



# Annex 1: 2023 Workplace and Gender Relations Survey of Military Members Overview Report





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Overview Report

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# 2023 Workplace and Gender Relations Survey of Military Members

## Overview Report

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Policy officials who contributed to the development and administration of the *2023 WGR* include Ms. Elizabeth Foster, Executive Director, Office of Force Resiliency (OFR), Dr. Nathan Galbreath, Acting Director, and Dr. Rachel Breslin, Assessment, Reporting, & Oversight Program Manager (SAPRO), Dr. Lisa Arfaa, Director, Office for Diversity, Equity, and Inclusion (ODEI), and Dr. Andra Tharp, Senior Prevention Advisor for the OFR Violence Prevention Cell.

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The lead operations analyst for the *2023 WGR* was Alycia Polant (Fors Marsh), with additional support from Graham Puckett, Dr. Christine McCall, Ariel Hill, Nikki Dee, and Margaret Coffey (Fors Marsh). The operations analysts used OPA's Statistical Analysis Macros to calculate the results presented in this report. The operations team also contributed to the writing and preparation of this report. Jason Johnston and Valerie Waller (Data Recognition Corporation) managed the development and operations of the survey website for the data collection and the distribution of the survey materials to over 1 million sample members.

OPA's Statistical Methods Team, under the guidance of Dr. Matthew Scheidt, Statistical Methods Team Lead, was responsible for all statistical aspects of this survey, including population formation and sampling. Dr. Matthew Scheidt, Statistical Methods Team Lead, oversaw weighting, nonresponse bias (NRB) analysis, and statistical hypothesis testing. Nathan Coe and Marcus Maher (Fors Marsh) designed the sample, implemented the weighting methodology, and conducted NRB analyses. Katherine Schulz and Dr. Juan G. Arroyo-Flores (Fors Marsh) developed the population, selected the sample, and provided other data processing support.

Sarah Mason (Fors Marsh) provided technical editing support for this report.

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## Executive Summary

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### Introduction

Across the U.S. Department of Defense (DoD) and the Military Services, leaders recognize that building a ready fighting force means prioritizing the health, well-being, and safety of its Service members. The programs and policies established within the Department to prevent and respond to incidents of sexual assault, sexual harassment, and gender discrimination are intended to prevent situations from occurring that may detract from readiness while also ensuring that if these incidents do occur, survivors have access to care and support. Through surveys, the DoD monitors the progress made toward reducing and ultimately eliminating these harmful behaviors from within the military. This report presents findings from the *2023 Workplace and Gender Relations Survey of Military Members (2023 WGR)*. The *2023 WGR* provides key insights on the progress made in these critical areas and specifically, the prevalence of unwanted sexual contact, sexual harassment, gender discrimination; the characteristics of and the experiences around reporting an incident or situation; and the perceptions of climate, specifically related to unwanted sexual behaviors, in the military.

### Background and Methodology

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA) has been conducting the congressionally mandated gender relations survey of Active and Reserve component members since 1988 as part of a cycle of gender relations surveys outlined in Title 10 U.S. Code Section 481. This current survey administration, the *2023 WGR*, carries on the precedent set in 2021, when the survey was administered simultaneously to both the Active and Reserve components.<sup>1</sup> The *2023 WGR* instrument was streamlined while maintaining the utility and integrity of the survey. Importantly, the primary prevalence estimates can be compared to the *2021 WGR* measures.

OPA gender relations surveys have been designed to estimate perceived experiences of gender discrimination, sexual harassment, and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of gender discrimination and sexual misconduct. The *2023 WGR* measures of unwanted sexual contact, sexual harassment, and gender discrimination are comparable to the *2021 WGR* measures.

The construction of the unwanted sexual contact, sexual harassment, and gender discrimination estimated prevalence rates using the *2023 WGR* is briefly summarized here:

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<sup>1</sup> 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). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By “Reserve component,” we mean individuals who serve in the Selected Reserve (to include on active duty) listed in the Reserve Component Common Personnel Data System (RCCPDS) Master File. The Reserve component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

- 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), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.
- Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. To be included in the estimated rates of past year prevalence, Service members must have indicated that they experienced behaviors prohibited by MEO policy by someone in the workplace, that the behaviors experienced were persistent and severe, and that at least one person who did the unwanted behavior was part of their leadership.

Additionally, the survey captures other important metrics, including intimate partner violence. Estimating the prevalence of intimate partner-involved unwanted sexual contact incidents in the military provides crucial information to the Office of Military Community and Family Policy (MC&FP), which has primary responsibility over the Family Advocacy Program (FAP) and policies to address intimate partner violence (IPV) in the military. Understanding the prevalence of these incidents is imperative to ensuring that progress is being made regarding the prevention of and response to these particular forms of IPV.

- To be included in the prevalence estimate for intimate partner-related unwanted sexual contact, Service members who experienced unwanted sexual contact in the past year needed to identify the alleged offender as including a current or former spouse, a current or former significant other, or someone they have a child with.

For further explanations of these rate constructions as well as the measures of retaliation and the climate in the military metrics, see chapter 1 of the overview report.

## **Survey Methodology**

OPA uses industry standard scientific survey methodology to control for bias and to allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the U.S. Government Accountability Office [GAO]).

Estimated prevalence rates in this report are provided for sexual assault, sexual harassment, and gender discrimination. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the UCMJ or by policy during the past year (i.e., 2023).

The data were collected on the web between July 31, 2023, and November 30, 2024. The survey procedures were reviewed by a DoD Human Research Protection official as part of the DoD survey approval process. In accordance with the Paperwork Reduction Act (PRA), the Office of Management and Budget cleared this data collection.

The target population for the 2023 WGR consisted of Active and Reserve component members from the Army, Navy, Marine Corps, Air Force, Space Force, and National Guard.<sup>2</sup> Sampled military members were below flag rank and had been in either the Active component or the Reserve component for at least five months. Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 732,400 Service members from the Active component and 253,655 from the Reserve Component. Surveys were completed by 89,873 Active component and 31,714 Reserve component members, resulting in a weighted response rate of 13.9% for the Active component and 14.0% for the Reserve component.

OPA used weighting to make the results from the 2023 WGR generalizable to the entire Active and Reserve component populations (separately). Weighting adjusts for differing response behaviors across levels of respondent characteristics that may result in sample distributions that do not reflect the population distribution. This effort ensures that no demographic subgroup is over or underrepresented in final population-level estimates derived from the 2023 WGR. Further information on the weighting process can be found in chapter 1 of this overview report and also in the *2023 Workplace and Gender Relations Survey—Active Component: Statistical Methodology Report (2023 WGRA SMR; OPA, 2024a)* or the *2023 Workplace and Gender Relations Survey—Reserve Component: Statistical Methodology Report (2023 WGRR SMR; OPA, 2024b)*. All data, including the prevalence rates, provided in this report are estimates with an associated margin of error and confidence interval.<sup>3</sup> Two types of comparisons are made in the 2023 WGR: between survey years (comparisons to the 2021 WGR) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. Only statistically significant comparisons are discussed in this report.<sup>4</sup>

The remainder of this executive summary details the top-line results from the DoD overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department.

All references to “experiences” of unwanted sexual contact, sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports. Conclusions as to whether the events reported occurred are beyond the purview of this survey. References to the perpetrator or offender throughout this report should be interpreted as

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<sup>2</sup> Members of the Coast Guard were also included in the target population; however, the focus of this report is on the DoD, and the results for the Coast Guard will be reported in separate products.

<sup>3</sup> 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.

<sup>4</sup> 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.



“alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt.

## Summary of Top-Line Results

### Estimated Unwanted Sexual Contact Past Year Prevalence Rates

- In the Active component in 2023, an estimated 6.8% of women (an estimated 15,201 Service members) and 1.3% of men (an estimated 13,860 Service members) experienced past year unwanted sexual contact, a significant decrease from 2021 for Active component women (8.4%) but statistically unchanged for men (1.5%).
- In the Reserve component in 2023, an estimated 3.9% of women (an estimated 6,386 Service members) and 0.7% of men (an estimated 4,228 Service members) experienced past year unwanted sexual contact. These estimated prevalence rates were statistically unchanged from 2021 (4.6% for women and 0.7% for men).

### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Age

- Active component women under age 21 (12.2%, a significant decrease compared to 19.3% in 2021) and ages 21 to 24 (10.4%) were significantly more likely than other women<sup>5</sup> to experience past year unwanted sexual contact. Men under age 21 (2.0%) and ages 21 to 24 (2.1%) were significantly more likely than other men to experience past year unwanted sexual contact; however, these estimated rates remained unchanged compared to in 2021.
- Reserve component women ages 21 to 24 (5.7%) were significantly more likely than other women to experience past year unwanted sexual contact, although women’s estimated rates by age were unchanged from 2021. Reserve component men ages 36 or older (0.5%, a significant increase from 0.2% in 2021) were significantly more likely than other men to experience past year unwanted sexual contact.

### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Paygrade

- In the Active component, junior enlisted women (9.8%) were significantly more likely than other women to experience past year unwanted sexual contact; however, this estimated rate reflects a significant decrease compared to 12.9% in 2021. Junior enlisted men (2.1%) were significantly more likely than other men to experience past year unwanted sexual contact; however, this estimated rate remained unchanged compared to in 2021.
- In the Reserve component, junior enlisted women (4.9%) were significantly more likely than other Reserve component women to experience past year unwanted sexual

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<sup>5</sup> In within survey year comparisons made along a single dimension (e.g., age within women), the responses for one group are compared to the weighted average of the responses of all other groups in that dimension (e.g., women under age 21 compared to all other women).

contact. Junior enlisted men (1.1%) were significantly more likely than other men to experience past year unwanted sexual contact. These estimated rates were unchanged compared to in 2021.

### ***Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Race/Ethnicity***

- In 2023, 6.1% of racial/ethnic minority women in the Active component experienced unwanted sexual contact, a lower percentage compared to 7.7% of non-Hispanic White women. These estimated rates were significantly lower than in 2021 for both racial/ethnic minority women (7.6%) and non-Hispanic White women (9.3%). No differences were observed between racial/ethnic minority men (1.4%) and non-Hispanic White men (1.2%), and these estimated rates were not significantly different compared to in 2021.
- For the Reserve Component, 3.6% of racial/ethnic minority women and 4.4% of non-Hispanic White women experienced unwanted sexual contact in 2023. These rates were unchanged compared to in 2021 (3.8% of racial/ethnic minority women and 5.4% of non-Hispanic White women). Racial/ethnic minority men and non-Hispanic White men in the Reserve component had the same estimated rates of unwanted sexual contact in 2023 as in 2021 at 0.8% and 0.7%, respectively.

### ***Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Sexual Minority Status***

The 2023 WGR asked respondents to identify their sexual orientation as heterosexual or straight, gay or lesbian, bisexual, or “I use a different term.” We present prevalence estimates for sexual minority members (i.e., those who selected gay, lesbian, bisexual, or “I use a different term”) and heterosexual members.

- In 2023, 5.8% of sexual minority members in the Active component experienced unwanted sexual contact, a significantly greater percentage compared to heterosexual members (1.3%). This is a statistically significant decrease in unwanted sexual contact experienced by both sexual minority members (7.6%) and heterosexual members (1.7%) of the Active component in 2021.
- For the Reserve component, 4.2% of sexual minority members experienced unwanted sexual contact in 2023, a significantly greater percentage compared to heterosexual members (0.9%). There were no statistically significant changes between 2023 and 2021 in unwanted sexual contact experienced for both sexual minority members (4.5%) and heterosexual members (1.0%).

### ***Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Gender Minority Status***

We also captured respondents’ sex as assigned at birth or on their original birth certificate and how they currently describe their gender identity. We present estimates for gender minority

members (those who currently identify as transgender, nonbinary, another gender, or whose sex at birth does not align with their current gender identity) and cisgender members.

- In 2023, 4.9% of gender minority members of the Active component experienced unwanted sexual contact, a significantly higher estimated rate than 1.7% of cisgender members. Although estimated rates of unwanted sexual contact remained the same as in 2021 for gender minority members (6.3%), estimated rates for cisgender members decreased from 2.1%.
- For the Reserve component, 5.1% of gender minority members and 1.1% of cisgender members experienced unwanted sexual contact in 2023. There were no significant differences between gender minority groups or across years (3.5% for gender minority and 1.2% for cisgender members in 2021).

### ***Intimate Partner Violence***

- The estimated rate of intimate partner-related unwanted sexual contact in 2023 was 0.8% for Active component women and 0.1% for Active component men, which were statistically unchanged from 0.9% of women and 0.1% of men in 2021.
- In the Active component, intimate partner-involved incidents accounted for 11% of unwanted sexual contacts experienced by women and 6% of incidents experienced by men. These rates were unchanged from 11% of incidents experienced by women and 9% of incidents experienced by men in 2021.
- The estimated rate of past year intimate partner-related unwanted sexual contact was 0.6% for Reserve component women and 0.1% for Reserve component men in 2023 (unchanged from 0.5% of women and <0.1% of men, respectively, in 2021).
- In the Reserve component, intimate partner-involved incidents accounted for 15% of unwanted sexual contacts experienced by women and 7% of incidents experienced by men (consistent with 12% of women's incidents and 3% of men's incidents, respectively, in 2021).

### ***Reporting and Retaliation***

The Department offers sexual assault reporting options that 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. The 2023 WGR provides estimates for reporting based on survey responses and based on the one worst incident the Service member experienced in the prior year. These data reflect Service members' self-reported status and do not represent the Department's official reporting numbers. The WGR also collects information regarding retaliatory behaviors experienced as a result of reporting a sexual assault. The WGR surveys serve as a tool for the DoD to monitor the extent and source of the retaliatory behaviors.

- In 2023, an estimated 30% of Active component women and significantly fewer (14%) Active component men who experienced unwanted sexual contact in the past

- year reported their worst experience to the military (unchanged from 33% of women and 16% of men in 2021).
- Among Active component women who experienced and reported an incident of unwanted sexual contact, 63% perceived experiencing a behavior in line with retaliation, including 26% who experienced a behavior in line with retaliation that also met the legal criteria.
  - Among Active component men who experienced and reported an incident of unwanted sexual contact, 62% perceived experiencing a behavior in line with retaliation, including 19% who experienced a behavior in line with retaliation that also met the legal criteria.
- Consistent with 2021, an estimated one in five Reserve component women (22%) and 12% of Reserve component men who experienced unwanted sexual contact in 2023 did not report their worst experience to military authorities.
    - Among Reserve component women who experienced and reported an incident of unwanted sexual contact, 59% perceived experiencing a behavior in line with retaliation. Nearly one-third of women (34%) experienced a behavior in line with retaliation that also met the legal criteria. Data for Reserve component men were not reportable.

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

- In the Active component in 2023, an estimated 24.7% of women (an estimated 55,464 Service members) and 5.8% of men (an estimated 60,330 Service members) experienced past year sexual harassment. For both women and men, these rates reflect statistically significant decreases from 28.6% and 6.5%, respectively, in 2021.
- For the Reserve component in 2023, an estimated 13.8% of women (as estimated 22,281 Service members) and 2.9% of men (an estimated 16,819 Service members) experienced past year sexual harassment, a statistically significant decrease in the estimated rate for Reserve component women compared to 16.4% in 2021. The estimated rate remained unchanged for men (3.5%).

### **Estimated Sexual Harassment Past Year Prevalence Rates by Age**

- Active component women under age 21 (28.1%, a significant decrease from 39.0% in 2021), ages 21 to 24 (32.9%, a significant decrease from 37.2% in 2021), and ages 25 to 30 (25.9%) were significantly more likely than other women to experience past year sexual harassment. Active component men under age 21 were significantly less likely to experience past year sexual harassment in 2023 (6.1%) compared to in 2021 (8.2%).
- Reserve component women ages 21 to 24 (18.8%) were significantly more likely than other women to experience past year sexual harassment; this estimated rate was

unchanged compared to in 2021. Women ages 25 to 30 were significantly less likely to experience past year sexual harassment in 2023 (14.9%) compared to in 2021 (20.1%). Reserve component men's estimated rates by age were unchanged compared to in 2021.

### ***Estimated Sexual Harassment Past Year Prevalence Rates by Paygrade***

- Active component junior enlisted women (27.9%) were significantly more likely than other women to experience past year sexual harassment; this rate reflects a significant decrease from 34.6% in 2021. Junior enlisted men (7.4%, a significant decrease compared to 8.8% in 2021) were significantly more likely than other men to experience past year sexual harassment.
- Reserve component junior enlisted women were significantly less likely to experience past year sexual harassment in 2023 (13.8%) compared to in 2021 (18.5%). Reserve component men's estimated rates by paygrade were unchanged from to 2021.

