follow-Up Criteria - They continued this unwanted behavior even after they knew that you or someone else wanted them to stop, or - This was severe enough that most Service members would have been offended Sexual Quid Pro Quo Follow-Up Criteria - The person(s) who did this unwanted behavior were in a position of authority/leadership over you, and - They told you that they would give you a reward or benefit for doing something sexual, - They hinted that you would get a reward or benefit for doing something sexual, or - Someone else told you they got benefits from this person by doing sexual things	
	① Experienced at Least One Behavior	② Met Follow-Up Criteria
	- Said that your sex is NOT as good at your particular job, or that your sex should be prevented from having your job - Mistreated, ignored, excluded, or insulted you because of your sex	- This treatment/their beliefs about your sex harmed or limited your [military job/]career, and*** - The person(s) who did this unwanted behavior were in a position of authority/leadership over you

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

**Did not require any follow-up criteria

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

Negative Outcomes Associated With Reporting Unwanted Sexual Contact

The 2025 WES collects information regarding negative behaviors a member may have experienced as a result of making a report of sexual assault.⁸ The 2025 WES measures align with three forms of retaliatory behaviors that have been outlined by the Department: 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 can be negative behaviors—such as actions of social exclusion (ostracism) or misconduct against the member either by peers or an individual in a position of authority (maltreatment)—because the military member reported or intends to report a criminal offense.

Construction of the Metric for Retaliatory Behaviors

To be included in the retaliation rates, members must have indicated experiencing behaviors in line with retaliation and must have endorsed motivating factors consistent with retaliation. Without these motivating factors, behaviors are not classified as retaliation. However, this report also presents estimates for those who experience negative behaviors without the accompanying motivational criteria because understanding the scope of these negative experiences is useful for the Department to understand the workplace climate.

Professional Reprisal (Q97–Q99). Reprisal is defined as “taking or threatening to take an adverse personnel action or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.” Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of professional reprisal is a summary measure reflecting whether respondents experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 4 shows the behaviors and two follow-up criteria required to be included in the estimated rate.

⁸ For a full discussion of the development of the retaliation metrics used on the 2025 WES, see chapter 1 of the 2018 WGRA Overview Report (Breslin et al., 2019).

Figure 4.
2025 WES Professional Reprisal Metric

Professional Reprisal	① Experienced at least one behavior from leadership in line with potential professional reprisal
	• Demoted you or denied you a promotion • Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position • Rated you lower than you deserved on a performance evaluation • Denied you an award you were previously eligible to receive • Reduced your pay or benefits without doing the same to others • Reassigned you to duties that do not match your current grade • Made you perform additional duties that do not match your current grade • Transferred you to a different unit or installation without your request or agreement • Ordered you to one or more command-directed mental health evaluations • Disciplined you or ordered other corrective action • Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress • Some other action that negatively affects, or could negatively affect, your position or career
	② Belief that the leadership actions experienced were ONLY based on their report of sexual assault (i.e., not based on their conduct or performance)
	③ Belief that leadership took action for one of the following reasons:
	• To get back at you for making a report (unrestricted or restricted) • To discourage you from moving forward with your report • They were mad at you for causing a problem for them

Ostracism (Q100–Q102). Although the interpretation of ostracism varies slightly across the Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers or by leadership for reporting a sexual assault or planning to report a sexual assault. The estimated rate of ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for an investigation to occur.

Figure 5 shows the behaviors and two follow-up criteria required to be included in the estimated rate.

Figure 5.
2025 WES Ostracism Metric

Ostracism	① Experienced at least one behavior from military peers and/or coworkers (including those in their chain of command or DoW civilians) in line with potential ostracism
	• Made insulting or disrespectful remarks or made jokes at your expense in public • Excluded you or threatened to exclude you from social activities or interactions • Ignored you or failed to speak to you (for example, gave you “the silent treatment”)
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was taken to discourage you from moving forward with your report or discourage others from reporting

Maltreatment (Q103–Q105). For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”⁹ 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 resulted in physical or mental harm and met the legal criteria for an investigation to occur.

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

⁹ Maltreatment, as used in this survey, comprises cruelty and maltreatment in the context of reporting an offense under Article 93 of the UCMJ.

Figure 6.
2025 WES Maltreatment Metric

Maltreatment	① Experienced at least one behavior from military peers and/or coworkers (including those in their chain of command or DoW civilians) in line with potential maltreatment
	• Made insulting or disrespectful remarks or made jokes at your expense to you in private • Showed or threatened to show private images, photos, or videos of you to others • Bullied you or made intimidating remarks about the assault • Was physically violent with you or threatened to be physically violent • Damaged or threatened to damage your property
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was for one of the following reasons:
	• To discourage you from moving forward with your report or discourage others from reporting • They were trying to abuse or humiliate you
	④ At least one of the military peers and/or coworkers who took these actions were in a position of authority/leadership over you

Retaliation. This is an overall measure reflecting whether respondents believe they experienced either professional reprisal, ostracism, and/or maltreatment by leadership or military peers and/or coworkers for reporting sexual assault. 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. 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. Estimated rates presented in this report 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.

Workplace Climate In the Military

This section describes the measures used on the 2025 WES to assess climate and retention intentions in the military.

Trust in the Military

Trust is a crucial element of the Department's sexual assault, sexual harassment, and sex discrimination response systems. Greater trust in the military may encourage Service members to report unwanted experiences. The 2025 WES assessed both Active and Reserve component members' trust in aspects of the military system related to sexual assault. It also assessed Active component members' trust in their immediate supervisor. Responses to these items were provided using 5-point scales, ranging from *strongly disagree* (1) to *strongly agree* (5). Results are presented as the percentage of Service members who indicated *agree* or *strongly agree* with each item.

Psychological Climate for Sexual Harassment

The psychological climate for sexual harassment scale assesses the level of tolerance for sexual harassment in the workplace (Estrada et al., 2011). Using this nine-item scale, Service members rated their military workplace with regard to how seriously sexual harassment is treated as an issue and how risky it is for Service members in the unit to make a complaint about sexual harassment. Responses were provided on a 5-point scale, ranging from *strongly disagree* (1) to *strongly agree* (5). We present the percentage of respondents who *agreed* or *strongly agreed* with each item. We also present average psychological climate for sexual harassment scores. To create the average psychological climate for sexual harassment scores, we reverse coded the items that represent a riskier climate, or a climate more tolerant of sexual harassment, such that higher average psychological climate for sexual harassment scores indicate a workplace climate *less* tolerant of sexual harassment.

Support for Intervention

One evidence-based approach to preventing sexual assault is bystander intervention (Mujal et al., 2021). Bystander intervention requires individuals to observe specific situations or behaviors, assess those situations as risky, feel a sense of responsibility to intervene, determine how to intervene, and then choose to intervene (Ham et al., 2019; Kleinsasser et al., 2015). To assess norms related to intervention within the military, the 2025 WES asked Service members to provide their perceptions of peer and leader behaviors that may contribute to a climate that is supportive of bystander intervention.

Measures of both unit and leader support for intervention were included in the 2025 WES. Unit support for intervention was assessed using a four-item scale representing unit member behaviors that may contribute to a climate supportive of bystander intervention. Responses were provided on a 5-point scale, ranging from *not at all* (1) to *very large extent* (5), representing the extent to which respondents witnessed people in their unit engaging in the behaviors in the past year. Results are presented as both average perceptions of unit support for intervention as well as the percentage of Service members who witnessed people in their unit engaging in each behavior to a *large extent* or *very large extent*.

Leader support for intervention was assessed using a five-item scale representing leader behaviors that may contribute to a climate supportive of bystander intervention. Responses were provided on a 5-point scale, ranging from *strongly disagree* (1) to *strongly agree* (5), representing the extent to which respondents agree that their immediate supervisor engages in these behaviors. Results are presented as both average perceptions of leader support for intervention as well as the percentage of Service members who indicated *agree* or *strongly agree* for each behavior.

Survey Methodology

2025 WES Methodology

This section describes the scientific methodology used for the 2025 WES, including the statistical design, survey administration, and analytical procedures. 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 U.S. Census Bureau and U.S. 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, 2023).

Statistical Design

The survey methodology used on the *WES* surveys has remained largely consistent over time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and the U.S. Government Accountability Office [GAO]).

Consistent with prior years, the *2025 WES* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population was consistent with the *2023 WES*. More details about the complex sampling and weighting approach can be found below and in the *2025 Workplace Experiences Survey—Active Component: Statistical Methodology Report (2025 WES-A SMR; OPA, 2026a)*.

Sampling Design

The target population for the *2025 WES* consisted of Active and Selected Reserve¹⁰ members from the Army, Navy, Marine Corps, Air Force, Space Force, and National Guard¹¹ who were below flag rank and had been in their respective component for, at minimum, approximately five months. OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining the sample sizes needed to achieve the desired precision levels on key reporting categories (domains) in order to maximize accuracy while minimizing burden and cost. Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys to generalize to the entire Active or Reserve component population.

The target population for the Active component consisted of members from the Army, Navy, Marine Corps, Air Force, Space Force, and the Coast Guard. The target population for the Reserve component consisted of members from the Selected Reserve in Reserve units, Active Guard/Reserve (Active Guard Reserve [AGR]/Full-Time Support [FTS]/Active Reserve, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, the Air National Guard, and the Coast Guard Reserve.

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

¹¹ Members of the Coast Guard were also included in the target population; however, the focus of this report is on the Department of War. Therefore, the results for the Coast Guard will be reported separately.

OPA uses accurate administrative records (e.g., demographic data) for the Active and Reserve component populations both at the sample design stage as well as during the statistical weighting process to account for survey nonresponse and poststratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army Reserve, women). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army Reserve, E1–E4, women) contributes toward the survey estimates proportional to the known size of the subgroup.

Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants from each population. In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by sex and component (e.g., all male Army Active component personnel in one group and all female Army Active component personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population, so there will be enough responses from small groups to analyze (e.g., female Marine Corps Reserve officers). The sample for the 2025 *WES* consisted of 797,488 Active component members drawn from the February 2025 Active Duty Master File (ADMF) and 275,224 Reserve and National Guard Service members drawn from the February 2025 Reserve Components Common Personnel Data System (RCCPDS) Master File obtained from the Defense Manpower Data Center (DMDC). A match to the February 2025 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extract (PITE) File was done to remove individuals from the survey who had separated after the population file was developed, removing 1,968 (0.2%) Active component sample members and 5 (0.0%) Reserve component sample members. Members in the sample also became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) that they were not a member of the Active or Reserve component as of August 1, 2025, which was the first day of the survey (0.1% of Active component sample, 0.3% of Reserve component sample). For a detailed discussion of the sampling strategy for the 2025 *WES*, see the 2025 *WES-A SMR* (OPA, 2026a) or the 2025 *WES-R SMR* (OPA, 2026b).

Survey Administration

Data were collected between August 1, 2025, and November 30, 2025, for the 2025 *WES*. The survey administration process began with an e-mail to sample members announcing the opening of the survey website. The first postal mailing was sent to sample members on September 23, 2025. Throughout the administration period, up to an additional nine e-mails and one postal reminder were sent to encourage survey participation.

The survey procedures were reviewed by a DoW Human Research Protection official as part of the Department survey approval process. In accordance with the Paperwork Reduction Act, the Office of Management and Budget (OMB Control Number: 0704-0615) cleared this data collection.

Data Weighting

OPA used weighting to make the results from the *2025 WES* generalizable to the entire Active and Reserve component populations (separately). Simply stated, sampling and weighting allow for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2025 WES*, these methods allow OPA to generalize to the full population of Active or Reserve component members that meet the criteria listed above. Weighting adjusts for differing response behaviors across levels of respondent characteristics that may result in sample distributions that do not reflect the characteristics of the population distribution. This effort ensures that no demographic subgroup is over or underrepresented in the final population-level estimates derived from the *2025 WES*.

The SMR for each population (OPA, 2026a; OPA, 2026b) provides the official, comprehensive description of the *2025 WES* weighting process. A simplified description of the weighting process is provided below.

1. **Adjustment for selection probability.** Adjustment for selection probability is used to ensure that sampled individuals can represent non-sampled population members in the final estimates. The sample selection probability is determined before drawing the sample and represents the probability that someone within a demographic subgroup will be invited to participate. For example, imagine that a sample of 10,000 Soldiers is drawn from a population of 20,000 Army junior enlisted men. Everyone in this demographic subgroup population has a 1-in-2 probability of being asked to participate in the survey. The weight used to make this adjustment is the reciprocal of the selection probability. Thus, in this case, the selection probability weight is 2 (20,000 population/10,000 sampled), meaning that each Soldier who completes the survey would initially represent two Soldiers (including themselves).
2. **Adjustment for unknown eligibility status.** Adjustment for unknown eligibility status is used to account for individuals in the sample whose eligibility status is unknown due to nonresponse. The population from which the sample was selected may contain individuals who are no longer a part of the population of interest (e.g., retired, deceased). Whereas personnel records may be used to determine ineligible records, most of the sample's eligibility status is initially unknown. Screener questions at the beginning of the survey confirm whether the individual is eligible or ineligible. These known eligibles and known ineligibles are used to calculate the eligibility adjustment factor. Returning to the previous example of 10,000 sampled Soldiers, imagine that 7,000 of these Soldiers completed the screening question(s), of which 5,000 are eligible and 2,000 are ineligible (i.e., indicated they were no longer in the military at the start of the survey administration period). The remaining 3,000 for whom eligibility status is not determined are classified as nonrespondents. The adjustment for eligibility status thus results in an eligibility adjustment factor of 1.4 (10,000 sampled individuals/7,000 with known-eligibility status).
3. **Adjustment for nonresponse.** Adjustment for nonresponse accounts for those eligible individuals who did not complete the survey. This determination occurs after the survey administration period has passed and sample members' eligibility statuses

are confirmed in the prior steps. Individuals are identified as respondents (complete surveys) or nonrespondents (incomplete surveys).¹² Adjusting for nonresponse accounts for those who are eligible but did not complete the survey relative to those who are eligible and completed the survey. Continuing the example, imagine that out of the 5,000 eligible sampled, 3,000 individuals completed the survey. The nonresponse adjustment factor would be 1.7 (5,000 eligible/3,000 complete surveys). Weights for eligible respondents with completed questionnaires will be increased (by a magnitude of 1.7) to account for eligible sample members who did not return a complete questionnaire (i.e., the nonrespondents).¹³

4. **Adjustment to known population values.** Adjustments to known population values allow for the findings to be generalizable to the demographic subset in the population. Because OPA's samples are selected from administrative databases, survey results can be adjusted by verifiable information on the population of interest, such as the total number of individuals in the population by sex and paygrade in the Army, in the case of the example. The sampling method and weighting adjustments allow for the eligible and complete as well as ineligible survey respondents to be reflective of the demographic substrate. For example, the data from the 3,000 eligible complete survey responses from Army junior enlisted men and the 2,000 ineligible responses in the sample can be weighted to represent all 20,000 Army junior enlisted men in the population. Each of the 3,000 eligible respondents, after adjusting for eligibility and nonresponse, carries a weight of $4.8 \left(\frac{20,000}{10,000} \cdot \frac{10,000}{7,000} \cdot \frac{5,000}{3,000} \right)$ and each of the 2,000 ineligible respondents carries a weight of $2.9 \left(\frac{20,000}{10,000} \cdot \frac{10,000}{7,000} \right)$. The total of the weights is 20,000 ($3,000 \cdot 4.8 + 2,000 \cdot 2.9$).¹⁴ Thus, in this example that considers Service, paygrade, and sex, the adjustment to known population values would be 1.0 (20,000 population/20,000 weighted total). When additional variables are used to account for different probabilities of response between individuals of different characteristics (e.g., education status, marital status), adjustments to known population values help to further reduce potential nonresponse bias in survey estimates.
5. **Final weights.** Final analytic weights are created from the preceding steps, where the weights for selection probability, eligibility status, nonresponse, and known population values are combined through multiplication as shown in Step 4, inclusive of the adjustment factor to known population values. The final analytic weight for those members in our example is 4.8, where one complete survey response represents 4.8 other Soldiers with the same demographic profile. To ensure that the sample can be used to generalize to the full population, estimates of these known characteristics in the sample should match the known characteristic values that are present in the full population. The "calibration" of weights to known population values is accomplished

¹² For the 2025 WES, a complete survey was defined as answering at least one of the critical questions related to USC and at least one of the critical questions related to sexual harassment or sex discrimination.

¹³ Taken together, the adjustments for eligibility status and nonresponse yield a final case disposition for each potential respondent in the total population. Multiple final case dispositions may exist (e.g., returned a blank questionnaire) and a detailed list is provided in the SMRs (OPA, 2026a; OPA, 2026b). Each final case disposition was used in the computation of response rates and weights.

¹⁴ Weights are rounded to simplify presentation in this example.

through a practice known as raking, which ensures that known values and characteristics align between the sample and the total population. Additional details regarding raking are provided in the survey SMRs (OPA, 2026a; OPA, 2026b).

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2025 WES was 14.9% for the Active component and 13.2% for the Reserve component. In comparison, the 2023 WES response rates were 13.9% for the Active component and 14.0% for the Reserve component. Although OPA continues to undertake efforts to improve response rates for the WES, we remain confident in the estimates provided in this report because of our complex weighting approach.

Table 1.
2025 WES Counts of Respondents and Weighted Response Rates

	Population	Sample	Complete Respondents	Weighted Response Rate
Active Component	1,264,931	797,488	106,996	14.9%
Army	444,501	265,113	29,193	12.7%
Navy	329,195	217,642	27,894	14.5%
Marine Corps	168,526	140,403	16,494	12.5%
Air Force	313,459	165,080	31,186	19.5%
Space Force	9,250	9,250	2,229	24.4%
Reserve Component	756,962	275,224	34,477	13.2%
National Guard	430,236	101,945	14,049	13.7%
ARNG	325,901	65,923	7,834	12.4%
ANG	104,335	36,022	6,215	17.9%
Reserve	326,726	173,279	20,428	12.6%
USAR	170,985	61,235	6,434	11.5%
USNR	57,119	37,002	5,389	15.3%
USMCR	33,056	33,056	2,352	7.6%
USAFR	65,566	41,986	6,253	15.3%

Finally, OPA routinely conducts nonresponse bias analyses on its surveys. These analyses measure whether respondents to the survey are fundamentally different from nonrespondents on a variety of dimensions. If differences are found, it may be an indication that there is bias in the estimates produced. The 2025 WES nonresponse bias analyses are included in the corresponding SMRs.

Presentation of Results

The 2025 WES results are presented in this overview report by survey year, sex, and component (Active or Reserve). Additionally, select results are also presented by Service members' paygrade for additional context to benefit the Department's prevention and response efforts in understanding other aspects of Service members' identities on their experiences.

Definitions for the reporting categories are provided below:

- **Active component:** Includes members of the Army, Navy, Marine Corps, Air Force, and Space Force.
- **Reserve component:** Includes members of the Selected Reserve serving in the Army Reserve (USAR), Army National Guard (ARNG), Navy Reserve (USNR), Marine Corps Reserve (USMCR), Air Force Reserve (USAFR), and the Air National Guard (ANG).
- **Survey year:** The current survey year (2025) reflects the year in which the survey opened. The comparison survey year is 2023.
- **Sex:**¹⁵ Men or Women. When data are not reportable for men, only results for women are discussed.

Only statistically significant comparisons are discussed in this report. The term “statistical significance” refers to our confidence that the differences we observed did not occur by chance and are “true” differences. We use a threshold of 99% ($p < .01$) for these comparisons. In other words, when we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance and the estimates are truly different. Although two numbers in certain comparisons in this report may appear numerically different, we only refer to those numbers as different if their comparison meets this 99% ($p < .01$) threshold. Two types of comparisons are made in the 2025 WES: between survey years (comparisons to the 2023 WES) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., sex) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the population (Active or Reserve component members) because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if a weighted estimate for a specific survey question is 55% (i.e., 55% of Service members agreed with a statement) and the margin of error was ± 3 , that means we are 95% confident that the interval 52% to 58% contains

¹⁵ Consistent with prior OPA surveys, the 2025 WES included a question asking respondents to identify as male or female. Responses to that question were used as a proxy for sex, and all estimates for women and men are based on those responses. Data for individuals who did not respond to this question were imputed from administrative records.

the unknown “true” population value being estimated. Because the results of the 2025 WES are weighted, the reader can assume the results generalize to the full Active or Reserve component population within the margin of error.

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

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

Overview of the Report

This report provides an overview of the top-line estimates from the 2025 WES related to USC, sexual harassment, and sex discrimination and supporting data related to the characteristics of these experiences, reporting, and perceived retaliation, and climate in the military. The overview report is not an exhaustive summary of all data points in the survey. For a list of the 2025 WES results by question, see the *2025 Workplace Experiences Survey: Results and Trends Report* (OPA, 2026c).

Survey Content by Chapter

- Chapter 2 focuses on the Active component and presents the estimated prevalence rates of USC in the prior year, presented by service, sex, and paygrade; the estimated prevalence rates of past-year intimate partner violence; the characteristics of USC events experienced; and Active component members’ experiences with reporting.
- Chapter 3 presents the estimated prevalence rates of sexual harassment in the past year for the Active component by service, sex, and paygrade; the characteristics of unwanted events; and respondents’ experiences with making a complaint about their experiences to military authorities.
- Chapter 4 presents the estimated prevalence rates of sex discrimination in the past year for the Active component by service, sex, and paygrade; the characteristics of unwanted events; and respondents’ experiences with making a complaint about their experiences to military authorities.
- Chapter 5 focuses on the Reserve component and presents the estimated prevalence rates of USC in the past year, presented by service, sex, and paygrade; the estimated

prevalence rates of past-year intimate partner violence; the characteristics of USC events experienced; and Reserve component members' experiences with reporting.

- Chapter 6 presents the estimated prevalence rates of sexual harassment in the past year for the Reserve component by sex and paygrade; the characteristics of the unwanted events; and respondents' experiences with making a complaint about their experiences to military authorities.
- Chapter 7 presents the estimated prevalence rates of sex discrimination in the past year for the Reserve component by sex and paygrade; the characteristics of the unwanted events; and respondents' experiences with making a complaint about their experiences to military authorities.
- Chapter 8 provides findings related to the climate in the military for both Active and Reserve components, specifically trust in the military, psychological climate for sexual harassment, and unit/immediate supervisor support for intervention.