### ***Estimated Sexual Harassment Past Year Prevalence Rates by Race/Ethnicity***

- An estimated 21.9% of racial/ethnic minority women in the Active component experienced sexual harassment in 2023, a lower percentage compared to 28.8% of non-Hispanic White women. No differences were observed between racial/ethnic minority men (5.8%) and non-Hispanic White men (5.8%).
- In the Reserve component, an estimated 12.1% of racial/ethnic minority women experienced sexual harassment in 2023, a lower percentage compared to 15.9% of non-Hispanic White women. No differences were observed between racial/ethnic minority men (2.9%) and non-Hispanic White men (2.9%).

### ***Estimated Sexual Harassment Past Year Prevalence Rates by Sexual Minority Status***

- The past year prevalence estimates for sexual harassment were 24.9% for sexual minority members of the Active component and 7.1% (significantly lower) for heterosexual members in 2023, a statistically significant decrease from 2021 for both sexual minority (29.3%) and heterosexual (8.0%) members.
- An estimated 15.9% of sexual minority members of the Reserve component experienced sexual harassment in 2023, a higher percentage compared to 4.0% of heterosexual members. These estimated rates reflect a significant decrease from 2021, when 20.3% of sexual minority and 5.0% heterosexual members experienced sexual harassment.

### ***Estimated Sexual Harassment Past Year Prevalence Rates by Gender Minority Status***

- The past year prevalence estimates for sexual harassment were 26.3% for gender minority members of the Active component and 8.5% (significantly lower) for cisgender members in 2023. The estimated rate decreased for cisgender Active component members (9.8%) compared to in 2021 but remained unchanged for gender minority members (26.7%).
- An estimated 17.4% of gender minority Reserve component members experienced sexual harassment, a higher rate than for cisgender members (4.9%) in 2023. The estimated rates for gender minority members were unchanged compared to in 2021 (15.7%), whereas the estimated rate significantly decreased from 5.9% for cisgender members.

### ***Sexual Harassment Complaints***

Service members were asked to reflect upon and describe the characteristics of the one worst situation of sexual harassment they experienced in the prior year, including whether they made a complaint about the situation. These data reflect Service members' self-reported status and do not represent the Department's official complaint numbers.

- An estimated 52% of Active component women (unchanged from 51% in 2021) made a complaint regarding the worst situation of sexual harassment they experienced in 2023. A significantly lower percentage (34%) of Active component men made a complaint regarding the worst situation of sexual harassment they experienced, a statistically significant increase for men compared to 30% in 2021.
- For the Reserve component, an estimated 50% of women, significantly more than Reserve component men (32%), made a complaint regarding the worst situation of sexual harassment they experienced in 2023. These estimated rates remained unchanged compared to in 2021 (48% of women and 32% of men).

### ***Estimated Gender Discrimination Past Year Prevalence Rates***

- In the Active component in 2023, an estimated 13.2% of women (an estimated 29,610 Service members) and 1.4% of men (an estimated 14,452 Service members) experienced past year gender discrimination. For women, this estimated rate was a statistically significant decrease from their 2021 gender discrimination estimated rate (16.1%), whereas men's estimated rate remained unchanged (1.4%).
- For the Reserve component in 2023, an estimated 8.5% of women (an estimated 13,830 Service members) and 0.8% of men (an estimated 4,593 Service members) experienced past year gender discrimination. This estimated rate was a statistically significant decrease for Reserve component women compared to in 2021 (9.9%), whereas the estimated rate remained the same for men across years (0.8%).

### ***Estimated Gender Discrimination Past Year Prevalence Rates by Age***

- Active component women ages 25 to 30 (14.3%, a significant decrease from 17.3% in 2021) were significantly more likely than other women to experience past year gender discrimination. The estimated rates also significantly decreased for women ages 21 to 24 (13.7% in 2023 compared to 17.7% in 2021) and women ages 31 to 35 (13.9% in 2023 compared to 16.3% in 2021). Active component men ages 31 to 35 (1.7%) were significantly more likely than other men to experience past year gender discrimination.
- Reserve component women ages 31 to 35 (11.5%) and ages 36 or older (9.6%) were significantly more likely than other women to experience past year gender discrimination. The estimated rates for Reserve component women and men by age were unchanged from 2021.

### ***Estimated Gender Discrimination Past Year Prevalence Rates by Paygrade***

- Active component senior enlisted women (15.1%, a significant decrease from 15.7% in 2021) and junior officer women (14.7%) were significantly more likely than other Active component women to experience past year gender discrimination. Junior enlisted women's estimated rate significantly decreased from 17.2% in 2021 to 11.0% in 2023. The estimated rates for junior officer men (1.4%) and senior officer men (1.6%) significantly increased from 0.7% and 1.0%, respectively, in 2021.
- Reserve component senior enlisted women (10.0%), junior officer women (11.5%), and senior officer women (11.7%) were significantly more likely than other women to experience past year gender discrimination. The estimated rates for Reserve component women and men did not differ by paygrade.

### ***Estimated Gender Discrimination Past Year Prevalence Rates by Race/Ethnicity***

- In the Active component, racial/ethnic minority women were significantly less likely than non-Hispanic White women to experience past year gender discrimination (11.4% compared to 15.8%) in 2023; these rates were significantly lower compared to in 2021 (14.3% and 18.4%, respectively). The estimated rates of gender discrimination for racial/ethnic minority men (1.3%) and non-Hispanic White men (1.5%) remained unchanged compared to in 2021.
- In the Reserve component, racial/ethnic minority women (6.9%) were significantly less likely than non-Hispanic White women (10.6%) to experience gender discrimination in 2023. The estimated rate for racial/ethnic minority women significantly decreased from 8.6% and was unchanged for non-Hispanic White women at 11.3% in 2021. Among men, an estimated 0.8% of both racial/ethnic minority and non-Hispanic White Reserve component members experienced gender discrimination in 2023, which remained unchanged from 2021.

### ***Estimated Gender Discrimination Past Year Prevalence Rates by Sexual Minority Status***

- The past year prevalence estimates for gender discrimination were 8.9% for sexual minority members of the Active component and 2.8% for heterosexual members in 2023, which reflect significant decreases from the 2021 estimated rates for both sexual minority and heterosexual members (11.0% and 3.0%, respectively).
- Sexual minority Reserve component members were significantly more likely to experience past year gender discrimination compared to heterosexual Reserve component members (7.3% compared to 2.0%) in 2023. These estimated rates were unchanged from 2021.

### ***Estimated Gender Discrimination Past Year Prevalence Rates by Gender Minority Status***

- The past year prevalence estimates for gender discrimination were 10.4% for gender minority members of the Active component and 3.3% (significantly lower) for cisgender Active component members in 2023.
- Gender minority Reserve component members were significantly more likely than cisgender Reserve component members to experience past year gender discrimination (10.0% compared to 2.4%). These estimated rates were unchanged from 2021.

### ***Gender Discrimination Complaints***

Service members were asked to reflect upon and describe the characteristics of the one worst situation of gender discrimination they experienced in the prior year, including whether they made a complaint about the situation. These data reflect Service members' self-reported status and do not represent the Department's official complaint numbers.

- An estimated 57% of Active component women, significantly more than Active component men (50%), made a complaint regarding their worst situation of gender discrimination in 2023. These estimated rates were unchanged for both women and men compared to in 2021 (54% and 47%, respectively).
- In 2023, an estimated 53% of Reserve component women and 48% of Reserve component men made a complaint regarding the worst situation of gender discrimination they experienced. These estimated rates remained unchanged compared to in 2021 (49% of women and 41% of men).

### ***Climate in the Military***

Aside from individual-level risk factors for sexual assault, sexual harassment, and gender discrimination, the military's social environment also plays an important role in creating contexts that may increase or decrease the risk for harmful behaviors among Service members. The 2023 WGR included measures for a selection of climate factors: psychological climate for sexual harassment, support for intervention, and trust in the military. These measures may inform



prevention and response programs and policies related to sexual assault and MEO violations as well as assess progress as the Department continues to address harmful behaviors.

- Psychological climate for sexual harassment assesses how seriously sexual harassment is treated as an issue and how risky it is for Service members in a unit to make a complaint about sexual harassment, with higher scores on the scale from 1 to 5 reflecting a workplace that is less tolerant of sexually harassing behaviors.
  - In the Active component in 2023, the average score for psychological climate for sexual harassment was 4.0 (statistically significantly higher than 4.0 in 2021<sup>6</sup>). Although women (with an average score of 3.7) provided a significantly less positive assessment of the psychological climate for sexual harassment than did men (with an average score of 4.1), this reflects a significant increase (i.e., a more positive assessment) for women compared to 3.6 in 2021.
  - For the Reserve component in 2023, the average score for psychological climate for sexual harassment was 4.2 (unchanged from 4.2 in 2021). Reserve component women (with an average score of 3.8) provided a significantly less positive assessment of the psychological climate for sexual harassment than did Reserve component men (4.2).
- The scales used to assess unit and leadership support for intervention capture the extent to which unit members' and leaders' behaviors may contribute to a climate supportive of bystander intervention. Higher scores on the scales from 1 to 5 reflect a unit and leadership that are more supportive of bystander intervention.
  - On average, in 2023, Active component women had more negative perceptions of unit support for intervention compared to Active component men (3.5 for women compared to 3.8 for men). For women, this score reflects a significant increase (i.e., more positive perceptions) in 2023 compared to a score of 3.4 in 2021.
  - On average, Reserve component women had significantly more negative perceptions of unit support for intervention compared to Reserve component men (3.7 for women compared to 4.0 for men). These perceptions remained unchanged from 2021.
  - On average, in 2023, members of the Active component agreed that their immediate supervisor modeled and supported bystander intervention (4.2, statistically lower than 4.2 in 2021).<sup>7</sup> Active component women had more negative perceptions of leaders compared to men (4.0 and 4.2, respectively), although men's perceptions were significantly less positive in 2023 compared to in 2021 (4.3).

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<sup>6</sup> Statistical comparisons were made before rounding the estimates. The estimates are rounded here for presentation and may appear to be the same due to rounding.

<sup>7</sup> See Footnote 5.

- On average, members of the Reserve component agreed that their immediate supervisor modeled and supported bystander intervention (4.2, a significant decrease from 4.3 in 2021). On average, Reserve component women had significantly more negative perceptions of leader support for intervention (4.1) compared to Reserve component men (4.3, significantly higher than 4.3 in 2021).
- Trust in the military related to sexual assault measures Service members' trust in the military system with respect to handling sexual assault. Higher scores indicate greater trust in the military related to sexual assault.
  - In 2023, Active component members indicated higher trust in the military system with respect to its handling of sexual assault compared to in 2021. Although men indicated overall higher levels of trust compared to women, both women and men displayed greater trust in 2023 when rating their trust in the military system to protect their privacy (38% for women and 61% for men, compared to 34% and 58%, respectively, in 2021), to ensure their safety (43% for women and 66% for men, compared to 40% and 64%, respectively, in 2021), and to treat them with dignity and respect (43% for women and 66% for men, compared to 39% and 63%, respectively, in 2021).
  - In 2023, Reserve component members indicated similar levels of trust in the military system with respect to its handling of sexual assault compared to in 2021. Compared to women, men indicated higher levels of trust in the military system to protect their privacy (69% of men compared to 48% of women), to ensure their safety (73% of men compared to 51% of women), and to treat them with dignity and respect (73% of men compared to 52% of women).

## Conclusion

The results of the 2023 *WGR* reveal that although the Department is still far from its goal of eliminating sexual assault, sexual harassment, and gender discrimination from the military, some progress is being made throughout the Services. The observed decreases in the sexual assault estimated prevalence rates, in particular among junior enlisted women and women under age 21 in the Active component, may reflect the recent emphasis—both within the Department and across the Services—on protecting our most at-risk Service members.

The results of the 2023 *WGR* presented in this report demonstrate how the survey continues to fulfill a crucial surveillance role for the DoD. As the Department continues to implement the recommendations of the Independent Review Commission (IRC) as approved by the Secretary of Defense, measuring progress through the continued estimation of prevalence, reporting behaviors, and attitudes toward the military system is crucial to capturing progress toward eliminating these harmful behaviors from our ranks.

The decreases observed in the estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination may warrant further analysis to explore these findings and to examine the complex interplay of individual- and social-level risk and protective factors. Future analyses and research might include an exploration of the nature of the relationships between harmful

behaviors, individual risk factors for victimization, and the role of military climate over time. Future research might also help to create a description of the broader social and generational contexts of Service members and the relationship between those contexts and risk for harmful behaviors.

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## Chapter 1: Introduction and Methodology

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“We are one team, and we don’t have one single teammate to spare. And so we will not tolerate sexual assault or sexual harassment in the U.S. military...And we do all this for one simple reason: our people are the greatest strategic asset we have.”<sup>8</sup>

–Secretary of Defense Lloyd J. Austin III

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA) has been conducting the congressionally mandated gender relations survey 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.<sup>9,10</sup> Although the surveys have been traditionally administered separately to both components, the National Defense Authorization Act for Fiscal Year 2021 (NDAA) required administration updates to the workplace and gender relations surveys, including simultaneous administration to both the Active and Reserve components, after no surveys were conducted in 2020 due to the coronavirus pandemic. This current survey administration, the *2023 Workplace and Gender Relations Survey of Military Members (2023 WGR)*, continued the precedent set in 2021.

The purpose of the *2023 WGR* is to estimate the prevalence rates of sexual assault, sexual harassment, and gender discrimination among military members; to collect Service members’ attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors; and to assess the gender relations climate.

The following sections provide an overview of the U.S. Department of Defense (DoD) sexual assault, sexual harassment, and gender 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.

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<sup>8</sup> <https://www.defense.gov/News/Speeches/Speech/Article/3604755/a-time-for-american-leadership-remarks-by-secretary-of-defense-lloyd-j-austin-i/>

<sup>9</sup> 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). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By “Reserve component,” we mean individuals who serve in the Selected Reserve, including on active duty, listed in the Reserve Component Common Personnel Data System (RCCPDS) Master File. The Reserve component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

<sup>10</sup> Although OPA has been conducting the *WGR* since 1988, the RAND Corporation provided an independent assessment of unwanted gender-related behaviors in the military in 2014 that fulfilled the congressional requirement to field a gender relations survey.

## DoD Sexual Assault and Equal Opportunity Programs and Policies

### DoD Sexual Assault Prevention and Response Policies

#### *Program Oversight*

The DoD Sexual Assault Prevention and Response Office (SAPRO) is responsible for addressing all DoD 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 DoD’s single point of authority, accountability, and oversight regarding sexual assault policies, DoD SAPRO requires data to assess the prevalence of sexual assault in the Department and the effectiveness of prevention and response programs and policies. The WGR fulfills this data requirement.

#### *Defining Sexual Assault and Unwanted Sexual Contact*

DoD 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 Defense, 2021). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. The UCMJ lists criminal offenses under military law.<sup>11</sup> The term “unwanted sexual contact” used throughout this report refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.<sup>12</sup> The 2023 WGR measured unwanted sexual contact using a comprehensive, behavioral list of items. The resulting prevalence rate provides an estimated proportion of military members who experienced any of these behaviors, referred to as unwanted sexual contact, in the prior year.

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

#### *Program Oversight*

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

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<sup>11</sup> 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/>.

<sup>12</sup> For purposes of this survey, “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.”

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

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

“Conduct that:

- Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
  - Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person’s job, pay, or career;
  - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.
- Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.
- Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense.
- Any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense.

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

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

Unlawful discrimination is defined in DoDD 1020.02E and includes “disparate treatment or harassment of an individual or group based on a prohibited factor contrary to federal law or regulation.” Military Equal Opportunity (MEO), as defined by DoDI 1020.02E, refers to “the right of all Service members to serve, advance, and be evaluated based on only individual merit, fitness, capability, and performance in an environment free from unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity), or sexual orientation.” The prevalence of gender discrimination, based on sex or gender identity, is measured on the *WGR* surveys.

## Measurement of Constructs

OPA's gender relations surveys have been designed to estimate perceived experiences of gender discrimination, sexual harassment, and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of gender discrimination and sexual misconduct. The items used to measure gender discrimination, sexual harassment, and sexual assault have evolved since the first gender relations survey in 1988 in accordance with the best practices in survey design and the DoD's data needs.<sup>13</sup> The 2023 WGR measures of unwanted sexual contact, sexual harassment, and gender discrimination are comparable to the 2021 WGR measures.

The construction of the unwanted sexual contact, sexual harassment, and gender discrimination estimated prevalence rates using the 2023 WGR are explained in greater detail below.