Chapter 2: Sexual Assault in the Active Component

Introduction

This chapter presents the estimated prevalence of unwanted sexual contact (USC) among Active component members and provides information regarding the characteristics of these experiences. Unwanted sexual contact refers to a range of sex-related behaviors that constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ), including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia, breasts, or buttocks), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). The estimated past-year USC rate includes any experiences of these behaviors.¹⁶ See Chapter 1 for further details on this rate's construction.

Past-Year Unwanted Sexual Contact Prevalence Estimates

In 2025, 1.6% of Active component Service members (an estimated 20,492 members) indicated experiencing USC in the past 12 months—including 4.3% of women (an estimated 9,860 members) and 1.0% of men (an estimated 10,632 members). Figure 7 presents the estimated prevalence of past-year USC in the Active component. The estimated rate in 2025 was lower than in 2023 for women and men.

Although this report focuses on estimated prevalence rates, it may also be useful to understand the victimization rates. The prevalence rate estimates the number of individuals who indicated experiencing at least one incident of USC in the past year. In contrast, the victimization rate accounts for the fact that some individuals may indicate experiencing multiple incidents of USC in that same time period. 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, members who indicated experiencing USC in the past 12 months were asked to identify the number of separate occasions these experiences occurred. In 2025, the majority of Active component women (70%) and men (74%) who indicated experiencing USC indicated experiencing multiple incidents in the past year. These estimated rates were unchanged compared to 2023 (74% of women and 78% of men). Among those who indicated experiencing multiple incidents in 2025, 36% of women and 43% of men indicated the same person was involved in each incident.

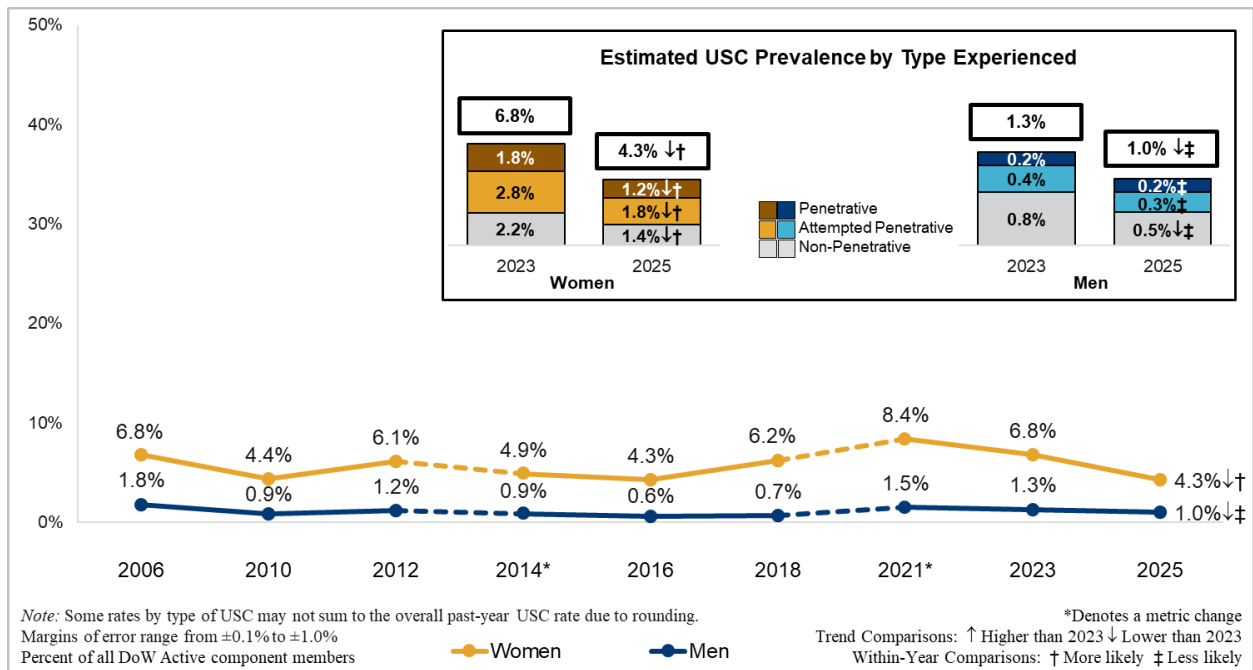
Estimated USC prevalence rates varied by the type of behavior: penetrative, attempted penetrative, or non-penetrative. These categories are mutually exclusive and created hierarchically, with penetrative incidents assigned first and non-penetrative incidents (i.e.,

¹⁶ All references to “experiences” of USC 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 component members.

touching) assigned last so that members who indicated experiencing multiple types of USC were only categorized once. Chapter 1 provides additional details regarding the construction of these prevalence rates. Figure 7 presents the 2025 estimated USC past-year prevalence rates broken down by type. For Active component women, the type of USC behavior they indicated experiencing most frequently included attempted penetrative USC (1.8%), while 1.4% indicating experiencing non-penetrative USC and 1.2% indicated experiencing penetrative USC. For women, between 2023 and 2025, the estimated rates decreased for all three types of USC. For men, the type of USC behavior they indicated experiencing most frequently included non-penetrative USC (0.5%), while 0.3% indicated experiencing attempted penetrative USC and 0.2% indicated experiencing penetrative USC. The estimated USC prevalence rate of non-penetrative USC decreased between 2025 and 2023 for Active component men.

Figure 7.

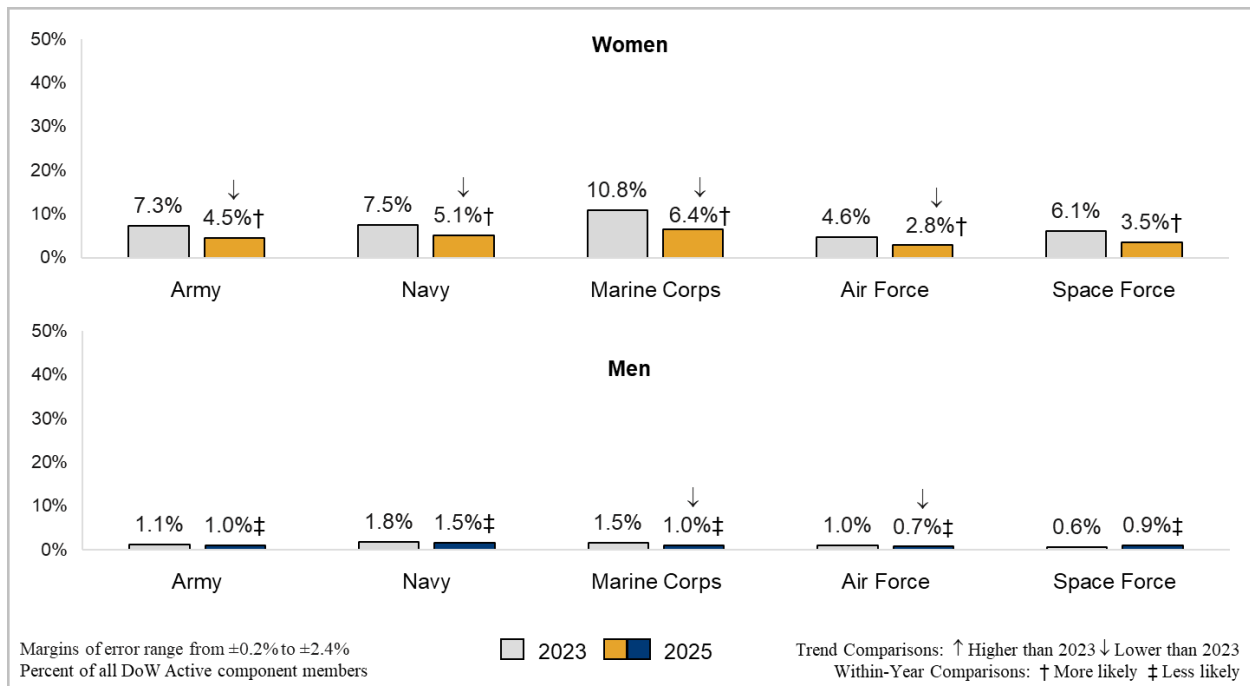
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates for the Active Component



Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service

Figure 8 provides estimates for the Active component by Service. Between 2023 and 2025, the estimated rate decreased for women in the Army, Navy, Marine Corps, and Air Force. There was a decrease in the estimated rate between 2023 and 2025 for men in the Marine Corps and Air Force.

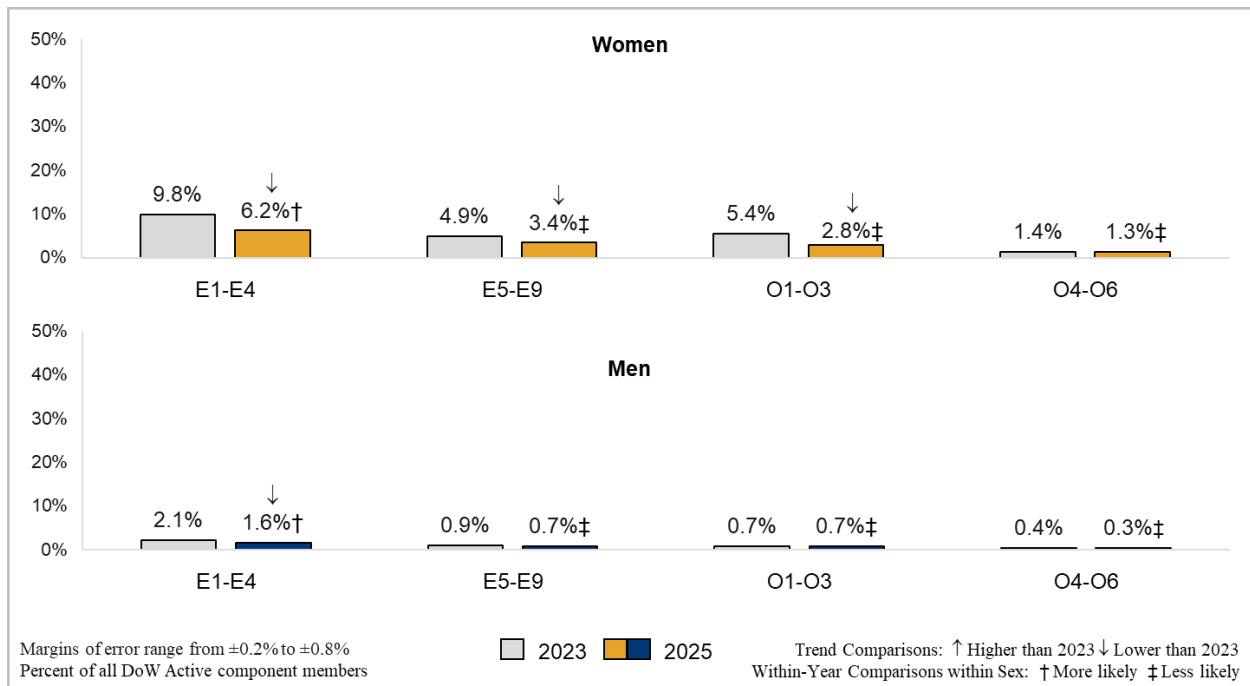
Figure 8.
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service for the Active Component



Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade

Figure 9 presents the estimated prevalence of past-year USC by paygrade for members of the Active component. In 2025, junior enlisted women (6.2%) were more likely than women in other paygrades to indicate experiencing past-year USC, whereas senior enlisted women (3.4%), junior officer women (2.8%), and senior officer women (1.3%) were less likely. Junior enlisted men (1.6%) were more likely than men in other paygrades to indicate experiencing USC in 2025, whereas senior enlisted men (0.7%), junior officer men (0.7%), and senior officer men (0.3%) were less likely.

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



Intimate Partner Violence

Intimate partner violence refers to a range of behaviors, including physical, psychological, emotional, and sexual abuse. In the U.S. Department of War (DoW), response to intimate partner violence and other forms of domestic violence is governed by Department of Defense Instruction (DoDI) 6400.06 and is under the direction and oversight of the Office of Military Community and Family Policy (MC&FP). Understanding the prevalence of intimate partner-related sexual violence in the military is imperative to ensuring that progress is being made regarding the prevention of and response to these particular forms of intimate partner violence. DoDI 6400.06 defines an intimate partner as:

“A person who is or has been in a social relationship of a romantic or intimate nature with the alleged abuser, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the person and the alleged abuser. An intimate partner is informed by, but not limited to, the totality of factors such as: previous or ongoing consensual intimate or sexual behaviors; history of ongoing dating or expressed interest in continued dating or the potential for an ongoing relationship (e.g., history of repeated break-ups and reconciliations).”

Accordingly, to be included in the prevalence estimate for intimate partner-related USC, Active component members who indicated experiencing USC in the past year needed to identify the alleged offender as being a current or former spouse, a current or former significant other, or someone they have a child with.

The estimated rate of past-year intimate partner-related USC in 2025 was 0.5% for Active component women and <0.1% for Active component men. Between 2025 and 2023, this decreased for women (0.5% for 2025 and 0.8% for 2023). Intimate partner-involved incidents accounted for 12% of USC women indicated experiencing in 2025 and 5% of incidents men indicated experiencing.

Prior-to-Service and Lifetime Unwanted Sexual Contact

Active component members were also asked whether they had any USC experiences that occurred more than 12 months before the survey (i.e., prior to the past-year) and then asked if those experiences occurred before or after they joined the military. These items were used to calculate the estimated rates of Service members who indicated experiencing USC prior to joining the military and the estimated rates of those who indicated experiencing USC within their lifetime (including in the past year). These estimated rates are presented below.

Prior to joining the military, 6.2% of Active component women and 0.7% of men indicated experiencing USC. This was a decrease for women (6.2% for 2025 and 8.6% for 2023), and men (0.7% for 2025 and 1.0% for 2023).

Estimated lifetime USC rates include members who indicated experiencing USC at any time in their life. The estimated lifetime USC prevalence rate for Active component women was 15.7% in 2025, a decrease from 21.2% in 2023. For men, the estimated lifetime USC prevalence rate for Active component men was 2.8% in 2025, a decrease from 3.5% 2023.

One Incident of Unwanted Sexual Contact With the Biggest Effect

Active component members were asked to reflect upon and describe the characteristics and consequences of the one USC incident that they considered the worst, or most serious, in the past year, hereafter referred to as “worst incident” In 2025, 40% of Active component women indicated the worst incident involved attempted penetrative USC, 34% indicated it involved non-penetrative USC, and 27% indicated it involved penetrative USC.¹⁷ Active component men indicated the worst incident involved non-penetrative USC (55%), followed by attempted penetrative USC (29%), and penetrative USC (16%). Each of these percentages were unchanged from those observed in 2023.

Characteristics of the Unwanted Sexual Contact With the Biggest Effect

Characteristics of the Alleged Offender

The vast majority of women (89%) and nearly half of men (44%) indicated that their worst incident of USC involved alleged offenders who were all men. Men (17%) were more likely than women (6%) to indicate the worst incident involved a mix of men and women alleged offenders. Each of these percentages were unchanged from those in 2023.

¹⁷ Consistent with the presentation of the USC estimated prevalence rates by type of behavior experienced earlier in this chapter, these categories are mutually exclusive and created hierarchically (see Chapter 1).

Most Active component women (78%) and men (64%) who indicated experiencing USC in 2025 identified the alleged offenders of their worst incident as all military members. Over half of women (60%) and men (57%) identified at least one offender as being in their unit, and 17% of women and 16% of men identified at least one offender as being in their chain of command. Women (78%) were more likely than men (62%) to identify at least one alleged offender as their same rank or higher. Most women (65%) and men (64%) identified at least one alleged offender as someone from work. These percentages of Active component members who identified at least one alleged offender as a member of their unit, in their chain of command, their same rank or higher, and/or someone from work were all unchanged from 2023. Women (34%) were more likely than men (23%) to identify at least one alleged offender as a friend or acquaintance.

Context in Which the Unwanted Sexual Contact Occurred

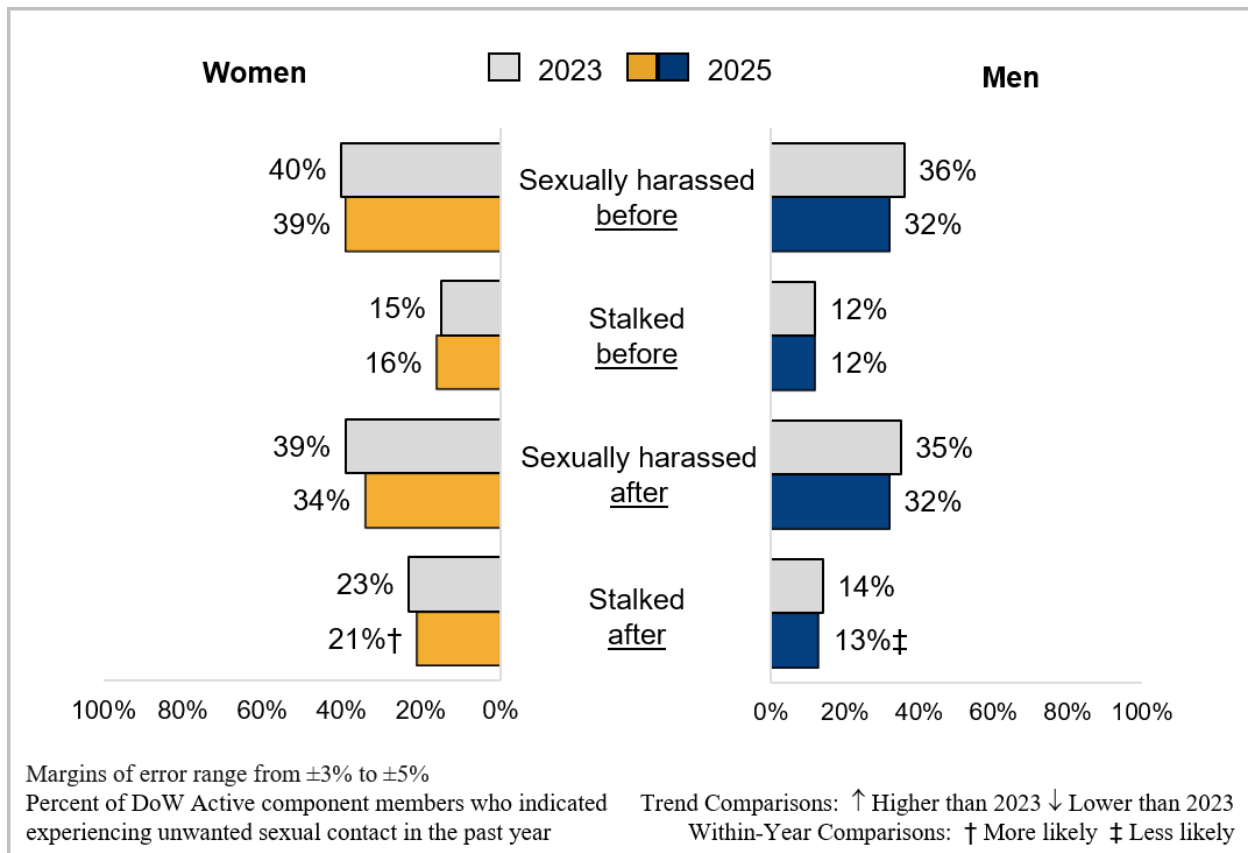
Identifying risk factors for sexual misconduct in the military is the cornerstone of effective prevention. We know that certain periods and environments can increase a Service member's risk of experiencing USC. The professional journey of a Service member contains several critical transition periods that data shows can elevate this risk, such as when a Service member is either new to a unit or preparing to depart. In 2025, 43% of women and 36% of men indicated the worst incident of USC occurred during these transition periods, when they were either new to the unit or preparing to leave the unit. Delving deeper into that critical window, 34% of women and 26% of men indicated experiencing the worst incident of USC within the first 120 days of arriving at a new unit. Approximately 14% of women and men (14%) indicated their experience of USC occurred when preparing to leave their unit.

Understanding where these incidents occur is another vital piece of the puzzle. Over one-third of Active component women (36%) and 43% of men indicated that the worst incident occurred exclusively at a military location. This decreased since 2023 for both women (36% for 2025 and 44% for 2023) and men (43% for 2025 and 59% for 2023). The worst incident occurred only at a civilian location for 21% of women and 12% of men. In 2025, 49% of women and 30% of men indicated their worst incident at least partially occurred off-base.

Sexual Harassment and Stalking Before the Unwanted Sexual Contact

Before the USC occurred, 39% of Active component women and 32% of Active component men indicated experiencing sexual harassment by the same alleged offender (Figure 10). In 2025, women (21%) were more likely than men (13%) to indicate they were stalked after the worst incident of USC.

Figure 10.
Sexual Harassment and Stalking Before and After the Unwanted Sexual Contact Incident for the Active Component



Reporting of Unwanted Sexual Contact

The Department's sexual assault reporting options allow victims to exercise control over how and when they engage with program resources that could support their care, recovery, and engagement in the military justice system. Sexual assault is one of the most underreported crimes in the military. Tracking the percentage of Active component members over time who choose to report could reflect progress in the response program.¹⁸ In 2025, 34% of Active component women and 16% of Active component men who indicated experiencing USC in the past year reported the worst incident to the military, unchanged since 2023. Of those who knew the final type of report that was made, 28% of women and 30% of men made a restricted report, whereas 72% of women and 70% of men made an unrestricted report. However, of Active component members who made a report, 20% of women and 41% of men did not know the final

¹⁸ The percentages of Service members who indicated in the 2025 WES that they experienced USC and reported sexual assault allegations are based on Service members' self-reported report status and do not represent official reporting numbers maintained within the Defense Sexual Assault Incident Database (DSAID) nor do they represent the commission of an actual offense punishable under the UCMJ. Only the investigation and adjudication of allegations reflect whether a sexual assault incident occurred.

type of report that they made. The question regarding the type of report made was not included in the 2023 survey, therefore comparisons to 2023 are not available.

Responses to Reporting Unwanted Sexual Contact

Active component members who indicated experiencing USC and reported their worst incident to military authorities received a variety of resources and information. Nearly half of women (53%) and men (41%) indicated that to a large extent they were provided information on their right to consult Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC). However, Active component women most frequently indicated they received no information about the right to request an expedited transfer (23%). Active component men most frequently indicated they did not receive information about confidential counseling services through the Department of Veterans Affairs Vet Center (32%). About half of Active component women (52%) and men (45%) indicated that to a large extent their leadership provided them the flexibility to attend appointments related to the USC.