### Construction of Estimated Prevalence Rates

#### ***Construction of Unwanted Sexual Contact Estimated Prevalence Rates***

As shown in Figure 1, the unwanted sexual contact prevalence rate described in this report was constructed from a survey question (Q73) and incorporates three elements: (1) the member indicated experiencing at least one of the five behaviors consistent with behaviors involved with sexual assault, (2) the behavior was done intentionally, and (3) the behavior was done without the member's consent. The WGR measures the prevalence of unwanted sexual contact victimization, meaning that Service members who experienced an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian). References to past year unwanted sexual contact prevalence rates in this report all require the members to have indicated that an incident occurred in the prior year.<sup>14</sup>

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<sup>13</sup> See the 2021 WGR Overview Report (Breslin et al., 2022) for a full description of changes to the unwanted sexual contact measure, sexual quid pro quo, and gender discrimination metrics.

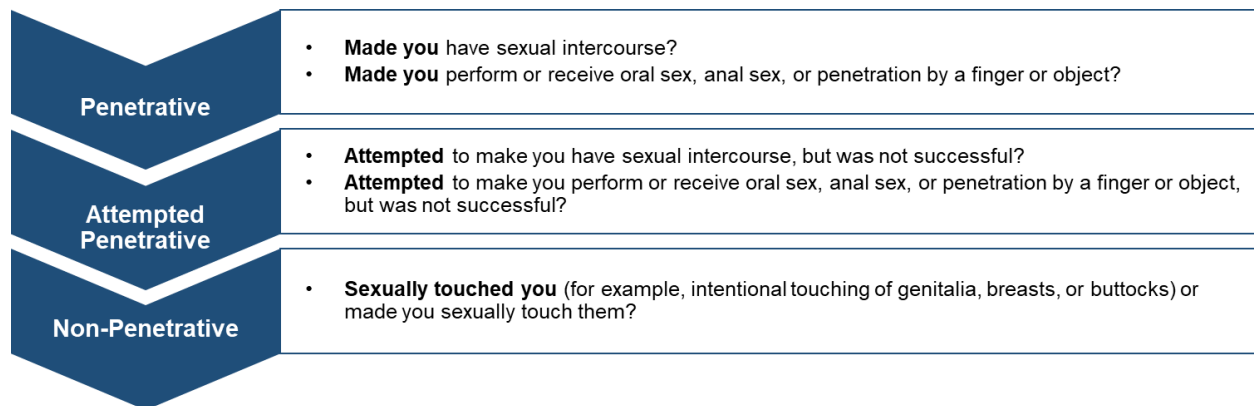
<sup>14</sup> The survey also provides the ability to estimate the prevalence of lifetime unwanted sexual contact using a separate question about incidents that may have occurred before the prior year and prior to military service.

**Figure 1.**  
**2023 WGR Unwanted Sexual Contact Prevalence Rate Metric**

<b>Unwanted Sexual Contact</b>	<p>Since X Date, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.</p>
	<ul style="list-style-type: none"> <li>• <b>Sexually touched you</b> (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?</li> <li>• <b>Attempted</b> to make you have sexual intercourse, but was not successful?</li> <li>• <b>Made you</b> have sexual intercourse?</li> <li>• <b>Attempted</b> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?</li> <li>• <b>Made you</b> perform or receive oral sex, anal sex, or penetration by a finger or object?</li> </ul>

Using the criteria listed in Figure 2, the 2023 WGR produced estimated prevalence rates for three categories of unwanted sexual contact using a hierarchical system: penetrative, attempted penetrative, and non-penetrative. Penetrative unwanted sexual contact includes members who indicated “Yes” to either of the items that assess penetration of the vagina, anus, or mouth. Attempted penetrative unwanted sexual contact includes members who indicated “Yes” to either of the items that assess attempted sexual contact and were not previously counted as having experienced penetrative unwanted sexual contact. Non-penetrative unwanted sexual contact includes members who indicated “Yes” to the behavior that assesses unwanted sexual touching and who were not previously counted as penetrative or attempted penetrative unwanted sexual contact.

**Figure 2.**  
**2023 WGR Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates**



**Construction of Estimated Sexual Harassment and Gender Discrimination Rates**

The 2023 WGR collects information that can be used to calculate sexual harassment rates (including sexually hostile work environment and/or sexual quid pro quo) and gender discrimination rates. The estimated prevalence rates of sexual harassment and gender



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 gender discrimination. To be included in the sexual harassment and gender discrimination rates, members must have first indicated experiencing behaviors prohibited by MEO policy<sup>15</sup> by someone from their military workplace.<sup>16</sup> Second, for the experience to be in violation of DoD 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 gender 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 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.

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

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<sup>15</sup> Prohibited MEO behaviors are specified by DoDI 1020.03 and DoDD 1020.02E.

<sup>16</sup> 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.**  
**2023 WGR Sexual Harassment and Gender Discrimination Violation Rate Metrics**

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

\*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 2023 WGR collects information regarding negative behaviors a member may have experienced as a result of making a report of sexual assault.<sup>17</sup> The 2023 WGR measures align with three forms of retaliatory behaviors that have been outlined by the DoD: professional reprisal, ostracism, and maltreatment. Professional reprisal, as defined in law and policy, is a personnel action or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors—such as actions of social exclusion (ostracism) or misconduct against the member either by peers or an individual in a position of authority (maltreatment)—because the military member reported or intends to report a criminal offense.

<sup>17</sup> For a full discussion of the development of the retaliation metrics used on the 2023 WGR, see chapter 1 of the 2018 WGRA Overview Report (Breslin et al., 2019).

### Construction of the Metric for Retaliatory Behaviors

To be included in the retaliation rates, members must have indicated experiencing behavior(s) 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.

**Professional Reprisal (Q194–Q96).** Under the UCMJ, reprisal is defined as “taking or threatening to take an adverse personnel action or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.” Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of professional reprisal is a summary measure reflecting whether respondents experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 4 shows the behaviors and two follow-up criteria required to be included in the rate.

**Figure 4.**  
**2023 WGR Professional Reprisal Metric**

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

**Ostracism (Q97–Q99).** Although the interpretation of ostracism varies slightly across the Services,<sup>18</sup> in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers or by leadership for reporting a sexual assault or planning to report a sexual assault. The estimated rate of ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for an investigation to occur.

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

**Figure 5.**  
**2023 WGR Ostracism Metric**

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

**Maltreatment (Q100–Q103).** For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”<sup>19</sup> The rate of maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military leadership and/or coworkers that occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that 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 rate.

<sup>18</sup> The Services crafted policies that implement the regulation of the prohibitions against ostracism as outlined in Section 1709(a) of the NDAA for FY 2014, and in some instances, ostracism may be punishable under Article 92 of the UCMJ.

<sup>19</sup> Maltreatment, as used in this survey, comprises maltreatment in the context of reporting an offense and maltreatment defined under Article 93 of the UCMJ.

**Figure 6.**  
**2023 WGR Maltreatment Metric**

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

**Retaliation.** This is an overall measure reflecting whether respondents 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. 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.

**Climate and Retention Intentions**

This section describes the measures used on the 2023 WGR to assess climate and retention intentions in the military.

**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 unwanted sexual contact 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 2023 WGR 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 2023 WGR. 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.

### **Trust in the Military**

Trust is a crucial element of the DoD's sexual assault, sexual harassment, and gender discrimination response systems. Greater trust in the military may encourage Service members to report unwanted experiences, because they believe they will be treated with dignity and respect. The 2023 WGR 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.

### **Retention Intentions**

Experiences with unwanted sexual contact, sexual harassment, and gender discrimination as well as perceptions of the military climate related to these harmful behaviors may be related to Service members' attitudes about continued military service. The 2023 WGR included a question to measure Active component Service members' retention intentions, which assessed respondents' likelihood of staying on active duty on a 5-point scale, ranging from *very unlikely*

(1) to *very likely* (5). Results are presented as the percentage of Service members who indicated they were *likely* or *very likely* to stay on active duty if they could choose to do so.

## Survey Methodology

### Revisions and Updates to the 2023 WGR

Before each survey administration, OPA, in coordination with the relevant DoD and Service policy offices, reviews the questionnaire content and suggests revisions. Changes to the WGR surveys are made carefully to maintain the utility and integrity of the survey. The addition or revision of items is done to collect data that better support sexual assault, sexual harassment, and gender discrimination prevention and response programs and policy development by DoD policy offices.

To decrease potential survey fatigue, OPA reduced the number of items related to military climate in 2023. OPA recently revitalized the *Defense Organizational Climate Survey (DEOCS)*, which is the DoD's primary instrument for assessing climate (Clare et al., 2021; Harcey et al., 2023). Given the availability of the DEOCS for understanding military climate more generally, the 2023 WGR was streamlined to only collect measures of climate related to sexual assault and sexual harassment.

OPA also streamlined the data collection for the 2023 WGR by fielding the survey to both the Active and Reserve components and collecting all data via the web. Previous survey administrations, including the 2021 WGR, used both web and paper mediums to administer the WGR questionnaire.<sup>20</sup> In an effort to reduce the substantial cost of the survey, the paper survey option was eliminated in the 2023 WGR. Consistent with previous administrations, the 2023 WGR contained minor differences in survey content depending on whether the respondent was a member of the Active or Reserve component. Differences between the Active and Reserve component surveys were primarily driven by the unique context in which most Reserve component members serve (i.e., in a part-time capacity) and out of an abundance of concern regarding survey length. Appendix B provides a copy of the 2023 WGR survey instrument. The streamlined content and data collection simplified the administration of the 2023 WGR without negatively impacting the utility or quality of the survey.

### 2023 WGR Methodology

This section describes the scientific methodology used for the 2023 WGR, 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

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<sup>20</sup> See the 2021 WGR *Overview Report* (Breslin et al., 2022) for more information on the 2021 data collection.

the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

## Statistical Design

The survey methodology used on the *WGR* 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]). Appendix A contains frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA, and how these methods control for bias and allow for generalizability to populations.

Consistent with prior years, the *2023 WGR* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population was consistent with the *2021 WGR*. More details about the complex sampling and weighting approach can be found below and in the *2023 Workplace and Gender Relations Survey—Active Component: Statistical Methodology Report (WGRA SMR; OPA, 2024a)* or the *2023 Workplace and Gender Relations Survey—Reserve Component: Statistical Methodology Report (WGRR SMR; OPA, 2024b)*.

## Sampling Design

The target population for the *2023 WGR* consisted of Active and Selected Reserve<sup>21</sup> members from the Army, Navy, Marine Corps, Air Force, Space Force, and National Guard<sup>22</sup> 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). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys to generalize to the entire Active or Reserve component population. Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants from each population.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Active component personnel in one group and all female Army Active component personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population, so there will be enough responses from small groups to analyze (e.g., female Marine Corps Reserve officers). The sample for the *2023 WGR* consisted of 732,400 Active component members drawn from the March 2023 Active Duty Master File (ADMF) and 253,655 Reserve and National Guard Service members drawn from the March 2023 Reserve Components Common Personnel Data System (RCCPDS) Master File

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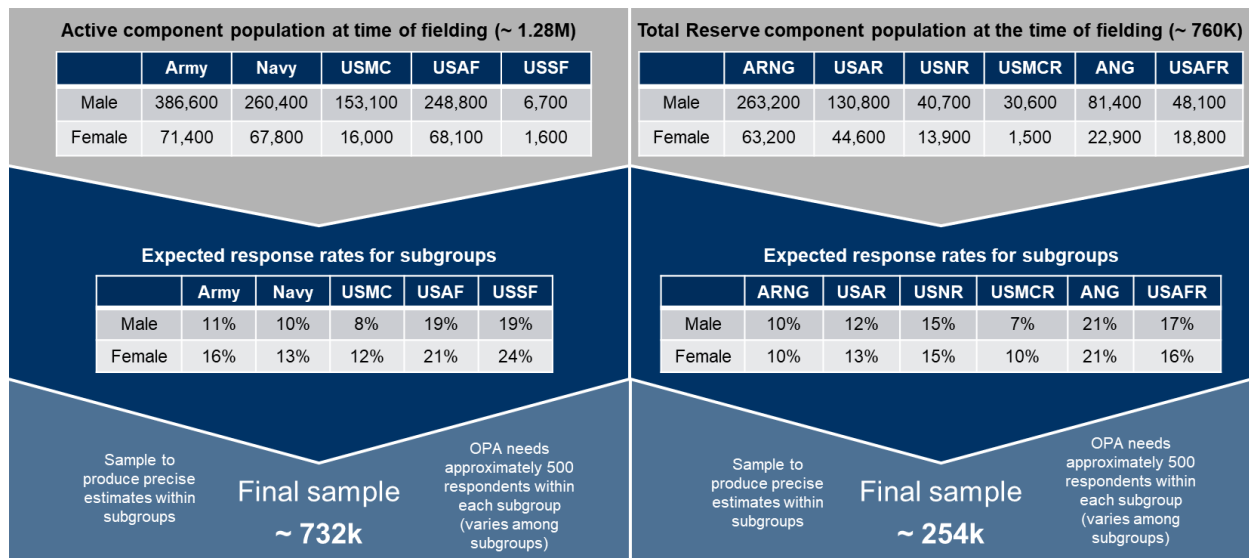
<sup>21</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). The Reserve component sampled population specifically included members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

<sup>22</sup> Members of the Coast Guard were also included in the target population; however, the focus of this report is on the DoD, and the results for the Coast Guard will be reported in separate products.



obtained from the Defense Manpower Data Center (DMDC).<sup>23</sup> A match to the March 2023 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 16,976 (2.3%) Active component sample members and 87 (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 July 31, 2023, which was the first day of the survey (0.2% of Active component sample, 0.3% of Reserve component sample). Figure 7 shows a graphic summarizing the strategy for selecting the sample used in the 2023 WGR. For a detailed discussion of the sampling strategy for the 2023 WGR, see the 2023 WGRA SMR (OPA, 2024a) or the 2023 WGRR SMR (OPA, 2024b).

**Figure 7.**  
*2023 WGR Stratified Sample Design*



## Survey Administration

Data were collected between July 31, 2023, and November 30, 2023, for the 2023 WGR.

The survey administration process began on July 31, 2023, with an e-mail to sample members announcing the opening of the survey website. The first postal mailing was sent to sample members on August 16, 2023. Throughout the administration period, up to an additional six e-mails and one postal reminder were sent to encourage survey participation. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt out of receiving additional communications. Appendix C includes copies of the e-mails and postal letters mailed to sampled members.

<sup>23</sup> Data for Army members were drawn from the *October 2022 ADMF* and the *October 2022 RCCPDS Master File*.

The survey procedures were reviewed by a DoD Human Research Protection official as part of the DoD survey approval process. In accordance with the Paperwork Reduction Act (PRA), the Office of Management and Budget (OMB) cleared this data collection.

## Data Weighting

OPA used weighting to make the results from the 2023 WGR generalizable to the entire Active and Reserve component populations (separately). Weighting adjusts for differing response behaviors across levels of respondent characteristics that may result in sample distributions that do not reflect the population distribution. This effort ensures that no demographic subgroup is over or underrepresented in the final population-level estimates derived from the 2023 WGR.

The SMR for each population (OPA, 2024a; OPA, 2024b) provides the official, comprehensive description of the 2023 WGR weighting process. A simplified description of the weighting process is provided below and is presented in Figure 8.

- 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 National Guard (ARNG) 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 eligibility status.** Adjustment for eligibility status is used to account for the possibility that the sample may contain individuals who are not eligible to participate due to no longer being in the population of interest (e.g., not employed by the DoD, 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 (and prompted to complete the rest of the survey) or ineligible (and exits the survey). These known eligibles and known ineligibles are used to calculate the eligibility status weight. Returning to the previous example of 10,000 sampled Soldiers, imagine that 7,000 of these Soldiers completed the screening questions, of which 5,000 are eligible (due to being a member of the ARNG on a specific date) and 2,000 are ineligible; 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 weight of 1.4 (10,000 sampled individuals/7,000 with known-eligibility status).
- 3. Adjustment for nonresponse.** Adjustment for nonresponse corrects 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 (per Step 2). Individuals are either identified as respondents (complete surveys) or nonrespondents (incomplete surveys).<sup>24</sup> 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 above example, imagine that 3,000 of the 5,000 eligible sampled individuals completed the survey. The adjustment for nonresponse weight 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 completed questionnaire (i.e., the nonrespondents).<sup>25</sup>

4. **Adjustment to known population values.** Adjustment to known population values is used to 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 gender and paygrade in the ARNG example. The sampling method and weighting adjustments allow for the eligible and complete survey respondents to be reflective of the demographic substrate. For example, the data from the 3,000 eligible complete survey responses from ARNG junior enlisted men in the sample can be weighted to represent all 20,000 ARNG junior enlisted men in the population. Thus, the adjustment to known population values would be 6.67 (20,000 population/3,000 eligible complete).
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. In the example of 3,000 eligible survey complete responses in the population of 20,000 Soldiers, the final analytic weight is 31.9, where one complete survey response would represent 31.9 other Soldiers with the same demographic profile.<sup>26</sup> 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 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, 2024a; OPA, 2024b).