Experiences With the Response System

Active component members who indicated experiencing USC and reported the worst USC incident were asked to indicate their satisfaction with response services. Women (67%), and men (47%) were most frequently satisfied with their Sexual Assault Response Coordinator (SARC). Women were more likely than men to be satisfied with services provided by SAPR professionals. Table 2 illustrates the proportions of women and men satisfied with the resources provided by different response personnel.

Table 2.
Proportion of Active Component Women and Men Satisfied with Response Resources

	Women (%)		Men (%)	
	2023	2025	2023	2025
A Sexual Assault Response Coordinator (SARC)	64%	67%†	47%	47%‡
A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)	61%	66%†	49%	39%‡
Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)	54%	60%†	43%	36%‡
A medical provider/mental health provider	46%	55%	37%	36%
A chaplain	44%	50%	43%	45%
Your unit commander/director	39%	49%	34%	35%
Your senior enlisted advisor	41%	49%	35%	37%
Your immediate military supervisor	40%	49%	39%	46%
DoD Safe Helpline (877-995-5247)	30%	40%	34%	29%

Note. Percent of Active component members who indicated experiencing USC, reported it, and received services from the resource.

Percent who responded "Satisfied" or "Strongly Satisfied."

Trend Comparisons: † Higher than 2023 ‡ Lower than 2023

Within-Year Comparisons: † More Likely ‡ Less Likely

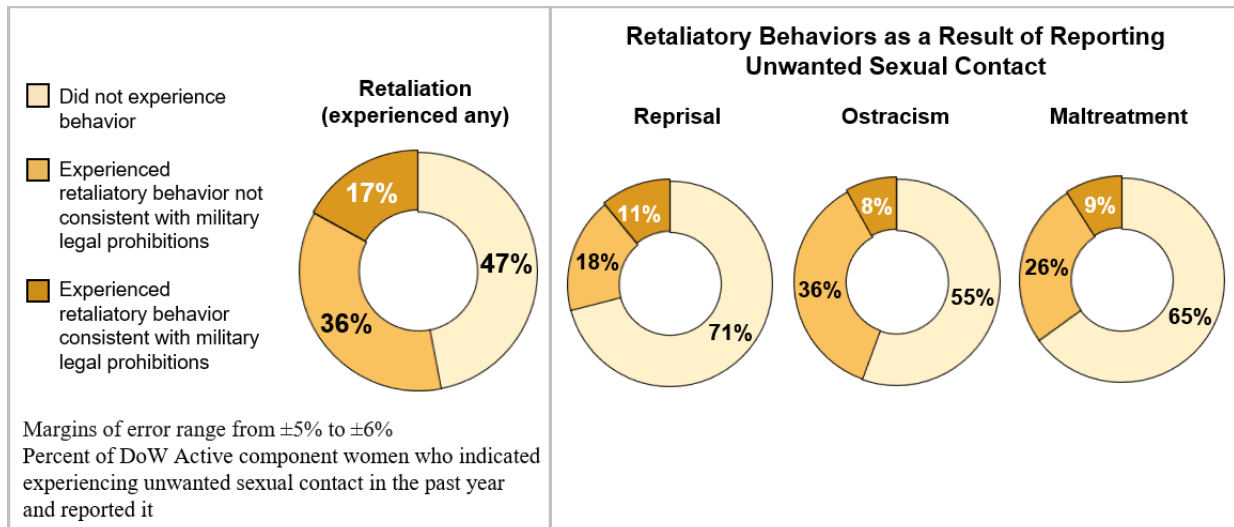
Negative Outcomes of Reporting Unwanted Sexual Contact

Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact. To construct this measure, Active component members were asked to consider how their leadership or other individuals with authority to make personnel decisions responded in the respondent's worst USC incident.¹⁹ Figure 11 and Figure 12 present the percentages of Active component women and men who perceived experiencing each of these negative outcomes as well as overall retaliation.

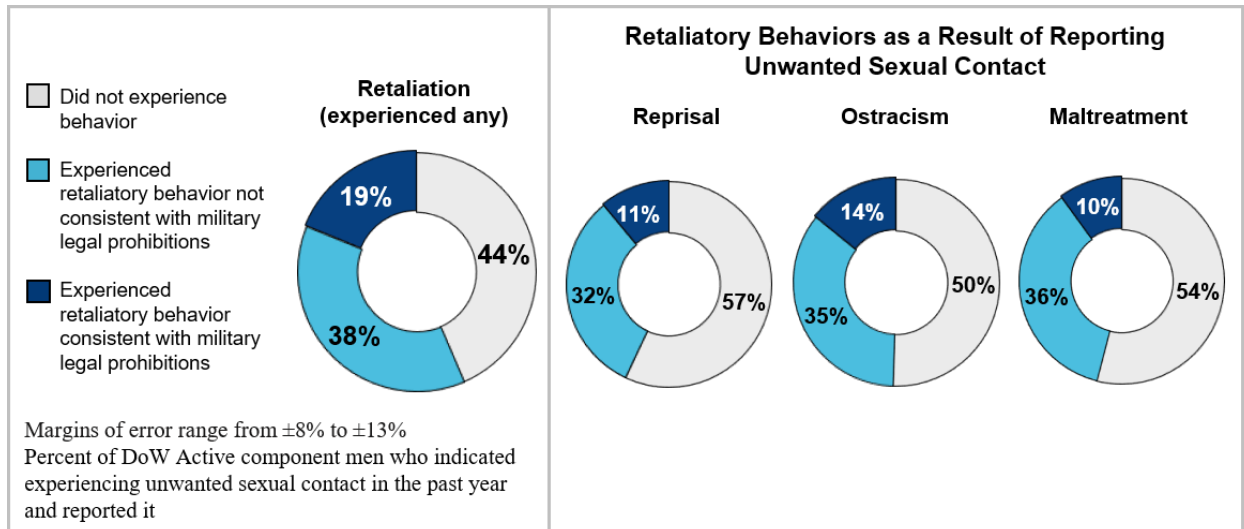
Retaliation. Retaliation is a summary measure reflecting whether Active component members indicated they experienced unfavorable actions taken by peers or leaders after an experience of USC. As shown in Figure 11, among Active component women who indicated experiencing and reporting the worst incident of USC, 17% experienced retaliation. Broken out by the types of behavior, 11% of women perceived experiencing behaviors consistent with professional reprisal, 8% perceived those consistent with ostracism, and 9% perceived those consistent with maltreatment. As shown in Figure 12, among Active component men who indicated experiencing and reporting an incident of USC, 19% experienced retaliation. Broken out by the types of behavior, 11% of men perceived experiencing behaviors consistent with professional reprisal, 14% perceived those consistent with ostracism, and 10% perceived those consistent with maltreatment.

Figure 11.

Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Women



¹⁹ The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of USC and not necessarily a reported or legally substantiated incident of retaliation. Estimated rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors, the requirements of retaliation, and the absence of official information regarding an investigation.

Figure 12.***Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Men*****Reasons for Not Reporting**

The 66% of Active component women and 84% of men who *did not* report the worst incident of USC provided a variety of reasons for their decision. Not thinking anything would be done (46%) and thinking the incident was not serious enough to report (46%) were the most common reasons provided by Active component women for not reporting the incident. Being worried about potential negative consequences from their military coworkers or peers (44%) and/or from the person who did it (39%) were women's next most common reasons for not reporting the incident. For Active component men, thinking the incident was not serious enough to report was the most common reason provided for not reporting the incident (46%), followed by being worried about potential negative consequences from their military coworkers and peers (38%) and not thinking anything would be done (37%).

Chapter 3: Sexual Harassment in the Active Component

Introduction

This chapter presents the estimated prevalence of sexual harassment among Active component members and provides information regarding the characteristics of these harassment experiences. Sexual harassment includes two categories of behaviors experienced by an Active component member: a sexually hostile work environment and sexual quid pro quo. These behaviors involve a person the member had contact with as part of their military duties, but they can be experienced outside of the workplace. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance or create an intimidating, hostile, or offensive work environment.²⁰ Sexual quid pro quo includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past-year sexual harassment rate includes any experiences of either of these categories of behaviors. See Chapter 1 for further details on this rate's construction.

Past-Year Sexual Harassment Prevalence Rates

In 2025, an estimated 6.7% of Active component members indicated experiencing sexual harassment in the past 12 months (an estimated 84,399 members, including 39,744 women and 44,656 men).²¹ The estimated rate of sexual harassment was higher for Active component women (17.5%) than Active component men (4.4%), but both estimated rates declined compared to 2023 (24.7% for women and 5.8% for men), shown in Figure 13). Prevalence in 2025 varied by category of sexually harassing behaviors. For Active component members, 17.4% women and 4.3% men indicated experiencing hostile work environment behaviors, while 1.1% women and 0.2% men indicated experiencing sexual quid pro quo behaviors. Women were more likely than men to indicated experiencing either category of sexual harassment behaviors. Since 2023, the estimated prevalence of experiencing hostile work environment behaviors decreased for both women and men (24.7% women and 5.8% men in 2023). Whereas, for sexual quid pro quo behaviors, there was a decrease in the estimated rate for women (1.9% in 2023), while men's estimated rates remained unchanged (0.3% in 2023).

²⁰ Active component members who indicated experiencing sexually hostile work environment behaviors are included in the sexual harassment rate if the behaviors continued after the alleged offender knew to stop or were so severe that most members would have found the behaviors offensive.

²¹ The counts of Service members who indicated experiencing past year sexual harassment are population estimates with associated confidence intervals, thus due to rounding it is possible for the population estimates for women and for men to not sum to the total population estimate.

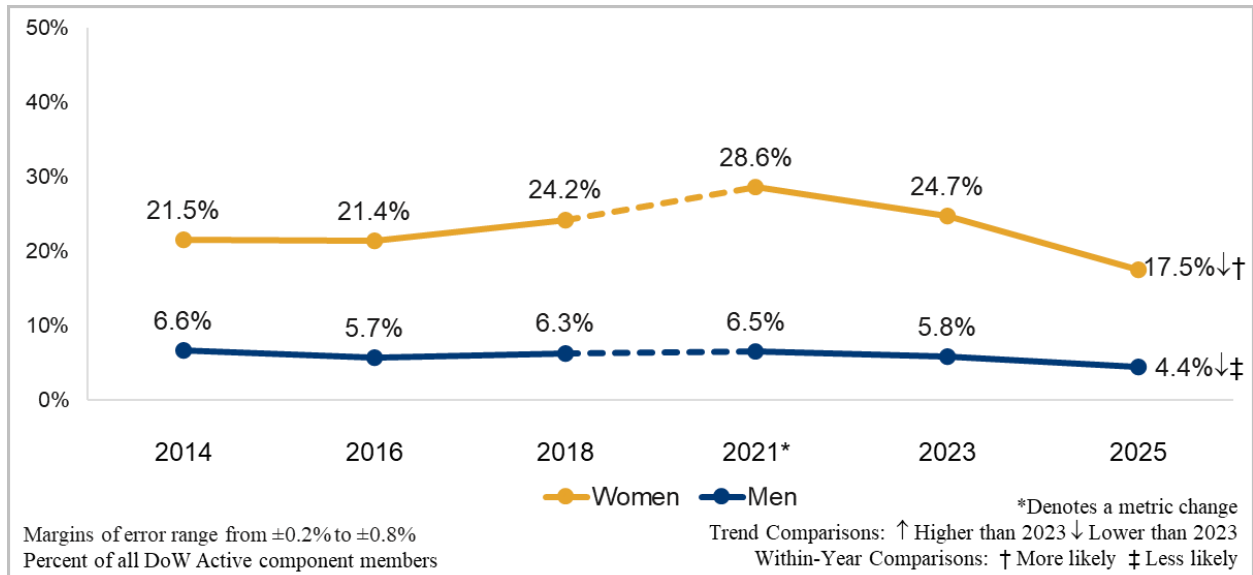
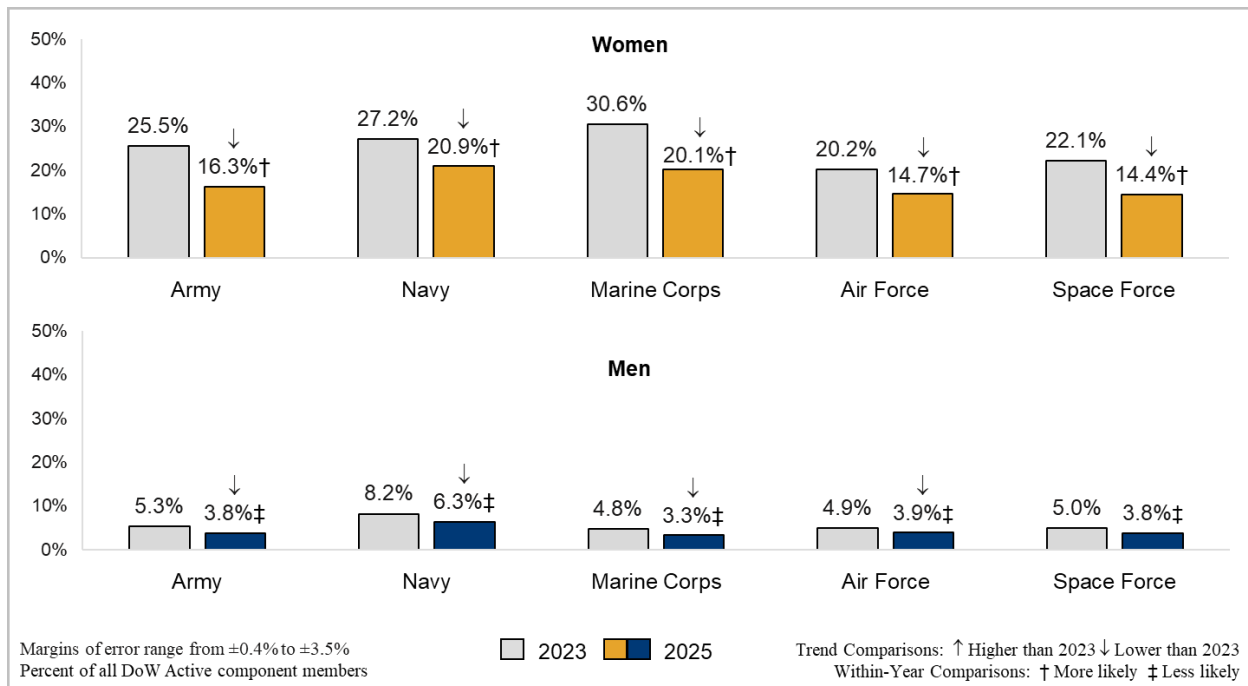
Figure 13.***Estimated Past-Year Sexual Harassment Prevalence Rates for the Active Component******Estimated Past-Year Sexual Harassment Prevalence Rates by Service***

Figure 14 provides estimated sexual harassment prevalence rates in 2023 and 2025 for men and women in the Active component by Service. For women, there was a decrease in the estimated prevalence of past-year sexual harassment between 2023 and 2025 across all Services. For men, the estimated sexual harassment rates decreased in the Army, Navy, Marine Corps, and Air Force but not the Space Force.

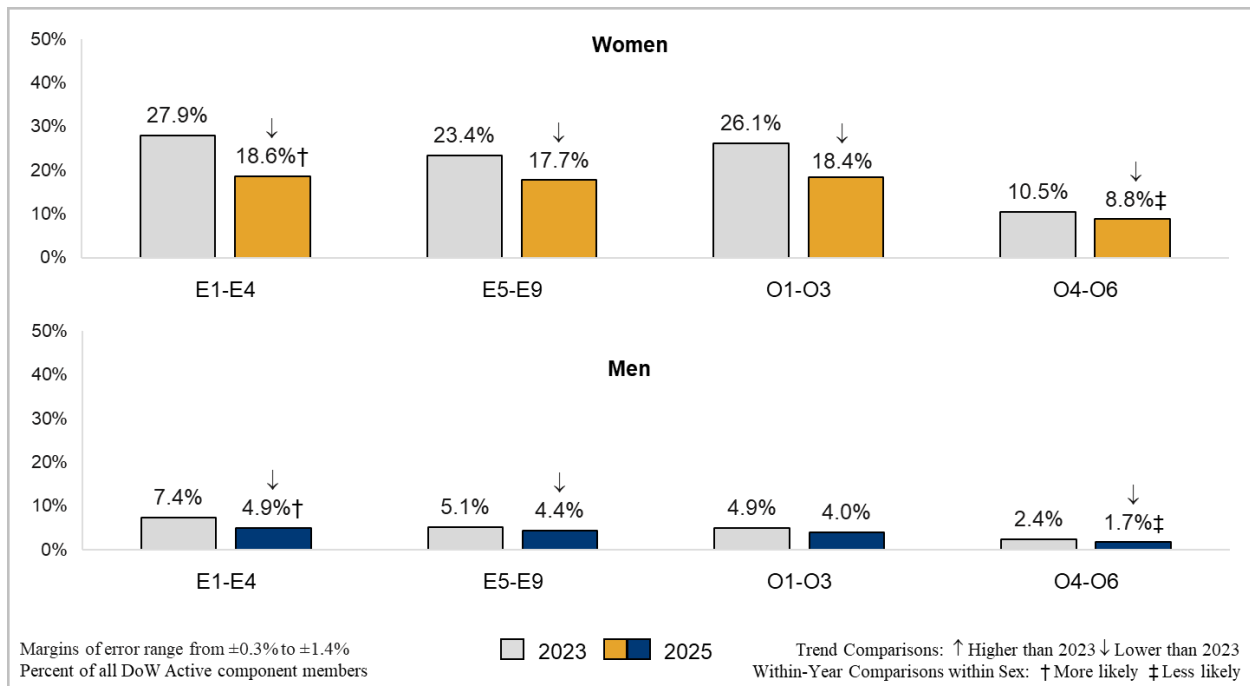
Figure 14.
Estimated Past-Year Sexual Harassment Prevalence Rates by Service for the Active Component



Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade

Figure 15 presents the estimated prevalence of past-year sexual harassment by paygrade for members of the Active component. Junior enlisted women (18.6%) were more likely than women in other paygrades to indicate experiencing past-year sexual harassment, whereas senior officers (8.8%) were less likely. In 2025, the estimated rates of sexual harassment for women across all paygrades decreased compared to 2023. In 2025, the estimated rates of sexual harassment for men by paygrade followed a similar pattern to women. Junior enlisted men (4.9%) were more likely than men in other paygrades to indicate experiencing past-year sexual harassment, whereas senior officers (1.7%) were less likely. Additionally, from 2023 to 2025 the estimated rates of past-year sexual harassment for men decreased across all paygrades except for junior officers, which remained unchanged.

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



One Situation of Sexual Harassment With the Biggest Effect

Members that indicated experiencing sexual harassment in the past 12 months were asked to reflect upon and describe one situation of sexual harassment that they considered the worst or most serious, hereafter referred to as “worst situation”.²² Table 3 displays the specific sexual harassment behaviors that members indicated experiencing in the worst situation. In 2025, women (40%) and men (39%) most frequently indicated that the worst situation they experienced involved repeated sexual jokes. This was also the most frequent behavior experienced in 2023 for both women and men, and the percentage remained unchanged from 2023.

²² Members who indicated experiencing either sexual harassment or sex discrimination behaviors in the past 12 months were asked to provide details about their worst or most serious experience of those behaviors. Among those who indicated experiencing these behaviors in the past year, most men (90%) and women (70%) identified their worst experience as involving only sexual harassment behaviors or a combination of sexual harassment and sex discrimination behaviors. This chapter summarizes the experiences of those who identified their one situation as sexual harassment or a combination of sexual harassment and sex discrimination behaviors. Chapter 4 summarizes the experiences of those who identified their one-situation as sex discrimination or a combination of sexual harassment and sex discrimination behaviors.

Table 3.***2025 Prevalence of Sexual Harassment Behaviors Experienced by Active Component Members that Indicated Experiencing Sexual Harassment in the Past 12 Months²³***

	Women (%)	Men (%)
Repeatedly told sexual "jokes"	40%	39%
Made repeated sexual comments about your appearance or body	32%†	18%‡
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	31%†↓	7%‡
Repeatedly asked you questions about your sex life or sexual interests	28%↓	25%
Repeatedly suggested that you do not act like someone of your sex is supposed to	26%	24%
Repeatedly told you about their sexual activities	24%‡	29%†
Touched you in any way other than sexually that made you uncomfortable, angry, or upset	17%†	12%‡
Repeatedly made sexual gestures or sexual body movements	14%‡	18%†
Touched you in a sexual way	14%	12%
Displayed, showed you, or sent you sexually explicit materials like pictures or videos	8%‡↓	11%†
Made you feel you would get punished in the workplace if you did not do something sexual	6%†	3%‡
Made you feel you would get workplace benefit in exchange for doing something sexual	5%†↓	3%‡
Took or shared sexually suggestive pictures or videos of you	4%	3%

Trend Comparisons: † Higher than 2023 ↓ Lower than 2023

Within-Year Comparisons: † More Likely ‡ Less Likely

Characteristics of the One Situation of Sexual Harassment With the Biggest Effect***Characteristics of the Alleged Offenders***

The majority of women (80%) and men (64%) who indicated experiencing sexual harassment behaviors in 2025 indicated that the alleged offenders in the worst situation were all men; an increase since 2023 (59%) for men. Women were more likely than men to indicate all of the alleged offenders were men, while men were more likely than women to indicate that the alleged offenders were all women (8% and 2%, respectively) or a mix of men and women (28% and 18%, respectively). These percentages were unchanged from those observed in 2023.

In 2025, the majority of women (80%) and men (85%) who indicated experiencing sexual harassment behaviors in the past year indicated that the alleged offenders in the worst situation were all military members; unchanged from those observed in 2023. Men were more likely than women to indicate the offenders were all military members, while women (15%) were more likely than men (9%) to indicate that some but not all the alleged offenders were military members. From 2023 to 2025, there was a decrease in the percentage of men indicating their offenders were a mix of military and non-military members (12%). Women (85%) were more likely than men (82%) to indicate at least one offender as being in their unit, and women (41%) were also more likely than men (35%) to indicate at least one offender as being in their chain of

²³ Please refer to Figure 3 in Chapter 1 for more details on how the sexual harassment and sex discrimination metrics are defined.

command. From 2023 to 2025, there was a decrease in the percentage of women indicating the offender was someone in their unit or their chain of command. Women (88%) were more likely than men (81%) to indicate at least one alleged offender as their same rank or higher; unchanged from 2023.

Location in Which the Sexual Harassment Occurred

Active component men (65%) were more likely than Active component women to indicate the worst sexual harassment situation occurred only at a military location; unchanged from 2023. Women (43%) were more likely than men (29%) to indicate the worst situation occurred at both military and civilian locations; unchanged from 2023. Women (28%) were also more likely than men (14%) to indicate that the worst situation occurred online on social media or via other electronic communications; unchanged from 2023.

Duration of the Sexual Harassment

Most women (83%) and three-quarters of men who indicated experiencing sexual harassment in the past year indicated the harassing behaviors occurred over a period of time, lasting from one week to a year or more. Men (25%) were more likely than women (17%) to indicate that the sexual harassment occurred only one time. The duration of the worst situation of sexual harassment was consistent with 2023.

Filing a Complaint of Sexual Harassment

Active component members who indicated experiencing sexual harassment behaviors in the past year were asked if they filed a sexual harassment complaint regarding the worst sexual harassment situation. Of those who indicated experiencing sexual harassment behaviors in 2025, about half of women (51%) and a third of men (31%) made a complaint to an authority, with women being more likely than men to file a complaint. The proportion of women and men who indicated they made a complaint regarding the worst sexual harassment situation in 2025 was similar to the proportion in 2023. Also similar to 2023, complaints were most often made to someone in the member's chain of command; however, men (27%) were less likely than women (45%) to use this option.

Members of the military have several options regarding the type of complaint they can make, including anonymous, informal, or formal.²⁴ Active component women (41%) and men (37%) who made a sexual harassment complaint most often made an informal one, no differences were observed by sex in 2025. However, there was a decrease in informal complaints made by men compared to 2023 (46%). Women (23%) were more likely than men (17%) to make a formal complaint, whereas men (26%) were more likely than women (20%) to be unsure of the type of complaint made. There were no differences by sex for those that indicated they made anonymous complaints regarding the worst sexual harassment situation (16% women; 20% men).

²⁴ An informal complaint is an allegation, submitted either verbally or in writing to a person in a position of authority, that is not submitted as a formal complaint through the office designated to receive complaints.

Members who made a sexual harassment complaint regarding their worst situation were asked how satisfied they were with the outcome of their complaint. In 2025, 25% of women and 26% of men responded that they were satisfied or very satisfied with the outcome of their sexual harassment complaint; unchanged from 2023.

Reasons for Not Filing a Complaint of Sexual Harassment

Members who did not file a complaint regarding the worst sexual harassment situation were asked about their reasons for not filing a complaint. The top three reasons were the same for both women and men in 2025, and they were also the top three reasons given for not filing a complaint in 2023 (no differences between 2023 and 2025 percentages). In 2025, over half (52%) of women did not think anything would be done, followed by 47% who thought the incident was not serious enough to make a complaint, and 46% who were worried about negative consequences from their military coworkers or peers. For men, the most frequent reason was that they thought the incident was not serious enough for a complaint (45%), followed by not thinking that anything would be done (43%, less likely than women) and being worried about negative consequences from their military coworkers and peers (37%, less likely than women). Additionally, in 2025, there was an increase in the percentage of men indicating being worried about negative consequences from a military supervisor or someone in their chain of command (27%) compared to 2023 (22%).

Chapter 4: Sex Discrimination in the Active Component

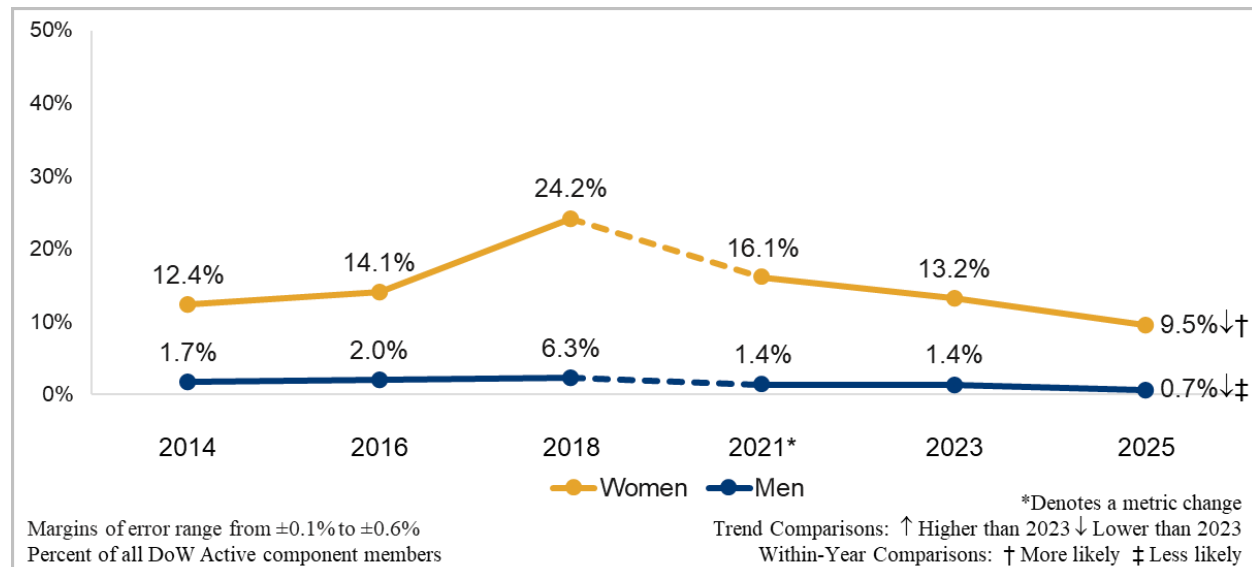
Introduction

This chapter presents the estimated prevalence of sex discrimination among Active component members and provides information regarding the characteristics of these experiences. Sex discrimination includes comments or behaviors directed at someone because of their sex and when experiences harmed or limited their career. To be included in the estimated sex discrimination rate, the specified behaviors need to have occurred in the past 12 months and also need to meet the Department of War (DoW)s legal criteria for sex discrimination which requires that the person who did the unwanted behaviors was a person in a position of authority or leadership over the respondent and with whom they interacted as part of their military duties. See Chapter 1 for further details on this rate's construction.

Past-Year Sex Discrimination Prevalence Rates

In 2025, an estimated 2.3% of Active component members indicated experiencing sex discrimination in the past 12 months (an estimated 29,179 members, including 21,686 women and 7,494 men). The estimated rate of sex discrimination was higher for Active component women (9.5%) than Active component men (0.7%). In 2025, the estimated rates of sex discrimination for women and men were lower than 2023 (13.2% for women and 1.4% for men) as shown in Figure 16.

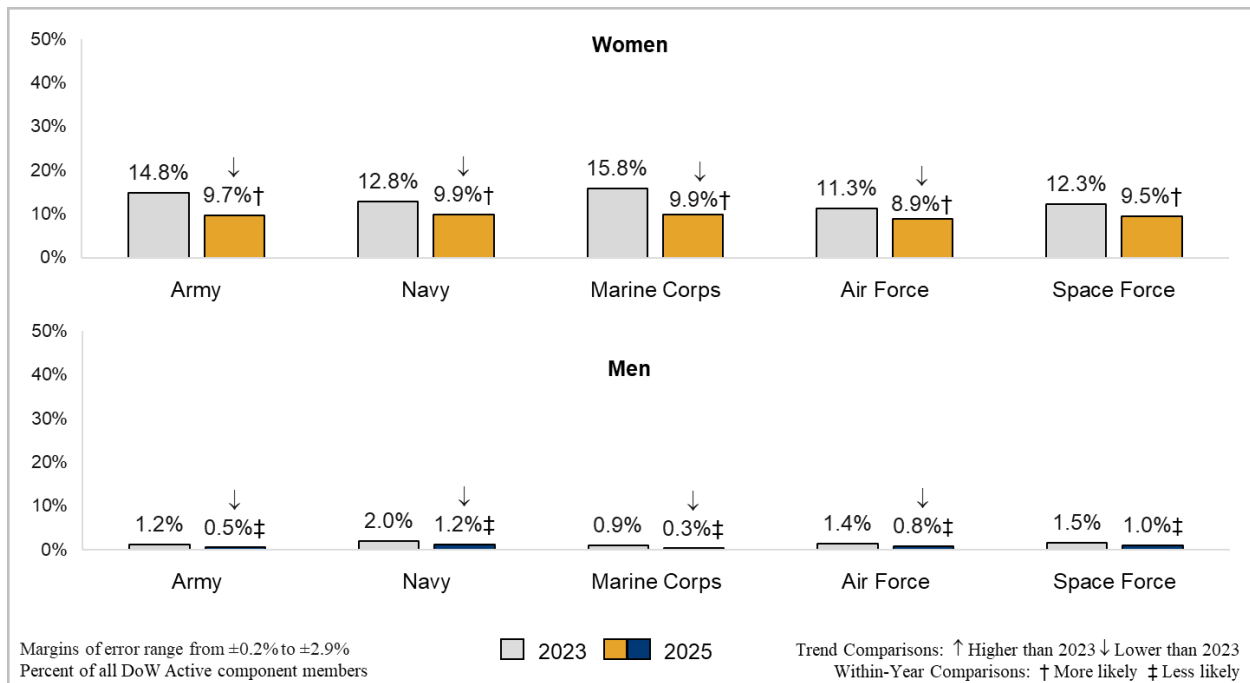
Figure 16.
Estimated Past-Year Sex Discrimination Prevalence Rates for the Active Component



Estimated Past-Year Sex Discrimination Prevalence Rates by Service

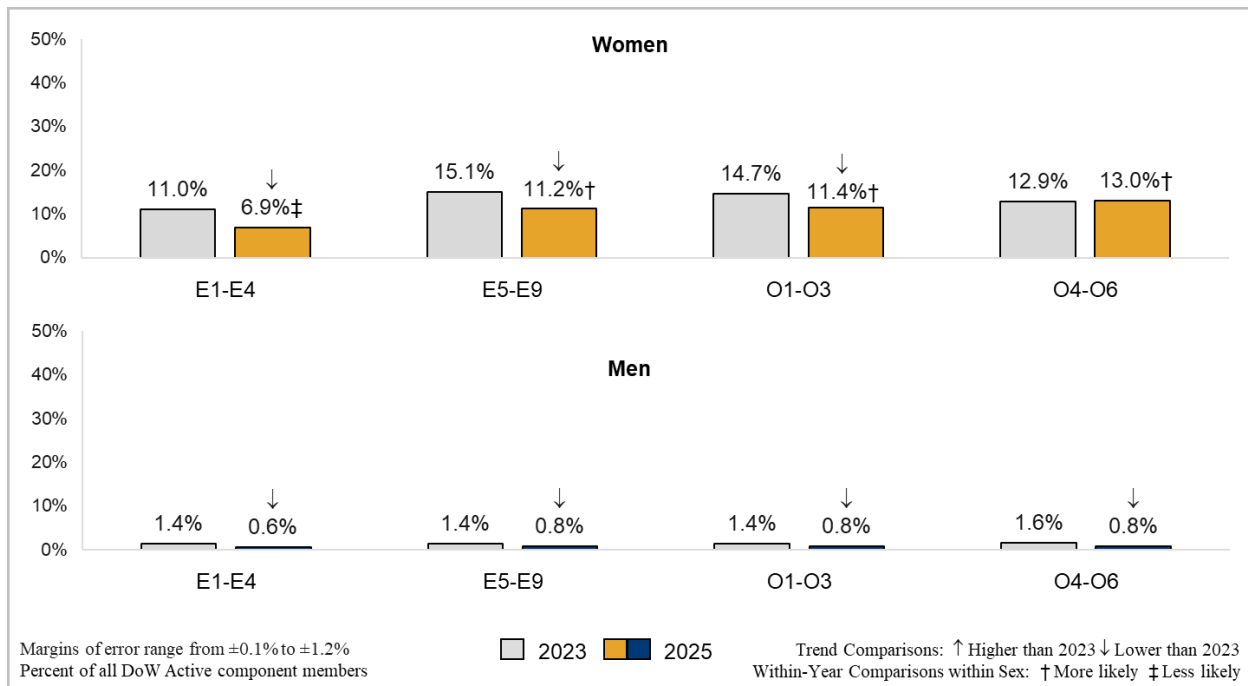
Figure 17 presents the estimated prevalence of past-year sex discrimination in the Active component by Service. For both women and men, there was a decrease in the estimated prevalence of past-year sex discrimination between 2023 and 2025 across all Services except for Space Force.

Figure 17.
Estimated Past-Year Sex Discrimination Prevalence Rates by Service for the Active Component



Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade

Figure 18 presents the estimated prevalence of past-year sex discrimination in the Active component by paygrade. Senior enlisted women (11.2%), junior officer women (11.4%), and senior officer women (13.0%) were more likely than women in other paygrades to indicate experiencing sex discrimination, whereas junior enlisted women (6.9%) were less likely. Additionally, from 2023 to 2025 the estimated rates of sex discrimination for women decreased across all paygrades with the exception of senior officers, which remained unchanged. Men's estimated sex discrimination rates did not differ by paygrade in 2025; however, the estimated sex discrimination rate was lower in 2025 than in 2023 for men across all paygrades.

Figure 18.***Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade for the Active Component*****One Situation of Sex Discrimination With the Biggest Effect**

Members that indicated experiencing sex discrimination in the past 12 months were asked to reflect upon and describe the one situation of sex discrimination that they considered the worst or most serious, hereafter referred to as “worst situation”.²⁵ In 2025, men (91%) were more likely than women (86%) to indicate experiencing being mistreated, ignored, or insulted because of their sex. Women (52%) were more likely than men (27%) to indicate that these situations involved someone saying people of their sex are not as good at their job or should be prevented from having their job. From 2023 to 2025, the percentage of women who indicated experiencing sex discrimination decreased, specifically there was a decrease in women indicating they experienced being mistreated, ignored, or insulted because of their sex (89% in 2023) or being told by people that someone of their sex is not as good at their job because of their sex (58% in 2023). The percentage of men who indicated experiencing these two types of sex discrimination behaviors were unchanged from those observed in 2023.

²⁵ Members who indicated experiencing either sexual harassment or sex discrimination behaviors in the past 12 months were asked to provide details about their worst or most serious experience of those behaviors. Among those who indicated experiencing these behaviors in the past year, 63% of women and 19% of men identified their worst experience as involving only sex discrimination behaviors or a combination of sexual harassment and sex discrimination behaviors. This chapter summarizes the experiences of those who identified their one-situation as sex discrimination or a combination of sexual harassment and sex discrimination behaviors. Chapter 3 summarizes the experiences of those who identified their one-situation as sexual harassment or a combination of sexual harassment and sex discrimination behaviors.

Characteristics of the One Situation of Sex Discrimination With the Biggest Effect

Characteristics of the Alleged Offenders

In 2025, women (80%) were more likely than men (27%) to indicate the alleged offenders in their one worst situation of sex discrimination were all men. Men were more likely than women to indicate the alleged offenders were all women (26% and 2%, respectively) or a mix of men and women (46% and 18%, respectively). These percentages were unchanged from 2023.

When describing their worst situation of sex discrimination, about three quarters of Active component women (77%) and 82% of men identified the alleged offenders as all military members; this was a decrease for women since 2023 (80%). Approximately 19% of women and 15% of men indicated that some but not all alleged offenders were military members. The majority of both women and men indicated that at least one alleged offender in the worst situation was a member of their unit (both 91%) and/or of their same rank or higher (93% of women and 92% of men). The percentage of women indicating that the alleged offender was a member of their unit declined from 2023 (94%). Men (74%) were more likely than women (63%) to indicate that at least one alleged offender was a member of their chain of command. Unless otherwise noted, these percentages were unchanged from 2023.

Location in Which the Sex Discrimination Occurred

In 2025, men (68%) were more likely than women (60%) to indicate that the worst sex discrimination situation occurred only at a military location; a decrease for women from 2023 (64%). Women (38%) were more likely than men (30%) to indicate the situation occurred at both military and civilian locations; an increase for women since 2023 (35%). Women (27%) were more likely than men (19%) to indicate that their worst situation occurred online on social media or via other electronic communications; an increase for women since 2023 (23%).

Duration of Sex Discrimination

Most women (89%) and men (86%) who indicated experiencing sex discrimination in the past year indicated that the discriminatory behaviors occurred over a period of time, lasting from one week to a year or more. These percentages remained unchanged from 2023 and there were no current year differences observed by sex.

Filing a Complaint of Sex Discrimination

Active component members who indicated experiencing sex discrimination behaviors in the past year were asked if they filed a sex discrimination complaint regarding their worst sex discrimination situation. Of those who indicated experiencing sex discrimination behaviors in 2025, about half of women and men (both 52%) made a complaint to an authority in their worst situation of sex discrimination; for women this was a decrease since 2023 (57%). Complaints were most often made to someone in the member's chain of command for both women (47%) men (48%). However, there was a decrease for women in complaints made to their chain of command in 2025 compared to 2023 (52%). There were also decreases between 2023 and 2025 in the percentage of women making a complaint to someone in the offender's chain of command (from 35% in 2023 to 32%) or to the SHARP/SARC staff/office (from 12% in 2023 to 9%).

In 2025, among members who made a sex discrimination complaint, women (47%) were more likely than men (33%) to make an informal complaint.²⁶ Men (23%) were more likely than women (15%) to make an anonymous complaint. Approximately one in five women (20%) and one in four men (26%) were unsure of the type of complaint they made. All percentages on the type of complaint made were unchanged from 2023.

Members who made a complaint regarding their worst sex discrimination situation were asked how satisfied they were with the outcome of their complaint. In 2025, 16% of women and 12% of men indicated that they were satisfied or very satisfied with the outcome of their sex discrimination complaint; both unchanged from 2023.

Reasons for Not Filing a Complaint of Sex Discrimination

Members who did not file a complaint regarding the worst sex discrimination situation were asked about their reasons for not filing a complaint. The most common reason for not filing a complaint for both women (69%) and men (72%) was that they did not think anything would be done; this was consistent with 2023 and there were no differences found by sex. Men (67%) were more likely than women (58%) to indicate the reason they did not file a complaint was that they did not trust the process to be fair and men (64%) were more likely than women (44%) to indicate being worried about potential negative consequences from military supervisor or someone in their chain of command (an increase from 51% in 2023). Men (54%) were more likely than women (43%) to indicate that they were worried about negative consequences from the offender and/or that they thought it might hurt their performance evaluation/fitness report or their career if they filed a complaint (55% of men compared to 42% of women). All these reasons reported in 2025 were unchanged from 2023 except for the increase observed among men reporting that they were worried about negative consequences from their military supervisor or chain of command.

²⁶ An informal complaint is an allegation, submitted either verbally or in writing to a person in a position of authority, that is not submitted as a formal complaint through the office designated to receive complaints.

Chapter 5: Sexual Assault in the Reserve Component

Introduction

This chapter presents the estimated prevalence of unwanted sexual contact (USC) among Reserve component members and provides information regarding the characteristics of these experiences. Unwanted sexual contact described throughout this chapter refers to a range of sex-related behaviors that constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ), including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). The estimated past-year USC rate includes any experiences of these behaviors.²⁷ See Chapter 1 for further details on this rate's construction.

Past-Year Unwanted Sexual Contact Prevalence Rates

In 2025, 1.1% of Reserve component members (an estimated 8,066 members) indicated experiencing USC in the past 12 months—including 2.7% of women (an estimated 4,508 members) and 0.6% of men (an estimated 3,558 members). Figure 19 presents the estimated prevalence of past-year USC in the Reserve component. The estimated rate in 2025 was lower than in 2023 for women.

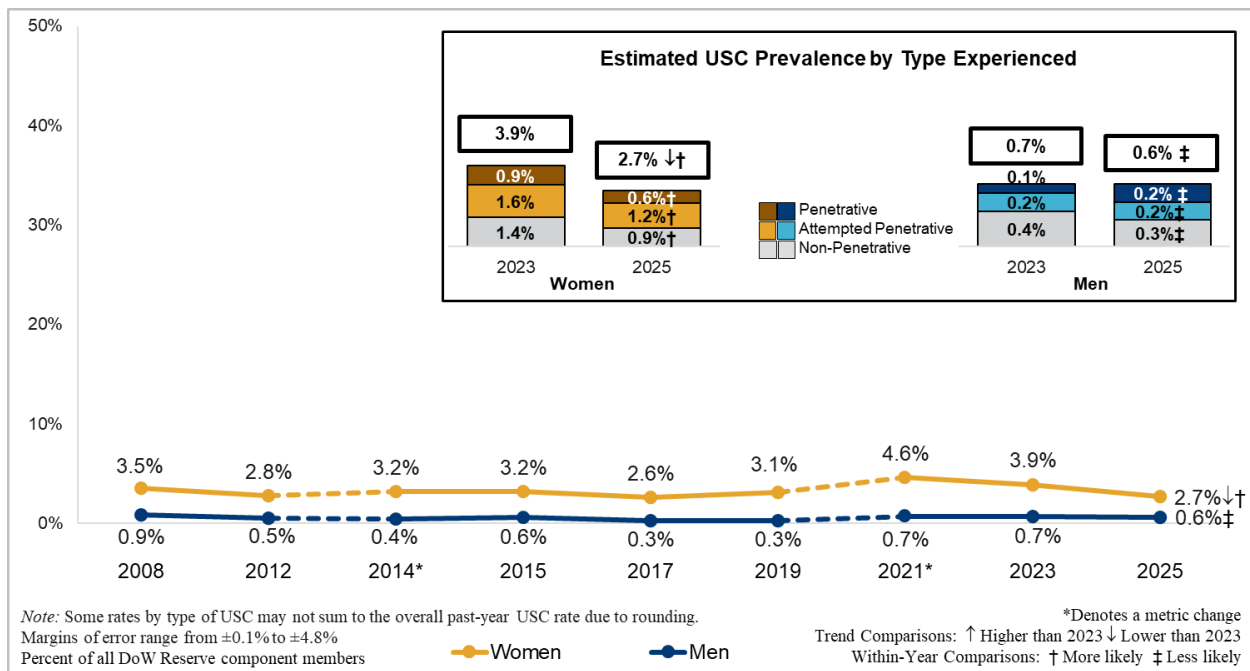
Although this report focuses on estimated prevalence rates, it may also be useful to understand the victimization rates. The prevalence rate estimates the number of individuals who indicated experiencing at least one incident of USC in the past year. In contrast, the victimization rate accounts for the fact that some individuals may indicate experiencing multiple incidents of USC in that same time period. 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, members who indicated experiencing USC in the past 12 months were asked to identify the number of separate occasions these experiences occurred. In 2025, the majority of Reserve component women (63%) and men (59%) who indicated experiencing USC indicated experiencing multiple incidents in the past year. These estimated rates were unchanged compared to in 2023 (68% of women and 64% of men). Among those who indicated experiencing multiple incidents in 2025, 39% of women indicated the same person was involved in each incident; this metric was not reportable for men.