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<sup>24</sup> For the 2023 WGR, a completed survey was defined as answering at least one of the critical questions related to unwanted sexual contact and at least one of the critical questions related to sexual harassment or gender discrimination.

<sup>25</sup> 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, 2024a; OPA, 2024b). Each final case disposition was used in the computation of response rates and weights.

<sup>26</sup> Final sample weight may vary due to rounding in the calculation of adjustment weights.

**Figure 8.**  
*Simplified 2023 WGR Weighting Process*

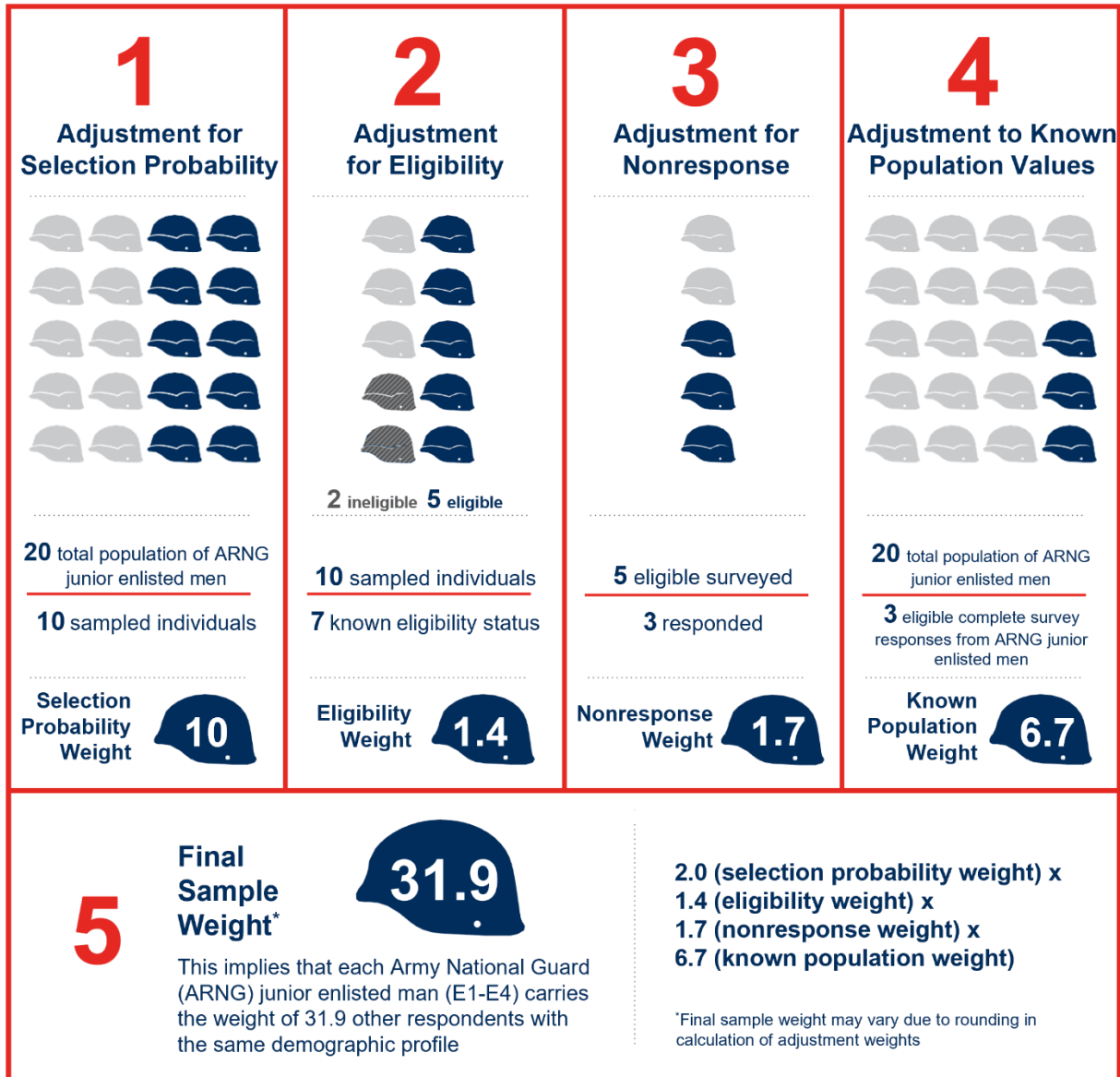


Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2023 WGR was 13.9% for the Active component and 14.0% for the Reserve component. In comparison, the 2021 WGR response rates were 13.0% for the Active component and 13.7% for the Reserve component. Although OPA continues to undertake efforts to improve response rates for the WGR, we remain confident in the estimates provided in this report because of our complex weighting approach.

**Table 1.**  
**2023 WGR Counts of Respondents and Weighted Response Rates**

	Population	Sample	Complete Respondents	Weighted Response Rate
<b>Active Component</b>	1,280,487	732,400	89,873	13.9%
Army	457,965	275,540	30,239	12.6%
Navy	328,208	191,627	20,988	12.7%
Marine Corps	169,119	111,329	11,098	11.0%
Air Force	316,899	146,650	25,651	18.0%
Space Force	8,296	7,254	1,897	26.9%
<b>Reserve Component</b>	759,681	253,655	31,714	14.0%
<b>National Guard</b>	430,679	104,415	14,720	15.0%
ARNG	326,417	76,758	9,348	13.6%
ANG	104,262	27,657	5,372	19.4%
<b>Reserve</b>	329,002	149,240	16,994	12.8%
USAR	175,443	56,358	6,213	12.6%
USNR	54,536	30,761	4,547	15.4%
USMCR	32,142	30,080	1,961	7.1%
USAFR	66,881	32,041	4,273	13.9%

## Presentation of Results

The 2023 WGR results are presented in this overview report by survey year, gender, and component (Active or Reserve).

Definitions for the reporting categories are provided below:

- **Active component:** Includes members of the Army, Navy, Marine Corps, Air Force, and Space Force.<sup>27</sup>
- **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 (2023) reflects the year in which the survey opened. The comparison survey year is 2021.

<sup>27</sup> The 2023 WGR is the first administration that presents the Space Force as an independent reporting category. In the 2021 WGR, responses from Space Force were included within estimates for the Air Force.

- **Gender:**<sup>28</sup> Men or Women. When data are not reportable for men, only results for women are discussed.

Additionally, select results are also presented by Service members' age, paygrade, race/ethnicity, sexual minority status, and gender minority status, as the Department's prevention and response efforts benefit from understanding the impact of other aspects of Service members' identities on their experiences.

The 2023 *WGR* questionnaire asked respondents to identify their race and ethnicity. Service members' race and/or ethnicity were imputed (i.e., copied) from administrative data for participants who did not respond to the survey question. Service members were coded as racial/ethnic minority members if they indicated they are Spanish/Hispanic/Latino and/or if they selected one or more races other than White. All other Service members (i.e., those who *only* selected White and no other race and indicated they are not Spanish/Hispanic/Latino) were coded as non-Hispanic White.

The 2023 *WGR* included a survey item asking respondents to identify their sexual orientation. Service members who selected heterosexual or straight were coded as heterosexual. The term "sexual minorities" as discussed in this report refers to Service members identifying as lesbian, gay, bisexual, or that they use a different term (as marked on the survey).<sup>29</sup> Data on sexual orientation are not available via administrative datasets maintained by DMDC; therefore, no sexual orientation data were imputed for participants who did not respond to the survey question.

The 2023 *WGR* measured gender minority status using a two-step approach: first, by asking participants to provide their sex on their original birth certificate, and second, by asking participants to provide their current gender identity to which they could mark all that applied ("male," "female," and/or "transgender, non-binary, or another gender").<sup>30</sup> Service members were coded as cisgender when their sex at birth and current gender identity matched and they did not select "Transgender, non-binary, or another gender." Service members were coded as a gender minority (i.e., not cisgender) when they selected "Transgender, non-binary, or another gender" as a response to the second question or when their sex at birth and current gender identity did not match (including individuals who selected "I used a different term"). Data on sexual minority status are not available via administrative datasets maintained by DMDC; therefore, no data were imputed for participants who did not respond to the survey question.