Estimated USC rates varied by the type of behavior: penetrative, attempted penetrative, or non-penetrative. These categories are mutually exclusive and created hierarchically, with penetrative incidents assigned first and non-penetrative incidents (i.e., touching) assigned last so that

²⁷ All references to “experiences” of USC in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data, so findings can be generalized to the full population of Reserve component members.

members who indicated experiencing multiple types of USC were only categorized once. Chapter 1 provides additional details regarding the construction of these prevalence rates. Figure 19 presents the 2025 estimated USC past-year prevalence rates broken down by type. For Reserve component women, the type of USC behavior they indicated experiencing most frequently included attempted penetrative USC (1.2%), while 0.9% indicated experiencing non-penetrative USC and 0.6% indicated experiencing penetrative USC. For men, the type of USC behavior they indicated experiencing most frequently included non-penetrative USC (0.3%), while 0.2% indicated experiencing attempted penetrative and penetrative USC. For women and men, between 2023 and 2025, the estimated rates remained unchanged for all three types of USC.

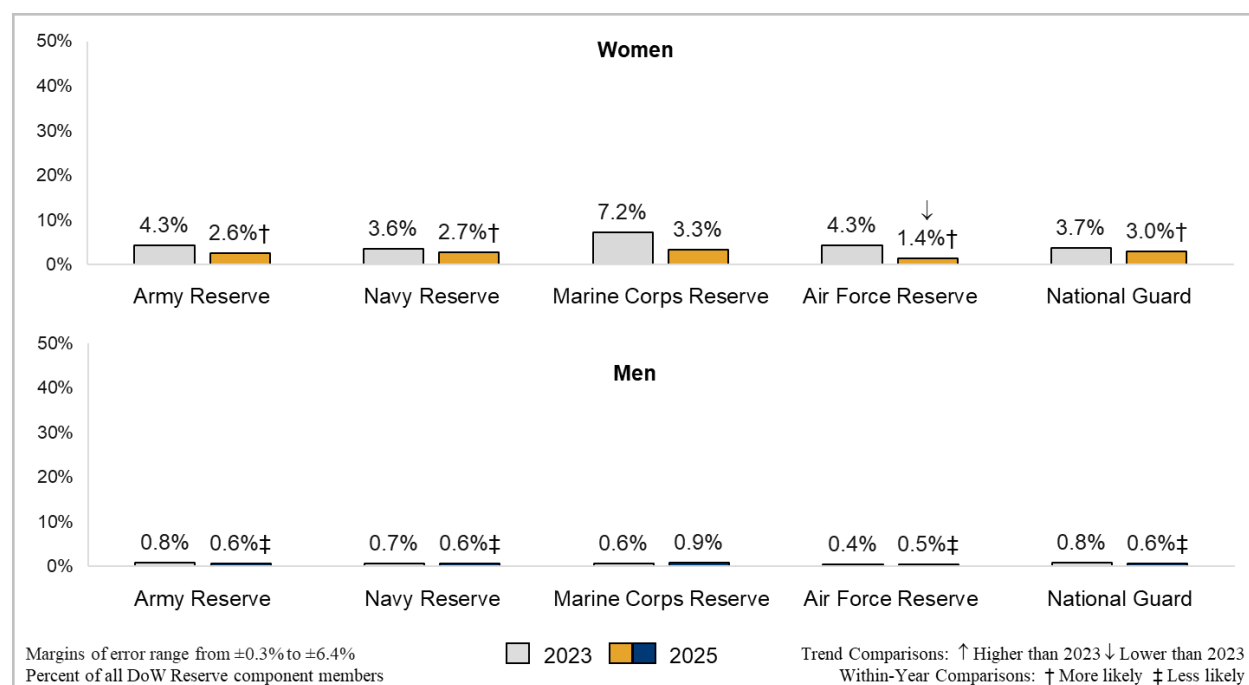
Figure 19.
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates for the Reserve Component



Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service

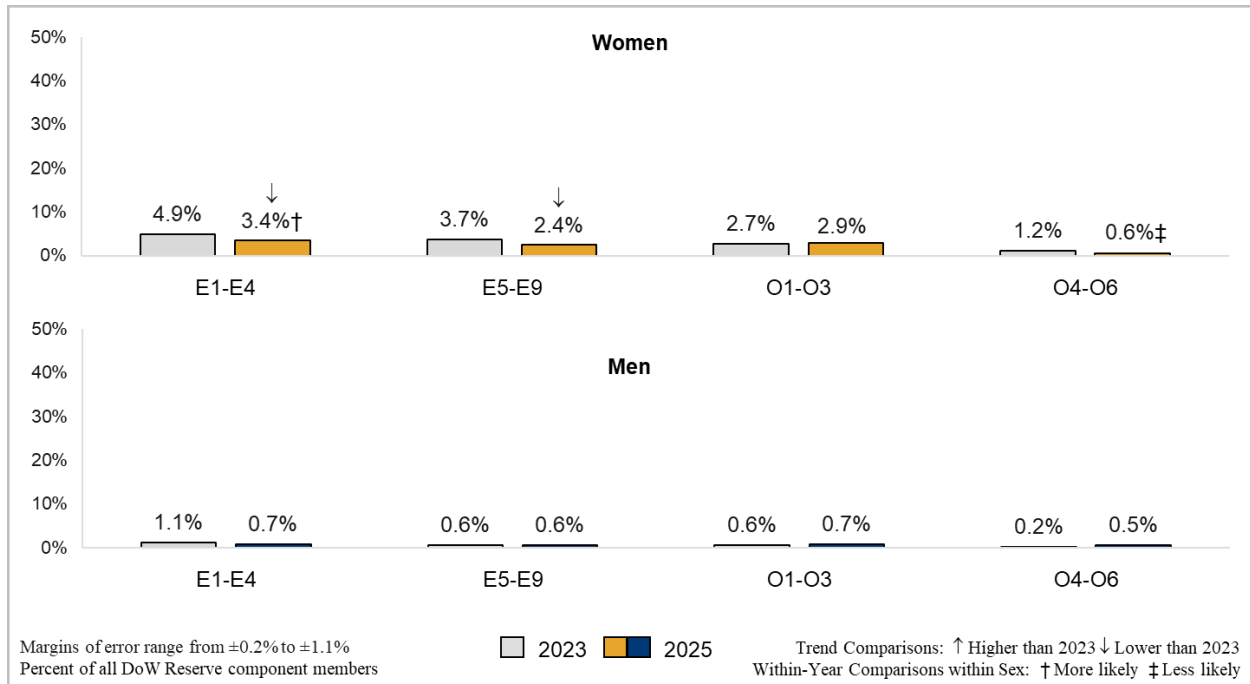
Figure 20 provides estimates for the Reserve components. Between 2023 and 2025, the estimated rate decreased for women in the Air Force Reserve. The estimated rates for men in the Reserve components remained unchanged.

Figure 20.
Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Service for the Reserve Component



Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade

Figure 21 presents the estimated prevalence of past-year USC by paygrade for members of the Reserve component. In 2025, junior enlisted women (3.4%) were more likely than women in other paygrades to indicate experiencing past-year USC, whereas senior officer women (0.6%) were less likely. Between 2023 and 2025, the estimated rate of USC decreased for junior enlisted women (3.4% for 2025 and 4.9% for 2023) and senior enlisted women (2.4% for 2025 and 3.7% for 2023). Estimated rates of USC for men were comparable across Reserve component and were unchanged from 2023 to 2025.

Figure 21.***Estimated Past-Year Unwanted Sexual Contact Prevalence Rates by Paygrade for the Reserve Component*****Intimate Partner Violence**

Intimate partner violence refers to a range of behaviors, including physical, psychological, emotional, and sexual abuse. In the U.S. Department of War (DoW), response to intimate partner violence and other forms of domestic violence is governed by Department of Defense Instruction (DoDI) 6400.06 and is under the direction and oversight of the Office of Military Community and Family Policy (MC&FP). Understanding the prevalence of intimate partner-related sexual violence in the military is imperative to ensuring that progress is being made regarding the prevention of and response to these particular forms of intimate partner violence. DoDI 6400.06 defines an intimate partner as:

“A person who is or has been in a social relationship of a romantic or intimate nature with the alleged abuser, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the person and the alleged abuser. An intimate partner is informed by, but not limited to, the totality of factors such as: previous or ongoing consensual intimate or sexual behaviors; history of ongoing dating or expressed interest in continued dating or the potential for an ongoing relationship (e.g., history of repeated break-ups and reconciliations).”

Accordingly, to be included in the prevalence estimate for intimate partner-related USC, Active component members who indicated experiencing USC in the past year needed to identify the alleged offender as being a current or former spouse, a current or former significant other, or someone they have a child with.

The estimated rate of past-year intimate partner-related USC in 2025 was 0.3% for Reserve component women and <0.1% for Reserve component men. Intimate partner-involved incidents accounted for 11% of USC women indicated experiencing in 2025 and 6% of incidents men indicated experiencing.

Prior-to-Service and Lifetime Unwanted Sexual Contact

Reserve component members were also asked whether they had any USC experiences that occurred more than 12 months before the survey (i.e., prior to the past-year) and then asked if those experiences occurred before or after they joined the military. These items were used to calculate the estimated rates of members who indicated experiencing USC prior to joining the military and the estimated rates of those who indicated experiencing USC within their lifetime (including in the past year). These estimated rates are presented below.

Prior to joining the military, 4.1% of Reserve component women and 0.5% of men indicated experiencing USC. This was a decrease for women (4.1% for 2025 and 5.8% for 2023) but unchanged for men.

Estimated lifetime USC rates include members who indicated experiencing USC at any time in their life. The estimated lifetime USC prevalence rate for Reserve component women was 11.3% in 2025, a decrease from 14.7% in 2023. For men, the estimated lifetime USC prevalence rate for Reserve component men was 2.0% in 2025, unchanged from 2023.

One Incident of Unwanted Sexual Contact With the Biggest Effect

Reserve component members were asked to reflect upon and describe the characteristics and consequences of the one USC incident that they considered the worst, or most serious, in the prior year, hereafter referred to as “worst incident”. In 2025, 42% of Reserve component women indicated the worst incident most frequently involved an attempted penetrative USC, 36% indicated it involved non-penetrative USC, and 22% indicated it involved penetrative USC.²⁸ Reserve component men indicated the worst incident involved a non-penetrative USC (48%), followed by an attempted penetrative USC (29%), and penetrative USC (23%). Each of these percentages were unchanged from those observed in 2023.

Characteristics of the Unwanted Sexual Contact With the Biggest Effect

Characteristics of the Alleged Offender(s)

The vast majority of women (84%) and nearly half of men (42%) indicated that their worst incident of USC involved alleged offenders who were all men. This was more common for women than men. Each of these percentages were unchanged from those in 2023.

Most Reserve component women (63%) and men (58%) who indicated experiencing USC in 2025 identified the alleged offenders of their worst incident as all military members. Just under half of women (49%) and men (49%) identified at least one offender as being in their unit, and

²⁸ Consistent with the presentation of the USC prevalence rates by type of behavior experienced earlier in this chapter, these categories are mutually exclusive and created hierarchically (see Chapter 1).

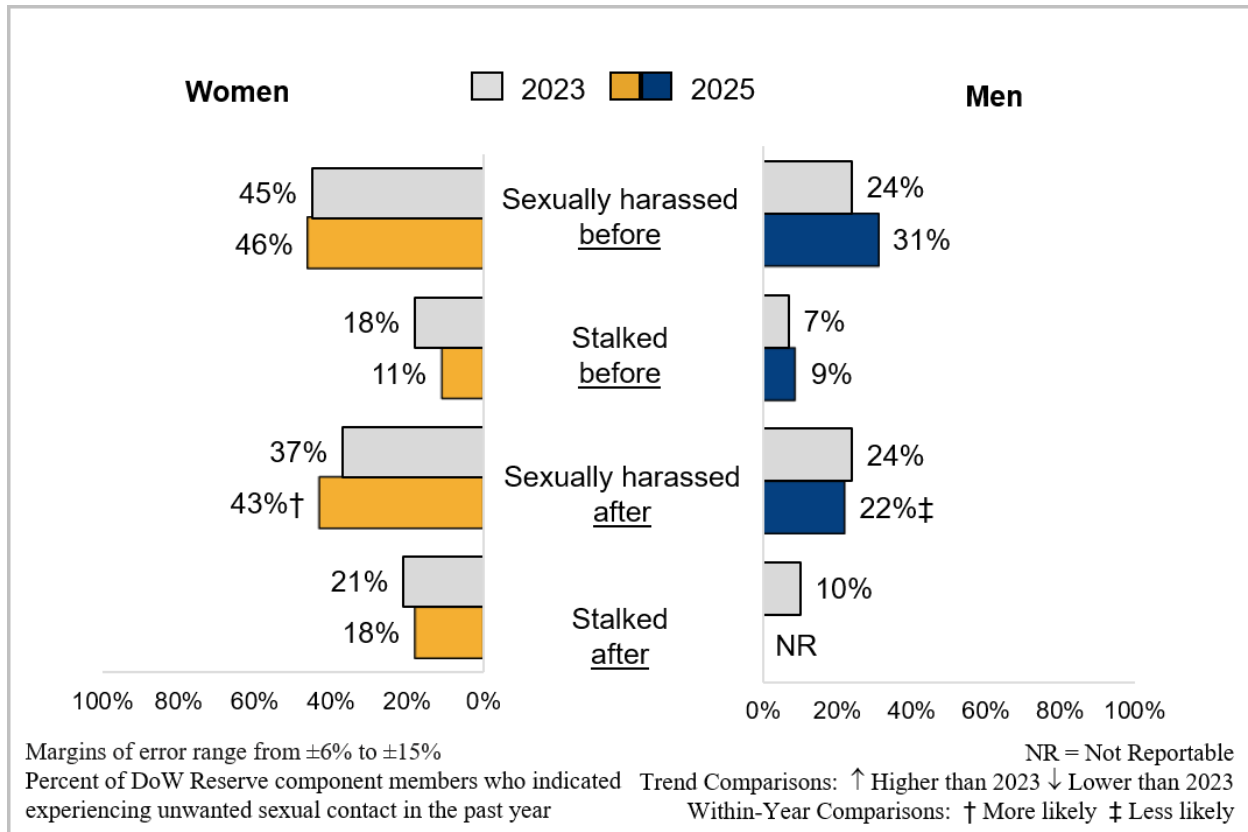
12% of women and 10% of men identified at least one offender as being in their chain of command. Over half of women (61%) and under half of men (47%) to identify at least one alleged offender as their same rank or higher. Most women (57%) and men (58%) identified at least one alleged offender as someone from work. These percentages of Reserve component members who identified at least one alleged offender as a member of their unit, in their chain of command, their same rank or higher, and/or someone from work were all unchanged from 2023. About one-quarter of women (25%) and men (24%) identified at least one alleged offender as a friend or acquaintance.

Context in Which the Unwanted Sexual Contact Occurred

Understanding where these incidents occur is a vital piece of the puzzle. Over one-fourth of Reserve component women (26%) and 38% of men indicated that the worst incident occurred exclusively at a military location. The worst incident occurred only at a civilian location for 14% of women and 10% of men. In 2025, women (39%) were more likely than men (22%) to indicate their worst incident occurred off-base.

Sexual Harassment and Stalking Before the Unwanted Sexual Contact

Before the USC occurred, 46% of Reserve component women and 31% of men indicated experiencing sexual harassment by the same alleged offender (Figure 22). In 2025, women (43%) were more likely than men (22%) to indicated they were sexually harassed after the worst situation of USC.

Figure 22.***Sexual Harassment and Stalking Before and After the Unwanted Sexual Contact Incident for the Reserve Component*****Reporting of Unwanted Sexual Contact**

The Department's sexual assault reporting options allow victims to exercise control over how and when they engage with program resources that could support their care, recovery, and engagement in the military justice system. Sexual assault is one of the most underreported crimes in the military. Tracking over time the percentage of Reserve component members who choose to report could reflect progress in the response program.²⁹ In 2025, 24% of Reserve component women who indicated experiencing USC in the past year reported the worst incident to the military, unchanged since 2023. The percent of Reserve component men who reported their worst experience is not presented due to high margins of error. Of all members of the Reserve component who made a report, 60% made an unrestricted report, 23% made a restricted report, and 16% did not know the type of report that they made. Results for women and men are

²⁹ The percentages of Service members who experienced USC and reported sexual assault allegations are based on Service members' self-reported report status and do not represent official reporting numbers maintained within the Defense Sexual Assault Incident Database (DSAID) nor do they represent the commission of an actual offense punishable under the UCMJ. Only the investigation and adjudication of allegations reflect whether a sexual assault incident occurred.

not reportable. The question regarding the type of report made was not included in the 2023 survey; therefore, comparisons are not provided.

Responses to Reporting Unwanted Sexual Contact

Reserve component members who indicated experiencing USC and reported their worst incident to military authorities received a variety of resources and information. Nearly one-third (32%) of women indicated they were provided accurate, up-to-date information on their case status to a large or very large extent, and 30% of women indicated they were given information about confidential counseling services through the Department of Veterans Affairs Center to a large or very large extent. Reserve component women's responses on other resources and information was not reportable. Similarly, responses from Reserve component men to this line of questions were not reportable.

Reasons for Not Reporting

The 76% of Reserve component women and 87% of men who *did not* report their worst incident of USC provided a variety of reasons for their decision. Thinking the incident was not serious enough to report (47%) and not thinking anything would be done (46%) were the most common reasons provided by Reserve component women for not reporting the incident. Being worried about potential negative consequences from their military coworkers or peers (34%) and/or from the person who did it (34%) were women's next most common reasons for not reporting the incident. For Reserve component men, thinking the incident was not serious enough to report was the most common reason provided for not reporting the incident (35%), followed by being worried about potential negative consequences from their military coworkers and peers (24%), while not thinking anything would be done (17%) and being worried about potential negative consequences from a military supervisor or someone in their chain of command (17%) were tied for third-most common.

Chapter 6:

Sexual Harassment in the Reserve Component

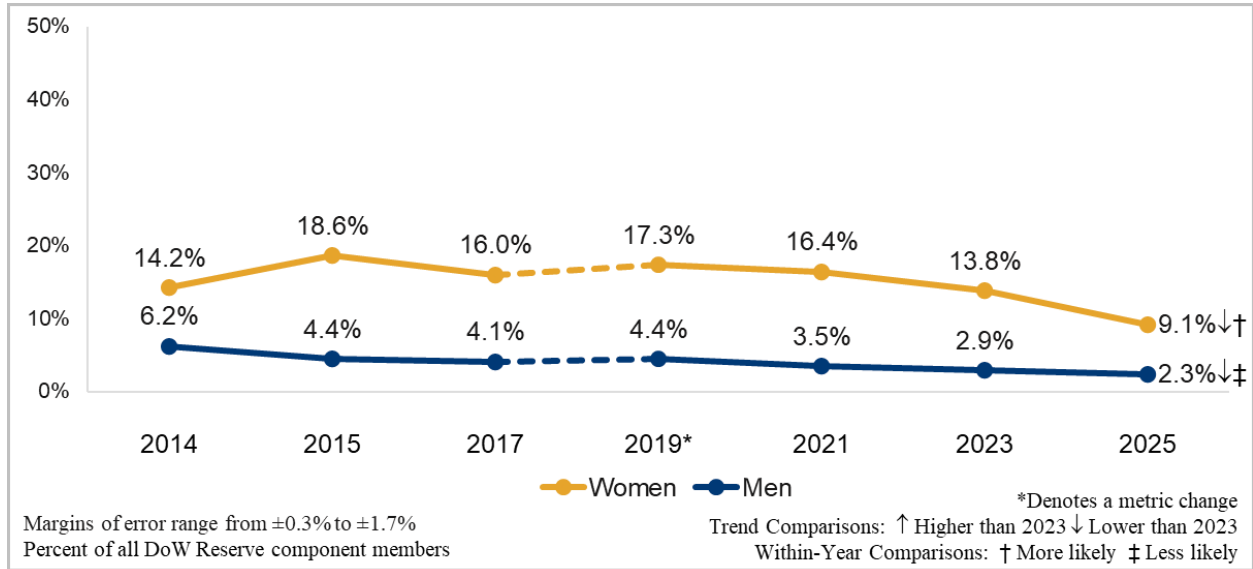
Introduction

This chapter presents the estimated prevalence of sexual harassment among Reserve component members. The estimated past-year sexual harassment rate includes any experiences of either a sexually hostile work environment or sexual quid pro quo. See Chapter 1 for further details on this rate's construction.

Sexual Harassment Past-Year Prevalence Rates

In 2025, an estimated 3.9% of Reserve component members indicated experiencing sexual harassment in the past 12 months (an estimated 28,563 members, including 15,244 women and 13,319 men). The estimated rate of sexual harassment was higher for Reserve component women (9.1%), than Reserve component men (2.3%). In 2025, the estimated rates of sexual harassment for both women and men were lower than 2023 (13.8% for women and 2.9% for men) as shown in Figure 23. Estimated sexual harassment prevalence rates in 2025 varied by category of harassing behaviors experienced: sexually hostile work environment and sexual quid pro quo. For Reserve component members the estimated prevalence of hostile work environment behaviors was 9.1% of women and 2.3% of men, while the estimated prevalence of sexual quid pro quo behaviors was 0.8% of women and 0.1% of men, and women were more likely than men to indicate experiencing either category of sexual harassment behaviors. For women, there was a decrease in the prevalence of sexually hostile work environment behaviors between 2023 to 2025 (from 13.7% to 9.1%) but the prevalence of sexual quid pro quo behaviors remained unchanged since 2023 (1.3%). For men, there was a decrease in estimated prevalence of hostile work environment behaviors (2.9% in 2023 to 2.3%) but the estimated prevalence of sexual quid pro quo remained unchanged from 2023 (0.1%).

Figure 23.
Estimated Past-Year Sexual Harassment Prevalence Rates for the Reserve Component

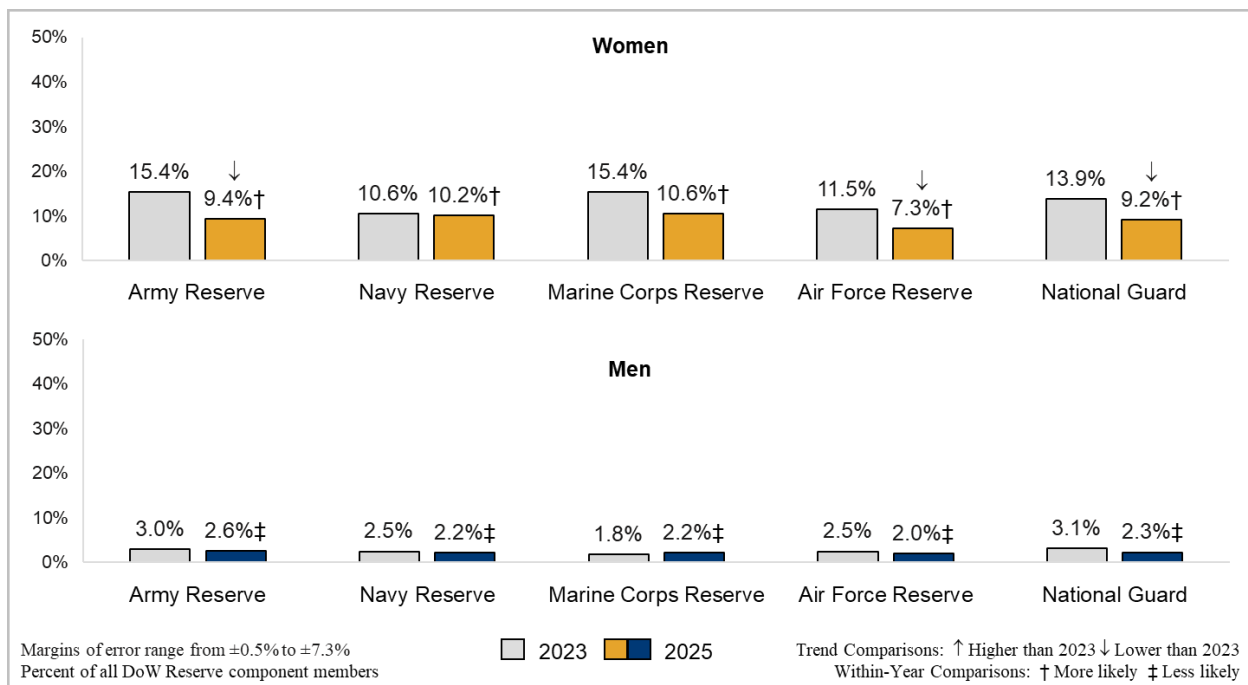


Estimated Past-Year Sexual Harassment Prevalence Rates by Service

Figure 24 provides estimated sexual harassment prevalence rates in 2023 and 2025 for men and women in the Reserve component by Service. For women, there was a decrease in the estimated prevalence of past-year sexual harassment between 2023 and 2025 in the Army Reserve, Air Force Reserve, and National Guard. Whereas for men, the estimated sexual harassment rates decreased overall but not by any specific component.

Figure 24.

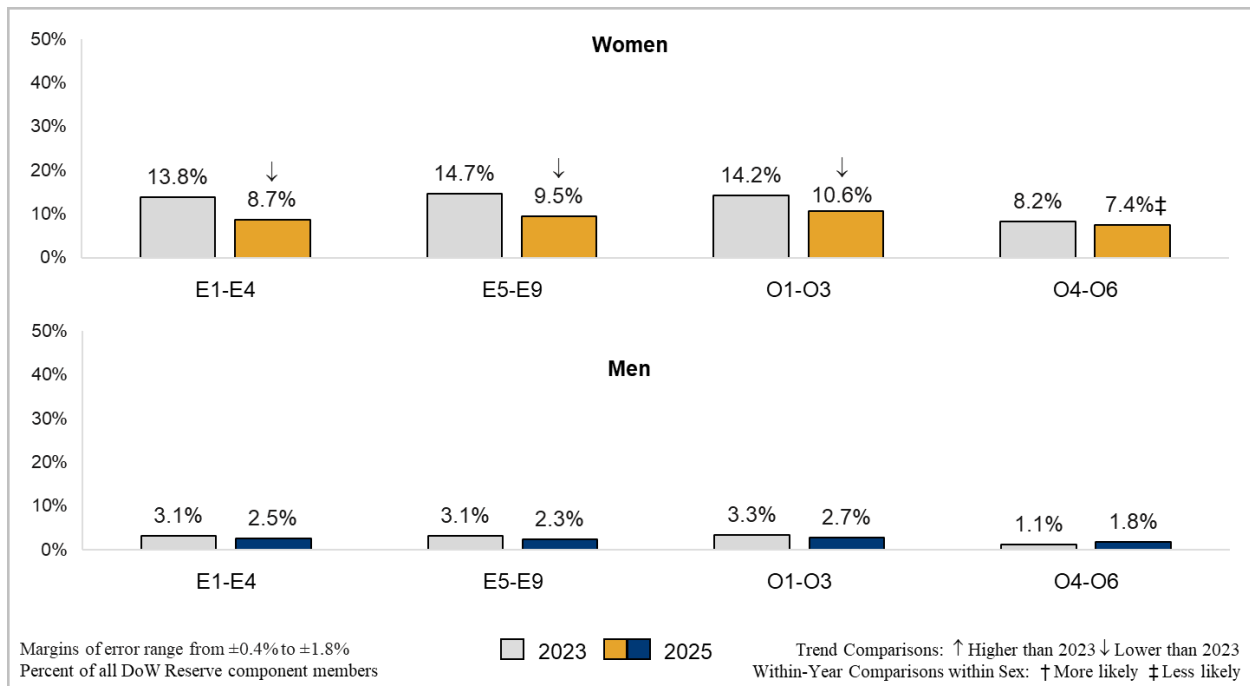
Estimated Past-Year Sexual Harassment Prevalence Rates by Service for the Reserve Component



Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade

Figure 25 presents the estimated prevalence of past-year sexual harassment by paygrade for members of the Reserve component. Senior officer women (7.4%) were less likely than women in other paygrades to indicate experiencing past-year sexual harassment. Although estimated rate for senior officer women did not decrease from 2023 (8.2%), rates for junior enlisted, senior enlisted, and junior officer women did. Men's estimated rates did not differ by paygrade in 2025, and they were also unchanged from 2023.

Figure 25.
Estimated Past-Year Sexual Harassment Prevalence Rates by Paygrade for the Reserve Component



One Situation of Sexual Harassment With the Biggest Effect

Members that indicated experiencing sexual harassment in the past 12 months were asked to reflect upon and describe one experience of sexual harassment that they considered the worst or most serious, hereafter referred to as “worst situation.”³⁰ Table 4 displays the specific sexual harassment behaviors that members indicated experiencing in the one situation with the biggest effect. In 2025, both women (41%) and men (36%) indicated these situations most frequently involved repeated sexual jokes. This was also the most frequent behavior both men and women indicated experiencing in 2023, and the percentage remained unchanged from 2023.

³⁰ Members who indicated experiencing either sexual harassment or sex discrimination behaviors in the past 12 months were asked to provide details about their worst or most serious experience of those behaviors. Among those who indicated experiencing these behaviors in the past year, most men (87%) and women (65%) identified their worst experience as involving only sexual harassment behaviors or a combination of sexual harassment and sex discrimination behaviors. This chapter summarizes the experiences of those who identified their one-situation as sexual harassment or a combination of sexual harassment and sex discrimination behaviors. Chapter 7 summarizes the experiences of those who identified their one-situation as sex discrimination or a combination of sexual harassment and sex discrimination behaviors.

Table 4.***2025 Prevalence of Sexual Harassment Behaviors Experienced by Reserve Component Members that Indicated Experiencing Sexual Harassment in the Past 12 Months³¹***

	Women (%)	Men (%)
Repeatedly told sexual "jokes"	41%	36%
Made repeated sexual comments about your appearance or body	33%†	17%‡
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	31%†	9%‡
Repeatedly asked you questions about your sex life or sexual interests	26%	25%
Repeatedly told you about their sexual activities	22%	29%
Repeatedly suggested that you do not act like someone of your sex is supposed to	21%	20%
Touched you in any way other than sexually that made you uncomfortable, angry, or upset	16%†	5%‡
Repeatedly made sexual gestures or sexual body movements	15%	17%
Touched you in a sexual way	15%	10%
Displayed, showed you, or sent you sexually explicit materials like pictures or videos	11%	18%
Made you feel you would get workplace benefit in exchange for doing something sexual	8%	4%
Made you feel you would get punished in the workplace if you did not do something sexual	8%	6%
Took or shared sexually suggestive pictures or videos of you	4%	4%

Trend Comparisons: † Higher than 2023 ‡ Lower than 2023

Within-Year Comparisons: † More Likely ‡ Less Likely

Characteristics of the One Situation of Sexual Harassment With the Biggest Effect***Characteristics of the Alleged Offenders***

The majority of women (82%) and men (65%) who indicated experiencing sexual harassment behaviors in 2025 indicated the alleged offenders were all men. Women were more likely than men to indicate all the alleged offenders were men, while men were more likely than women to indicate that the alleged offenders were all women (8% and 3%, respectively) or a mix of men and women (27% and 15%, respectively). These percentages were unchanged from those observed in 2023.

Most women (86%) and men (83%) who indicated experiencing sexual harassment in the past year indicated that in the worst situation the alleged offenders were all military members and/or as someone in their unit (79% of women and 75% of men). About one-third of women (38%) and men (36%) indicated that at least one offender was in their chain of command and/or nearly one half of those who indicated experiencing sexual harassment in the past year indicated that at least one alleged offender was their same rank (45% of women, 46% of men). Women (51%)

³¹ Please refer to Figure 3 in Chapter 1 for more details on how the sexual harassment and sex discrimination metrics are defined.

were more likely than men (36%) to indicate that the alleged offender was some other higher ranking military member. These percentages were unchanged from those observed in 2023.

Location in Which the Sexual Harassment Occurred

Reserve component men (64%) were more likely than Reserve component women (49%) to indicate the worst sexual harassment situation occurred only at a military location. Women (47%) were more likely than men (31%) to indicate the worst situation occurred at both military and civilian locations. Women (27%) were also more likely than men (14%) to indicate that the worst situation occurred online on social media or via other electronic communications. These percentages were unchanged from those observed in 2023.

Duration of Sexual Harassment

Of members who indicated experiencing sexual harassment in the past year, three-quarters or more of men (75%) and women (79%) indicated the harassing behaviors occurred over a period of time, lasting from one week to a year or more. These percentages were unchanged from those observed in 2023, and there were no differences observed by sex.

Filing a Complaint of Sexual Harassment

Reserve component members who indicated experiencing sexual harassment behaviors in the past year were asked if they filed a sexual harassment complaint regarding the worst sexual harassment situation. Of those who indicated experiencing sexual harassment behaviors in 2025, almost half of women (47%) and one-third of men (33%) made a complaint to an authority, with women being more likely to file a complaint. The proportion of women and men who indicated they made a complaint regarding their worst sexual harassment situation in 2025 was similar to the proportion in 2023. Also similar to 2023, complaints were most often made to someone in the member's chain of command; however, women (40%) were more likely than men (26%) to use this option.

Members of the military have several options regarding the type of complaint they can make, including anonymous, informal, or formal.³² Reserve component women (46%) and men (38%) who made a sexual harassment complaint most often made an informal one, no differences were observed by sex in 2025. Formal complaints were made by 19% of women and 29% of men, while 20% of women and 14% of men were unsure of the complaint type. In 2025 the percentage of men (14%) that were unsure on the type of complaint they made decreased from 31% in 2023, suggesting greater familiarity with the reporting process among men. Otherwise, these percentages were unchanged from 2023. There were no differences observed by sex for the type of complaint made in 2025.

Members who made a sexual harassment complaint regarding the worst situation were asked how satisfied they were with the outcome of their complaint. In 2025, 27% of women and 34%

³² An informal complaint is an allegation, submitted either verbally or in writing to a person in a position of authority, that is not submitted as a formal complaint through the office designated to receive complaints.

of men responded that they were satisfied or very satisfied with their sexual harassment complaint outcome; unchanged from 2023 and no differences observed by sex.

Reasons for Not Filing a Complaint of Sexual Harassment

Members who did not make a complaint regarding the worst sexual harassment situation they experienced were asked about their reasons for not making a complaint. The most common reason for both Reserve component women (50%) and men (45%) to not file a complaint was a belief nothing would be done; unchanged from 2023. For women, the second most frequently indicated reason for not filing a complaint was they did not think it was serious enough to make a report (44%); also unchanged from 2023. This was followed by over one-third of women (36%) who were worried about negative consequences from their military coworkers or peers; this decreased in 2025 from 2023 (47%). Worrying about negative consequences from military coworkers or peers was also a common reason for not reporting for men (39%), and one-third of men indicated they did not report because they did not trust the process to be fair (33%). For men, all reasons for not filing a complaint remained unchanged from 2023.

Chapter 7: Sex Discrimination in the Reserve Component

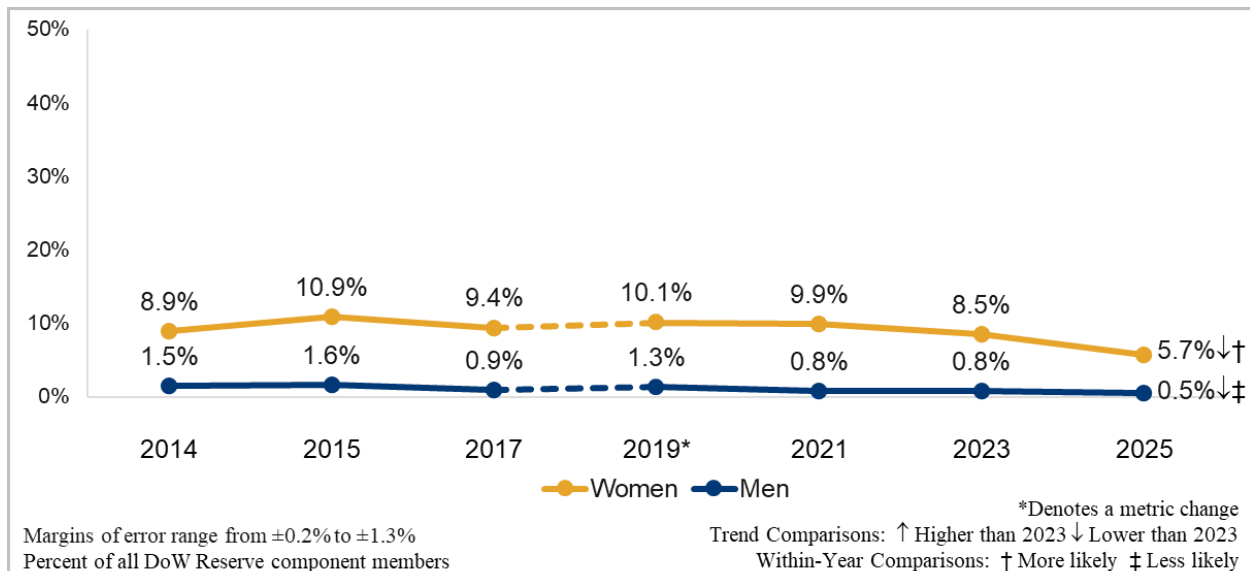
Introduction

This chapter presents the estimated prevalence of sex discrimination among Reserve component members and provides information regarding the characteristics of these experiences. Sex discrimination includes comments or behaviors directed at someone because of their sex and when experiences harmed or limited their career. To be included in the estimated sex discrimination rate, the specified behaviors need to have occurred in the past 12 months and also need to meet the Department of War (DoW)'s legal criteria for sex discrimination which requires that the person who did the unwanted behaviors was a person in a position of authority or leadership over the respondent and whom they interacted with as part of their military duties. See Chapter 1 for further details on this rate's construction.

Sex Discrimination Past-Year Prevalence Rates

In 2025, an estimated 1.7% of Reserve component Service members indicated experiencing sex discrimination in the past 12 months (an estimated 12,452 members, including 9,581 women and 2,871 men). The estimated rate of sex discrimination for Reserve component women (5.7%) was higher than for Reserve component men (0.5%). In 2025, the estimated rates of sex discrimination for women decreased since 2023 (8.5%), but not for men (0.8%) as shown in Figure 26.

Figure 26.
Estimated Past-Year Sex Discrimination Prevalence Rates for the Reserve Component

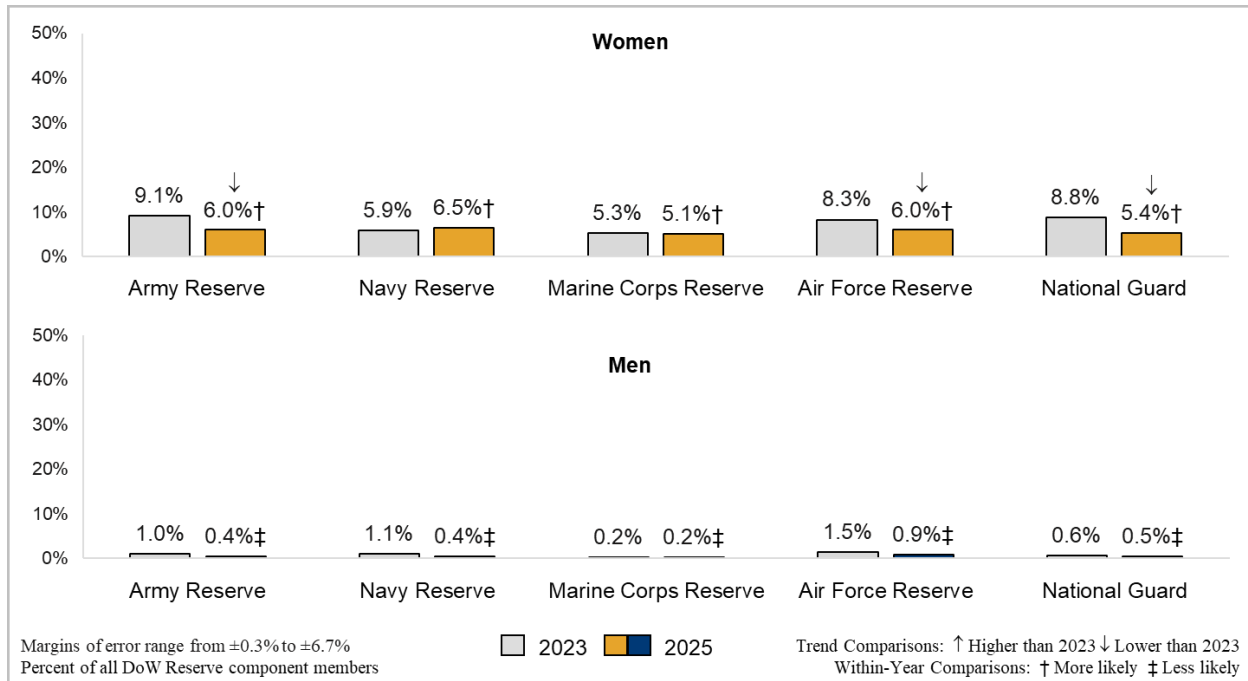


Estimated Past-Year Sex Discrimination Prevalence Rates by Service

Figure 27 presents the estimated prevalence of past-year sex discrimination in the Reserve component by Service. Between 2023 and 2025 there was a decrease in the estimated prevalence of sex discrimination for women in the Army Reserve, Air Force Reserve, and National Guard. There was no change in the prevalence of sex discrimination for men by Service since 2023.

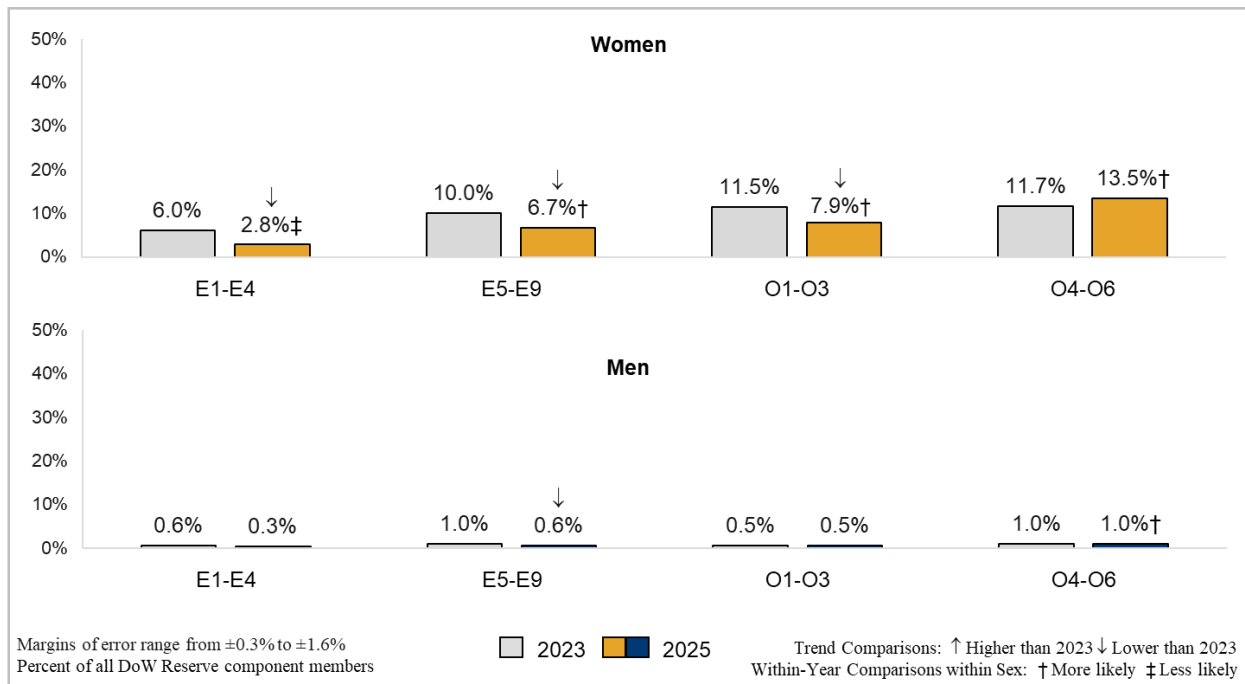
Figure 27.

Estimated Past-Year Sex Discrimination Prevalence Rates by Service for the Reserve Component



Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade

Figure 28 presents the estimated prevalence of past-year sex discrimination in the Reserve component by paygrade. Senior enlisted women (6.7%), junior officer women (7.9%), and senior officer women (13.5%) were more likely than women in other paygrades to indicate experiencing sex discrimination, whereas junior enlisted women (2.8%) were less likely. Additionally, between 2023 and 2025, the estimated rate of sex discrimination for women decreased for all paygrades except for senior officer women, which was unchanged. In 2025, senior officer men (1.0%) were more likely than men of other paygrades to indicate experiencing sex discrimination. The estimated sex discrimination rate across paygrades for men was unchanged except for senior enlisted men, which decreased from 2023 (1.0%) to 2025 (0.6%).

Figure 28.***Estimated Past-Year Sex Discrimination Prevalence Rates by Paygrade for the Reserve Component*****One Situation of Sex Discrimination With the Biggest Effect**

Members that indicated experiencing sex discrimination in the past 12 months were asked to reflect upon and describe the one situation of sex discrimination that they considered the worst or most serious, hereafter referred to as “worst situation.”³³ For both women (86%) and men (91%), these situations most often involved being mistreated, ignored, or insulted because of their sex. Women (50%) were more likely than men (28%) to indicate that someone said their sex is not as good at their job or should be prevented from having their job. These sex discrimination behaviors were unchanged from those observed in 2023.

³³ Members who indicated experiencing either sexual harassment or sex discrimination behaviors in the past 12 months were asked to provide details about their worst or most serious experience of those behaviors. Among those who indicated experiencing these behaviors in the past year, 62% of women and 19% of men identified their worst experience as involving only sex discrimination behaviors or a combination of sexual harassment and sex discrimination behaviors. This chapter summarizes the experiences of those who identified their one-situation as sex discrimination or a combination of sexual harassment and sex discrimination behaviors. Chapter 6 summarizes the experiences of those who identified their one-situation as sexual harassment or a combination of sexual harassment and sex discrimination behaviors.

Characteristics of the One Situation of Sex Discrimination With the Biggest Effect

Characteristics of the Alleged Offender(s)

In 2025, women (82%) were more likely than men (24%) to indicate the alleged offenders in the worst situation of sex discrimination were all men. Men were more likely than women to indicate the alleged offenders were all women (34% and 2%, respectively) or a mix of men and women (42% and 16%, respectively). These percentages were unchanged from 2023.

When describing the worst situation of sex discrimination, the majority of Reserve component women (83%) and men (79%) identified the alleged offenders as all military members. The majority of women (62%) and men (70%) identified the alleged offender as someone in their chain of command. Approximately 94% of women and 97% of men identified at least one alleged offender was their same rank or higher. The vast majority of Reserve component members indicated at least one alleged offender in the situation was a member of their unit (89% of women and 84% of men). These percentages were unchanged from 2023 and there were no differences observed by sex.

Location in Which the Sex Discrimination Occurred

In 2025, the majority of Reserve component women (60%) and men (61%) indicated that the worst sex discrimination situation occurred only at a military location. Approximately one-third of women (38%) and men (36%) indicated the worst situation occurred at a military and civilian location. Approximately one-quarter of women (26%) and men (25%) indicated that the worst situation of sex discrimination occurred online on social media or via other electronic communication. These percentages were unchanged from 2023.

Duration of Sex Discrimination

The majority of women (88%) who indicated experiencing sex discrimination in the past year indicated the discriminatory behaviors of the worst situation occurred over a period of time, lasting from one week to a year or more; unchanged from 2023. Results for men are not reportable.

Filing a Complaint of Sex Discrimination

Reserve component members who indicated experiencing sex discrimination behaviors in the past year were asked if they filed a sex discrimination complaint regarding the worst situation. In 2025, of those who indicated experiencing sex discrimination behaviors in the past year, 50% of women and 61% of men made a complaint to an authority in the worst situation of sex discrimination; unchanged from 2023. Also similar to 2023, complaints were most often made to someone in the member's chain of command (44% of women and 47% of men) or the chain of command of the alleged offender (31% of women, 34% of men).

Nearly half of women (47%) and 27% of men who made a sex discrimination complaint for the worst situation, made an informal one.³⁴ Of women who made a complaint, 17% made a formal complaint and 21% were unsure of the type of complaint they made. These percentages were unchanged from 2023. Results cannot be presented due to high margins of error and were not reportable for Reserve component men.

Members who made a complaint regarding the worst sex discrimination situation were asked how satisfied they were with the outcome of their complaint. In 2025, 15% of women indicated that they were satisfied or very satisfied with their sex discrimination complaint outcome; unchanged from 2023. Results were not reportable for Reserve component men.

Reasons for Not Filing a Complaint of Sex Discrimination

Members who did not file a complaint regarding the worst situation of sex discrimination were asked about the reasons why they did not do so. The most commonly indicated reasons included that they did not think anything would be done (71% of women, 69% of men) and they did not trust the process would be fair (59% of women, 76% of men). Women (35%) were more likely than men (10%) to think it was not serious enough to make a complaint, whereas men (66%) were more likely than women (45%) to worry about negative consequences from a military supervisor/someone in their chain of command. All these percentages were unchanged from 2023.

³⁴ An informal complaint is an allegation, submitted either orally or in writing to a person in a position of authority, that is not submitted as a formal complaint through the office designated to receive complaints.

Chapter 8: Workplace Climate in the Military

Introduction

Research suggests that beyond individual risk factors for experiencing unwanted sexual behaviors, factors related to one's social environment may also affect risk. Measuring environmental factors such as peer attitudes, leadership behaviors, and organizational climate may reveal alternate methods of assessing the risk of Service members experiencing unwanted sexual behaviors (e.g., Harned et al., 2002; Klein & Gallus, 2018; Sadler et al., 2018; Tharp et al., 2013; Walker et al., 2019; Walsh et al., 2014; Walsh & Magley, 2019). The *2025 Workplace Experiences Survey (2025 WES)* included measures of workplace climate factors: trust in the military, psychological climate for sexual harassment, and support for intervention. Assessments of these constructs could be beneficial in informing prevention and response programs and policies. Data in this chapter are presented for Active component and Reserve component women and men. Within the components, we call attention to notable differences between men and women and when possible, to changes in attitudes and perceptions between 2023 and 2025. See Chapter 1 for details regarding the constructs of the measures reported in this chapter.

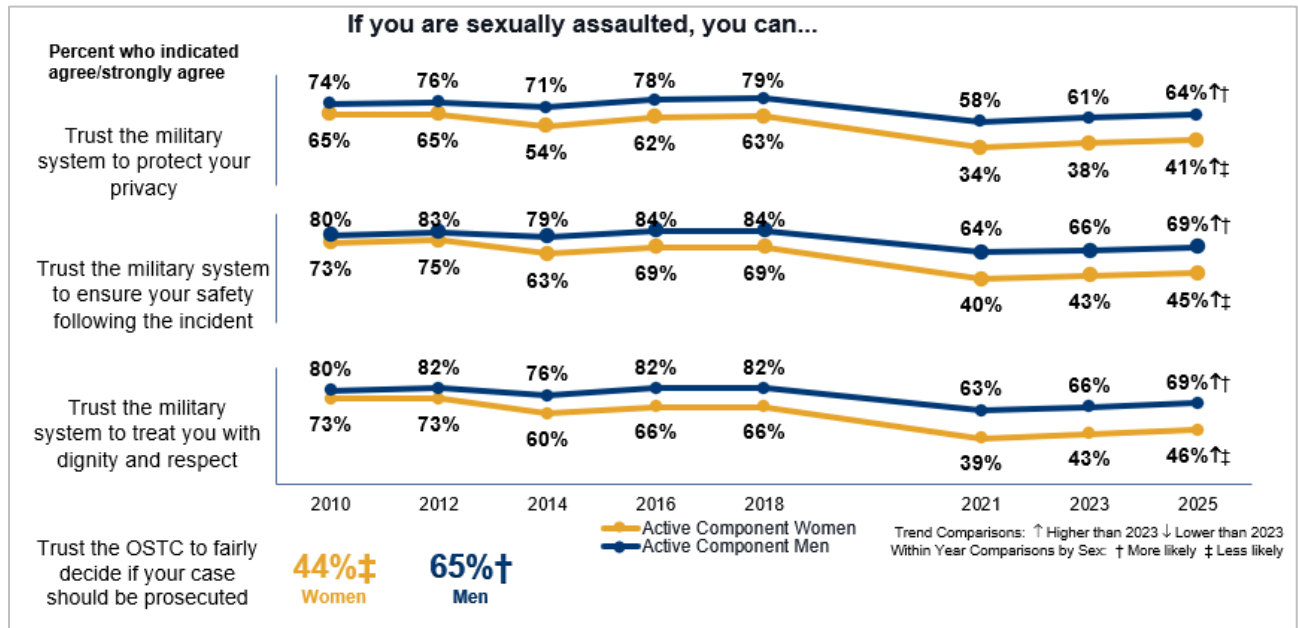
Active Component Climate Related to Unwanted Sexual Contact and Sexual Harassment

Trust in the Military

All Service members were asked to what extent they would trust the military to support them if they were to, hypothetically, experience sexual assault. Specifically, respondents were asked to what extent they would trust the military to protect their privacy, ensure their safety, and treat them with dignity and respect. Less than half of Active component women (ranging from 41% to 46%) and approximately two-thirds of Active component men (ranging from 64% to 69%) agreed with each of these items (Figure 29). Women were less trusting of the military for each of these factors than men. However, between 2023 and 2025, trust in the military among both women and men increased across each item.

Service members were also asked to indicate to what extent they would trust the Office of Special Trial Counsel (OSTC) to be fair in their determination of whether the hypothetical sexual assault should be prosecuted.³⁵ Active component women (44%) were less likely than Active component men (65%) to indicate they would trust the OSTC to be fair in this scenario (Figure 29). Because the OSTC is a relatively new military office, this is the first year the question could be asked on the *WES* so trends are not available.

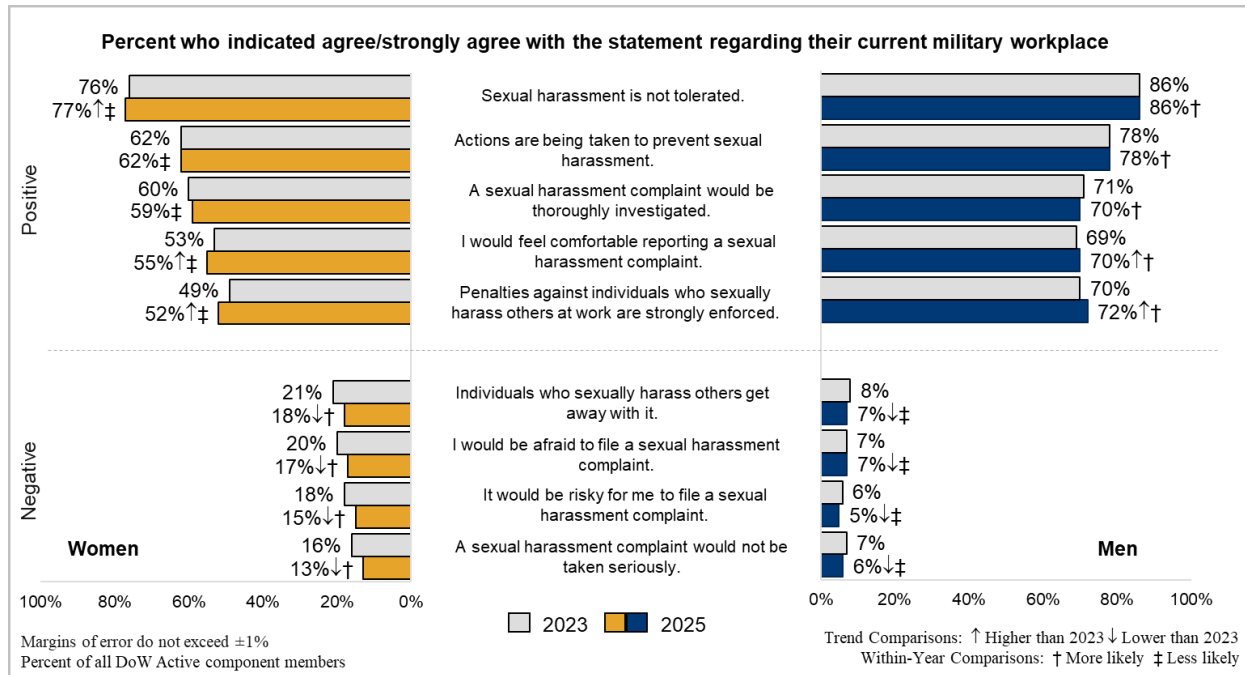
³⁵ The OSTC was created in response to the National Defense Authorization Acts (NDAA) for Fiscal Years 2022 and 2023. The OSTC officially began operations in late 2023 with its mission being to provide expert and independent investigation and prosecution for "covered offenses" which include crimes like murder, sexual assault, domestic violence, and child abuse, removing this authority from the direct chain of command to ensure impartiality.

Figure 29.***Trust in the Military System Related to Sexual Assault for the Active Component*****Psychological Climate for Sexual Harassment**

All Service members were presented with questions assessing the psychological climate for sexual harassment in their workplace. This is a tool used to assess the tolerance for sexual harassment within a military workplace by rating the seriousness of the issue and the risk of making a complaint, with scores ranging from 1 to 5. A higher average score indicates a more positive workplace climate that is less tolerant of sexual harassment.

In 2025, the average score for the psychological climate of sexual harassment in the Active component was 4.1; higher than in 2023 (4.0), indicating improvement in the climate of the Active component workplace. However, women (3.7) had a lower average score than men (4.1). Figure 30 presents each aspect of the psychological climate that was assessed. While a large proportion of Active component members agreed that sexual harassment is not tolerated, men (86%) were more likely to agree than women (77%). Additionally, between 2023 and 2025 the percentage of women and men agreeing with positive climate factors increased and agreement with negative climate factors decreased.

Figure 30.
Psychological Climate for Sexual Harassment for the Active Component

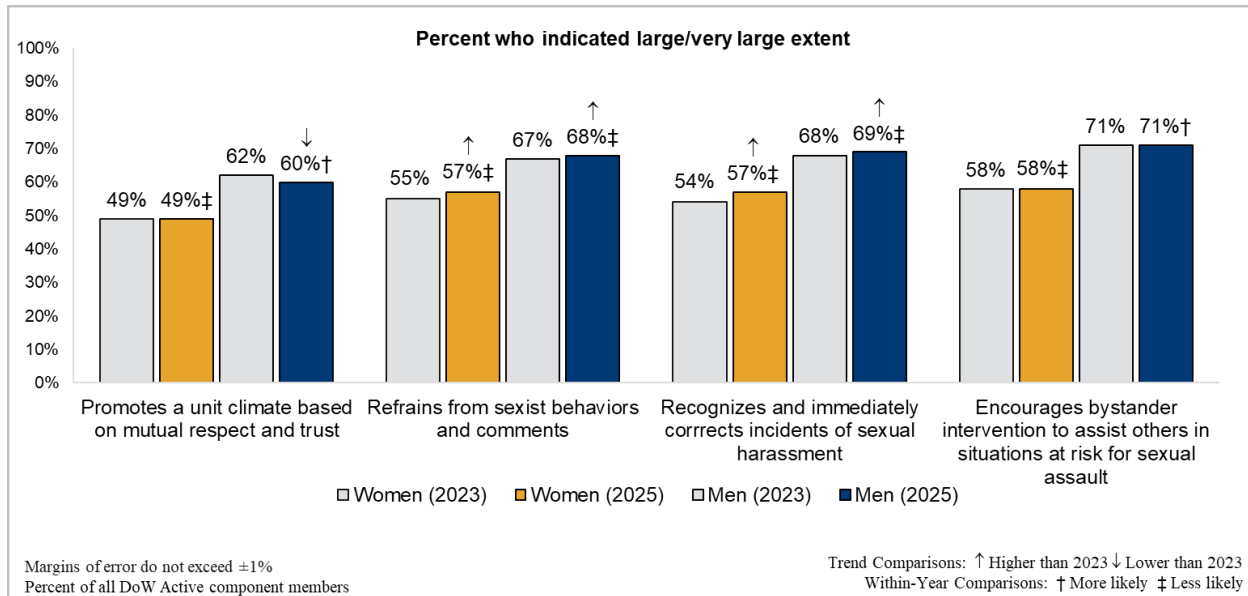


Unit Support for Intervention

All Service members were asked to indicate to what extent others in their unit took actions to promote intervening when unwanted sexual behaviors were observed. The average score for unit support for intervention in the Active component was 3.8 on a scale of 1 to 5. In 2025, Active component women (3.5) were more likely to have a lower average score for unit support for intervention than men (3.8), indicating women had more negative perceptions of unit support.

At least half of both Active component women and men indicated having witnessed behaviors supportive of intervention to a large or very large extent; however, there were some notable differences observed between women and men. Approximately half of women (between 49% and 58%) and around two-thirds of men (between 60% and 71%) indicated these actions took place in their unit to a large extent. Active component men were more likely than Active component women to indicate the presence of each behavior in their unit (Figure 31). Between 2023 and 2025, there was an increase in the percentage of women indicating members of their unit refrained from sexist behaviors and comments (57% for 2025 and 55% for 2023) and unit members recognized and immediately corrected incidents of sexual harassment (57% for 2025 and 54% for 2023). Between 2023 and 2025, there was an increase in the percentage of men witnessing these behaviors as well; 68% of men indicated members of their unit refrained from sexist behaviors and comments (an increase from 67% in 2023), and 69% of men indicated members of their unit recognized and immediately corrected incidents of sexual harassment (an increase from 68% in 2023). However, between 2023 and 2025, there was a decrease in the percentage of men indicating that unit members promoted a climate based on mutual respect and trust (62% in 2023 and 60% in 2025).

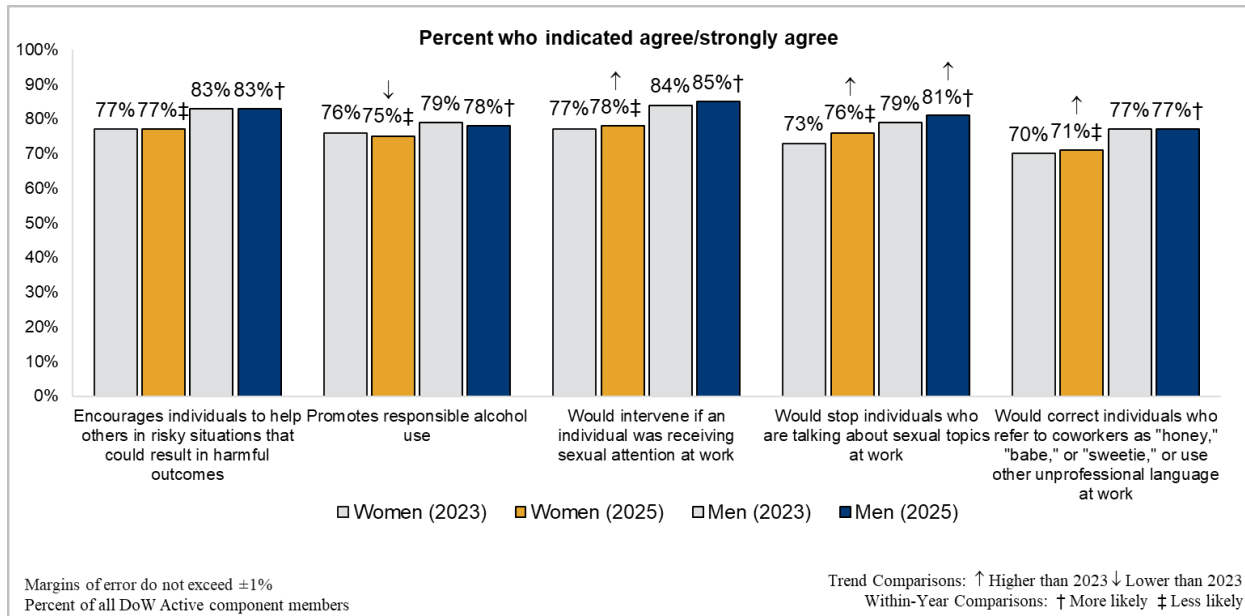
Figure 31.
Unit Support for Intervention for the Active Component



Immediate Supervisor Support for Intervention

All Service members were asked to what extent their immediate supervisor personally modeled and promoted bystander intervention for situations that could lead to sexual assaults. On average, members of the Active component agreed that their immediate supervisor modeled and supported bystander intervention (4.2 on a scale of 1 to 5). On average, Active component women (4.1) had slightly more negative perceptions of leadership support for bystander intervention compared to Active component men (4.2). Regarding responses to individual leadership behaviors, approximately three-quarters of women (between 71% and 78%) and more than three-quarters of men (between 77% and 85%) indicated their immediate supervisor took these actions. Notably, between 2023 and 2025, there was an increase for women (76% in 2025 and 73% in 2023) and men (81% in 2025 and 79% in 2023) indicating their immediate supervisor would stop individuals from talking about sexual topics at work. There were also increases in the percentage of women indicating that their supervisor would intervene if they were receiving sexual attention at work (78% in 2025 and 77% in 2023) and would correct those that referred to co-workers as “honey,” “babe,” “sweetie,” or other unprofessional language (71% in 2025 and 70% in 2023). However, between 2023 and 2025, the percentage of women indicating their immediate supervisor promotes responsible alcohol use decreased (75% in 2025 and 76% in 2023; Figure 32).

Figure 32.
Immediate Supervisor Support for Intervention for the Active Component



Reserve Component Climate Related to Unwanted Sexual Contact and Sexual Harassment

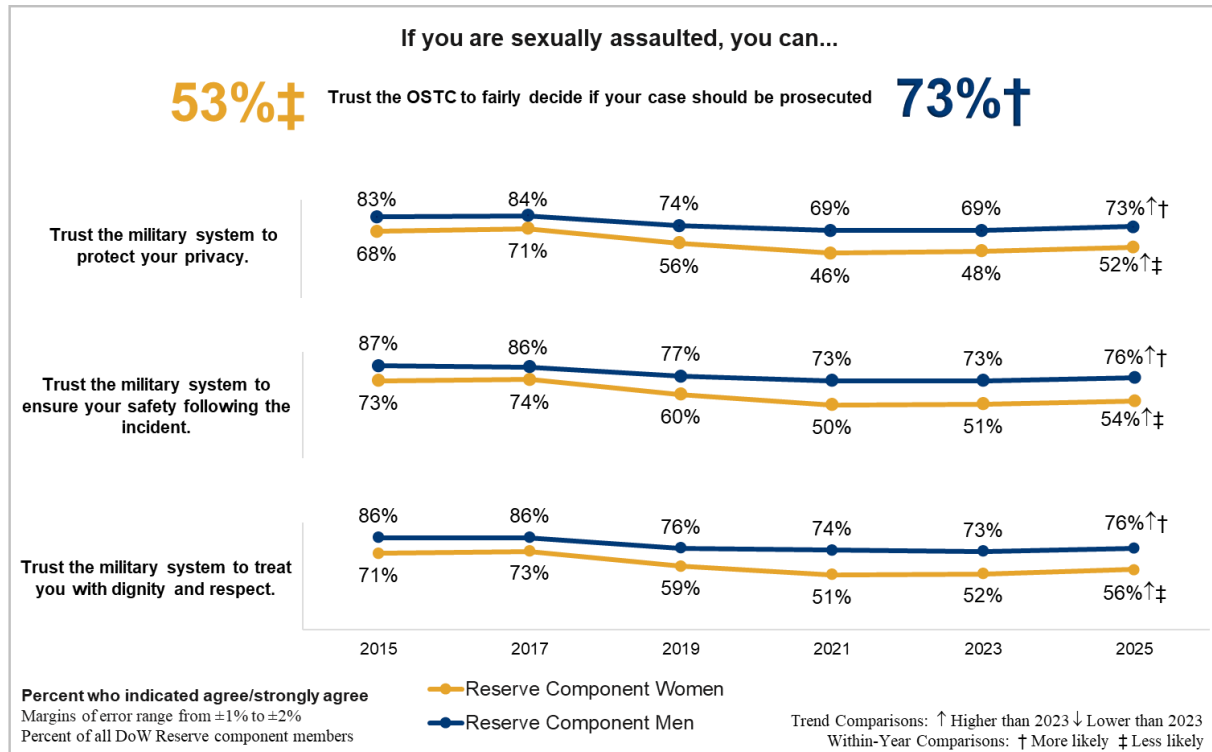
Trust in the Military

All Reserve component members were also asked to what extent they would trust the military to support them if they were to, hypothetically, experience sexual assault, using the same questions that were asked of Active component respondents. Just over half of women (ranging from 52% and 56%) and approximately three-quarters of men (ranging from 73% and 76%) agreed with each of these items (Figure 33). Similar to the pattern observed among Active component women, Reserve component women were less trusting of the military than were men for each of these factors. Also similar to the Active component, the percentage of Reserve component women and men indicating trust in each of these factors increased between 2023 and 2025.

Reserve component members were also asked if they would trust the OSTC to be fair in their determination of whether the hypothetical sexual assault should be prosecuted.³⁶ Just over half of women (53%) and nearly three-quarters of men (73%) indicated they would trust the OSTC to do so (Figure 33). This was a similar pattern to what was observed for the Active component. This was less likely for women than for men. Because the OSTC is a relatively new military office, this is the first year the question could be asked on the *WES*; trends are not available.

³⁶ The OSTC was created in response to the National Defense Authorization Acts (NDAA) for Fiscal Years 2022 and 2023. The OSTC officially began operations in late 2023 with its mission being to provide expert and independent investigation and prosecution for "covered offenses" which include crimes like murder, sexual assault, domestic violence, and child abuse, removing this authority from the direct chain of command to ensure impartiality.

Figure 33.
Trust in the Military System for the Reserve Component

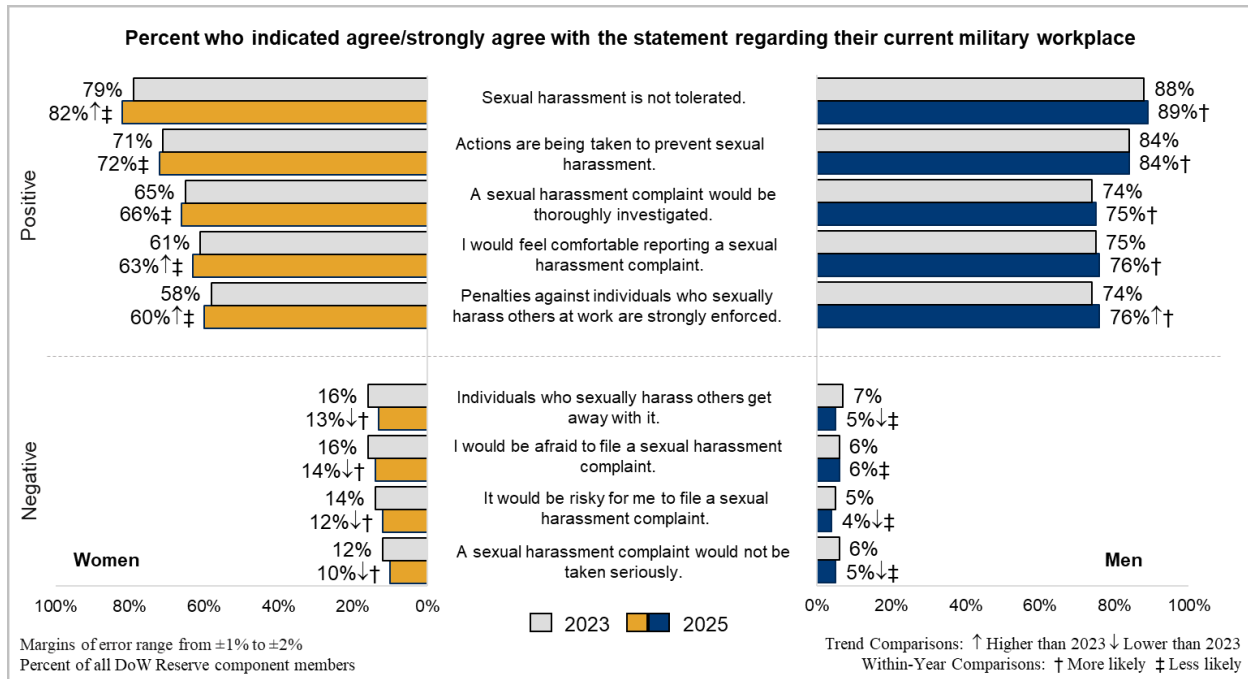


Psychological Climate for Sexual Harassment

Reserve component members were also presented questions assessing the psychological climate for sexual harassment in their workplace. A higher average score indicates a more positive workplace climate that is less tolerant of sexual harassment.

In 2025, the average score for the psychological climate of sexual harassment in the Reserve component was 4.2, an increase since 2023. On average, men (4.3) had a higher score than women (3.9) indicating that men experienced a healthier workplace than women, although women's perception of workplace tolerance of sexual harassment has improved since 2023 (3.8). Figure 34 presents each aspect of climate that was assessed. While most Reserve component women (82%) and men (89%) agreed that sexual harassment is not tolerated in their military workplace, men were more likely than women to indicate this sentiment. Additionally, between 2023 and 2025, the percentage of women agreeing with many of the positive climate factors increased, and the percentage of women and men agreeing with all the negative climate factors decreased.

Figure 34.
Psychological Climate for Sexual Harassment for the Reserve Component

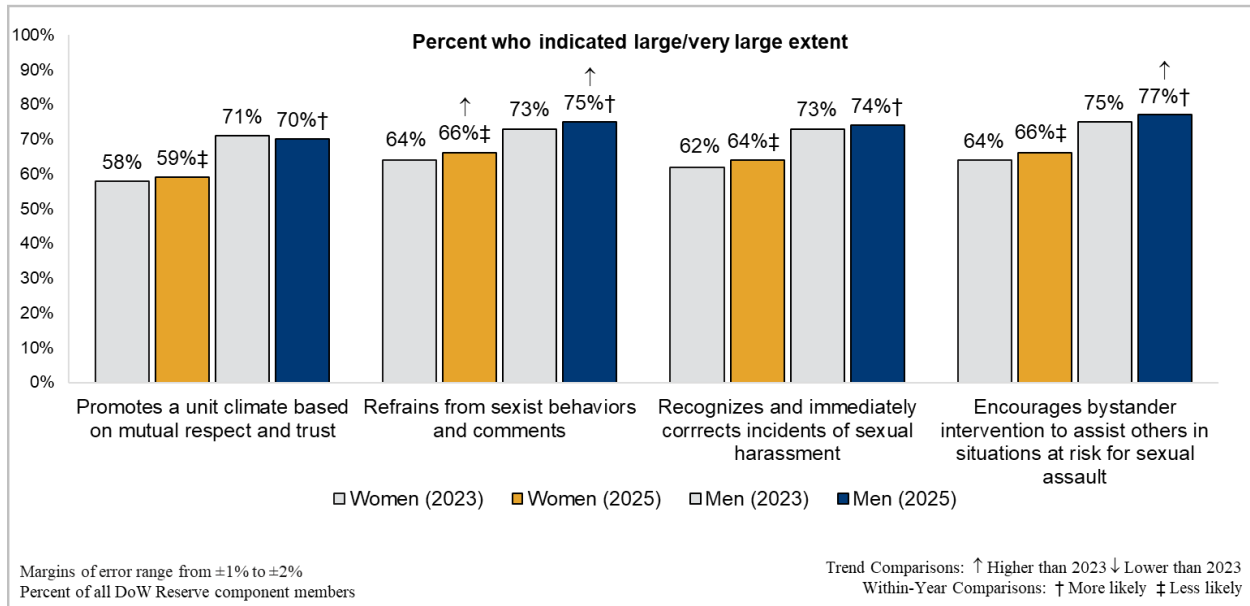


Unit Support for Intervention

All Reserve component members were asked to indicate to what extent others in their unit took actions to promote intervening when unwanted sexual behaviors were observed. The average score for unit support for intervention in the Reserve component was 3.9 on a scale of 1 to 5. On average in 2025, Reserve component women (3.7) were more likely than men (4.0) to have a lower average score for unit support for intervention, indicating that women had more negative perceptions of unit support in intervening when unwanted sexual behaviors were observed.

At least half of both Reserve component women and men indicated having witnessed each behavior supportive of intervention to a large or very large extent; however, there were some notable differences between women and men. Over half of women (between 59% and 66%) and approximately three-quarters of men (between 70% and 77%) indicated these actions took place in their unit to a large extent. Men were more likely than women to indicate presence of each behavior in their unit (Figure 35). Between 2023 and 2025, the percentage of women (66% in 2025 and 64% in 2023) and men (75% in 2025 and 73% in 2023) indicating that members of their unit refrained from sexist behaviors and comments increased. Additionally, between 2023 and 2025, the percentage of men indicating that unit members encourage bystander intervention to assist others in situations at risk for sexual assault increased (77% for 2025 and 75% for 2023).

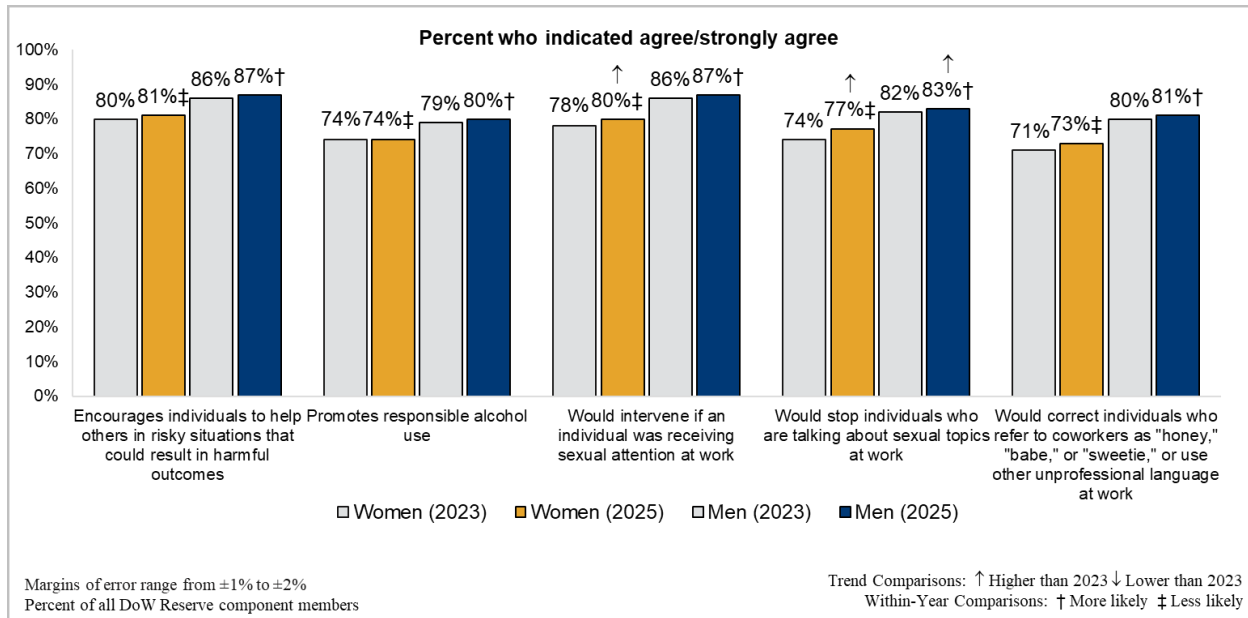
Figure 35.
Unit Support for Intervention for the Reserve Component



Immediate Supervisor Support for Intervention

Reserve component members were also asked to what extent their immediate supervisor personally modeled and promoted bystander intervention for situations that could lead to sexual assaults. On average, members of the Reserve component agreed that their immediate supervisor modeled and supported bystander intervention (4.3 on a scale of 1 to 5, 5 being the maximum score). Women (4.1) were more likely to have a lower average score than men (4.3), indicating that women had more negative perceptions of leader support for intervention. Regarding responses to individual leadership behaviors, about three-quarters of women (between 73% and 81%) and more than three-quarters of men (between 80% and 87%) indicated their immediate supervisor took these actions. Notably, between 2023 and 2025 there was an increase in the percentage of women indicating their immediate supervisor would intervene if an individual was receiving sexual attention at work (80% for 2025 and 78% for 2023). Also between 2023 and 2025 there was an increase in women (77% for 2025 and 74% for 2023) and men (83% for 2025 and 82% for 2023) indicating that their immediate supervisor would stop others from talking about sexual topics at work (Figure 36).

Figure 36.
Immediate Supervisor Support for Intervention for the Reserve Component



References

- American Association for Public Opinion Research (AAPOR). (2023). *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys* (10th ed.). AAPOR. Retrieved from <https://aapor.org/standards-and-ethics/standard-definitions/>
- Breslin, R. A., Klahr, A., Hylton, K., White, A., Petusky, M., & Sampath, S. (2022). 2021 Workplace Experiences Survey: Overview report (Report No. 2022-182). U.S. Department of War, Office of People Analytics. <https://www.opa.mil/research-analysis/health-well-being/sex-relations/2021-workplace-and-sex-relations-survey-of-military-members-reports/2021-workplace-and-sex-relations-survey-of-military-members-overview-report/>
- Breslin, R., Davis, L., Hylton, K., Hill, A., Klauberg, W., Petusky, M., & Klahr, A. (2019). 2018 Workplace and Sex Relations of Active Duty Members: Overview report (Report No. 2019-027). U.S. Department of War, Office of People Analytics. <https://www.opa.mil/research-analysis/health-well-being/sex-relations/2018-workplace-and-sex-relations-survey-of-active-duty-members-reports-infographics/2018-workplace-and-sex-relations-survey-of-active-duty-members-overview-report/>
- Clare, R., Lawhead, A., Dahl, J., Klahr, A., Schreiner, J., Moore, A., Neria, A., McGrath, D., Murray, C., Peebles, H., Trump-Steele, R., Hylton, K., Harcey, S., Vega, R., Tuskeviciute, R., Tercha, J., Barry, A., Owen, B., & Mirani, K. (2021). Defense Organizational Climate Survey (DEOCS) redesign: Phase 1 overview report (Report No. 2021-158). U.S. Department of War, Office of People Analytics. <https://www.opa.mil/research-analysis/quality-of-worklife/workplace-climate/defense-organizational-climate-survey-deocs-redesign-phase-1-overview-report>
- Department of War. (2025). Civil rights and management and equal opportunity in the DoD (DoD Directive 1020.02E, Change 4). <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodDoWd/102002p.pdf>
- Department of War. (2025). Sexual Assault Prevention and Response (SAPR) program (DoD Directive 6495.01, Change 6). <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/649501p.PDF>
- Department of War. (2025). Harassment prevention and response in the Armed Forces (DoD Instruction 1020.03, Change 4). <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/102003p.pdf>
- Estrada, A. X., Olson, K. J., Harbke, C. R., & Berggren, A. W. (2011). Evaluating a brief scale measuring psychological climate for sexual harassment. *Military Psychology*, 23(4), 410–432. <https://doi.org/10.1080/08995605.2011.589353>
- Ethisphere (2023). 2023 Ethisphere ethical culture report. <https://ethisphere.widen.net/s/rgmldwrwxc/ethisphere-2023-ethical-culture-report-jan2023?submissionGuid=eeba04b7-e082-4403-86ec-6bdd4229aa46>

- Ham, L. S., Wiersma-Mosley, J. D., Wolkowicz, N. R., Jozkowski, K. N., Bridges, A. J., & Melkonian, A. J. (2019). Effect of alcohol intoxication on bystander intervention in a vignette depiction of sexual assault. *Journal of Studies on Alcohol and Drugs*, 80(2), 252–260. <https://doi.org/10.15288/jsad.2019.80.252>
- Harcey, S., McHoes, A., Lipari, R., Lonergan, C., Mararac, N., Cosner, W., Oliver, M., Trump-Steele, R., Harlock, E., & Klahr, A. (2023). Defense Organizational Climate Survey (DEOCS) 5.1: Streamlining report (Report No. 2023-134). U.S. Department of War, Office of People Analytics. <https://www.opa.mil/research-analysis/quality-of-work-life/workplace-climate/defense-organizational-climate-survey-deocs-5-1-streamlining-report/>
- Harned, M. S., Ormerod, A. J., Palmieri, P. A., Collinsworth, L. L., & Reed, M. (2002). Sexual assault and other types of sexual harassment by workplace personnel: A comparison of antecedents and consequences. *Journal of Occupational Health Psychology*, 7(2), 174–188. <https://doi.org/10.1037//1076-8998.7.2.174>
- Klein, M., & Gallus, J. A. (2018). The readiness imperative for reducing sexual violence in the US armed forces: Respect and professionalism as the foundation for change. *Military Psychology*, 30(3), 264–269. <https://doi.org/10.1080/08995605.2017.1422949>
- Kleinsasser, A., Jouriles, E. N., McDonald, R., & Rosenfield, D. (2015). An online bystander intervention program for the prevention of sexual violence. *Psychology of Violence*, 5(3), 227–235. <https://doi.org/10.1037/a0037393>
- Mujal, G. N., Taylor, M. E., Fry, J. L., Gochez-Kerr, T. H., & Weaver, N. L. (2021). A systematic review of bystander interventions for the prevention of sexual violence. *Trauma, Violence, & Abuse*, 22(2), 381–396. <https://doi.org/10.1177/1524838019849587>
- Office of People Analytics. (2026a). 2026 Workplace Experiences Survey–Active component: Statistical methodology report (Report No. 2026-XXX). U.S. Department of War
- Office of People Analytics. (2026b). 2026 Workplace Experiences Survey–Reserve component: Statistical methodology report (Report No. 2026-XXX). U.S. Department of War
- Office of People Analytics. (2026c). 2026 Workplace Experiences Survey: Results and Trends (Report No. 2026-XXX). U.S. Department of War
- Sadler, A. G., Lindsay, D. R., Hunter, S. T., & Day, D. V. (2018). The impact of leadership on sexual harassment and sexual assault in the military. *Military Psychology*, 30(3), 252–263. <https://doi.org/10.1080/08995605.2017.1422948>
- Schuyler, A. C., Klemmer, C., Mamey, M. R., Schrager, S. M., Goldbach, J. T., Holloway, I. W., & Castro, C. A. (2020). Experiences of sexual harassment, stalking, and sexual assault during military service among LGBT and non-LGBT Service members. *Journal of Traumatic Stress*, 33(3), 257–266. <https://doi.org/10.1002/jts.22506>

- Siebel, M., Severance, L., Luchman, J., & Klahr, A. (2019). 2018 WGRA analysis: Changes in sexual assault risk and the percentage of women per MOS (Report No. 2019-063). U.S. Department of War, Office of People Analytics. <https://www.opa.mil/research-analysis/health-well-being/sex-relations/2018-workplace-and-sex-relations-survey-of-active-duty-members-reports-infographics/2018-workplace-and-sex-relations-survey-of-active-duty-members-changes-in-sexual-assault-risk-and-the-percentage-of-women-per-mos/>
- Tharp, A. T., DeGue, S., Valle, L. A., Brookmeyer, K. A., Massetti, G. M., & Matjasko, J. L. (2013). A systematic qualitative review of risk and protective factors for sexual violence perpetration. *Trauma, Violence, & Abuse*, 14(2), 133–167. <https://doi.org/10.1177/1524838012470031>
- Walker, S. S., Ruggs, E. N., Taylor, R. M., & Frazier, M. L. (2019). Reporting sexual harassment: The role of psychological safety climate. *Industrial and Organizational Psychology*, 12(1), 106–109. <https://doi.org/10.1017/iop.2019.19>
- Walsh, B. M., & Magley, V. J. (2019). Don't forget the role of civility interventions in workplace sexual harassment. *Industrial and Organizational Psychology*, 12(1), 39–41. <https://doi.org/10.1017/iop.2019.5>
- Walsh, K., Galea, S., Cerda, M., Richards, C., Liberzon, I., Tamburrino, M. B., Calabrese, J., & Koenen, K. C. (2014). Unit support protects against sexual harassment and assault among National Guard soldiers. *Women's Health Issues*, 24(6), 600–604. <https://doi.org/10.1016/j.whi.2014.05.006>

This page is reserved for insertion of Standard Form 298, page 1 -- this is best accomplished by replacing this page after the document has been converted to PDF

This page is reserved for insertion of Standard Form 298, page 2 -- this is best accomplished by replacing this page after the document has been converted to PDF