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<sup>28</sup> Consistent with prior *WGR* surveys, the 2023 *WGR* included a question asking respondents to identify as male or female. Responses to that question were used as a proxy for gender, 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.

<sup>29</sup> Prior discussions of survey results by sexual orientation have focused on estimates for Service members identifying as lesbian, gay, or bisexual (LGB). Although the term "LGB" is widely recognized, a key limitation of focusing on individuals who specifically identify as LGB is that it excludes individuals who do not label themselves in this way.

<sup>30</sup> OPA employs survey items that are consistent with the promising practices identified by the Federal Interagency Working Group on Improving Measurement of Sexual Orientation and Gender Identity (SOGI). Respondents have the option to skip any question they prefer not to answer. Although the coding remains similar, the response options did change between 2021 and 2023. On the 2021 *WGR*, participants were asked to provide their current gender identity by selecting "male," "female," "transgender," or "none of the these."

The overview report is not an exhaustive summary of all data points in the survey. For a list of the 2023 WGR results by question, see the *2023 Workplace and Gender Relations Survey: Results and Trends Report* (OPA, 2024c).

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 2023 WGR: between survey years (comparisons to the 2021 WGR) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the population (Active or Reserve component members) because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if a weighted estimate for a specific survey question is 55% (i.e., 55% of Service members agreed with a statement) and the margin of error was  $\pm 3$ , that means we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the 2023 WGR are weighted, the reader can assume the results generalize to the full Active or Reserve component population within the margin of error.

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

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

## Overview of the Report

This report provides an overview of the top-line estimates from the 2023 WGR related to unwanted sexual contact, sexual harassment, and gender discrimination and supporting data

related to the characteristics of these experiences, reporting, and perceived retaliation, and climate in the military.

### Survey Content by Chapter

- Chapter 2 focuses on the Active component and presents the estimated prevalence rates of unwanted sexual contact in the prior year, presented by gender, age, paygrade, race/ethnicity, sexual minority status, and gender minority status; the estimated prevalence rates of past year intimate partner violence; the characteristics of unwanted sexual contact events experienced; and Active component members' experiences with reporting.
- Chapter 3 presents the estimated prevalence rates of sexual harassment and gender discrimination in the past year for the Active component by gender, age, paygrade, race/ethnicity, sexual minority status, and gender minority status; the characteristics of the MEO-related events; and respondents' experiences with making a complaint about their experiences to military authorities.
- Chapter 4 focuses on the Reserve component and presents the estimated prevalence rates of unwanted sexual contact in the past year, presented by gender, age, paygrade, race/ethnicity, sexual minority status, and gender minority status; the estimated prevalence rates of past year intimate partner violence; the characteristics of unwanted sexual contact events experienced; and Reserve component members' experiences with reporting.
- Chapter 5 presents the estimated prevalence rates of sexual harassment and gender discrimination in the past year for the Reserve component by gender, age, paygrade, race/ethnicity, sexual minority status, and gender minority status; the characteristics of the unwanted events; and respondents' experiences with making a complaint about their experiences to military authorities.
- Chapter 6 provides findings related to the climate in the military for both Active and Reserve components, specifically psychological climate for sexual harassment, support for intervention, trust in the military, and retention intentions (Active component only).
- Chapter 7 provides a summary of key findings from the 2023 WGR, a discussion of the ways in which the results may inform future policy and program efforts, and considerations for future research and analysis.





## Chapter 2: Unwanted Sexual Contact in the Active Component

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### Introduction

This chapter presents the estimated prevalence of unwanted sexual contact among Active component Service members. The following sections also describe the characteristics of the incidents of unwanted sexual contact identified by Service members as the worst and Service members' experiences with and attitudes regarding their experience reporting to military authorities.

Data in this chapter are presented for Active component women and men when available.<sup>31</sup> When possible, select results are also presented by Service members' race/ethnicity, sexual minority status, and gender minority status. Chapter 1 describes how these demographic categories were coded. Further, we call attention to notable differences between certain groups (e.g., men and women) and, when possible, to changes in experiences that occurred within certain groups since the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)*. We denote whether the differences were statistically significant. 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 throughout this report. 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. Data with low reliability or high margins of error, often due to a small number of respondents, are not reported.<sup>32</sup>

### Unwanted Sexual Contact Past Year Prevalence Rates

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

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<sup>31</sup> Except when otherwise stated, gender throughout this report is based on responses to the historical sex question for which "male" or "female" were the only response options. Starting in 2021, the *WGR* included questions to allow Service members to specify their gender identity. See the Presentation of Results section in chapter 1 for additional discussion regarding the measurement of gender identity.

<sup>32</sup> Estimates are not reported when they have 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. Not reporting estimates of low reliability 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.

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

The *WGR* estimates the number of unwanted sexual contact victims, meaning that Service members who experienced an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>33</sup> See chapter 1 for further details on this rate's construction.

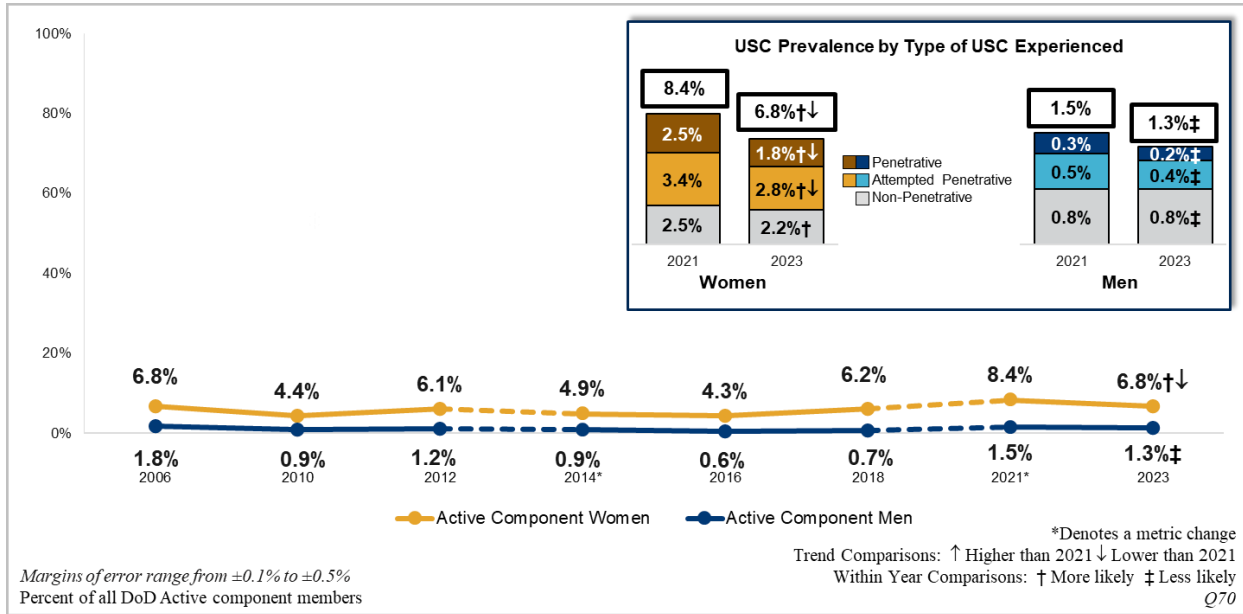
### **Estimated Unwanted Sexual Contact Past Year Prevalence Rates**

Figure 9 presents the estimated prevalence of past year unwanted sexual contact in the Active component. In 2023, an estimated 2.3% of Active component Service members (an estimated 29,061 Service members) experienced unwanted sexual contact in the prior 12 months. Among Active component women, 6.8% (an estimated 15,201 Service members) experienced unwanted sexual contact in the past year, a statistically significant decrease from 8.4% in 2021. A significantly smaller percentage of Active component men experienced unwanted sexual contact in 2023 (1.3%, an estimated 13,860 Service members), which was unchanged from 1.5% in 2021. Figure 10 provides estimates for the Active component overall and by Service. In 2023, a significantly smaller percentage of Navy women (7.5%) and Air Force women (4.6%) experienced unwanted sexual contact compared to in 2021 (10.1% and 5.5%, respectively). Results for each Service are further described in separate products. The remainder of this chapter focuses on the Active component overall.

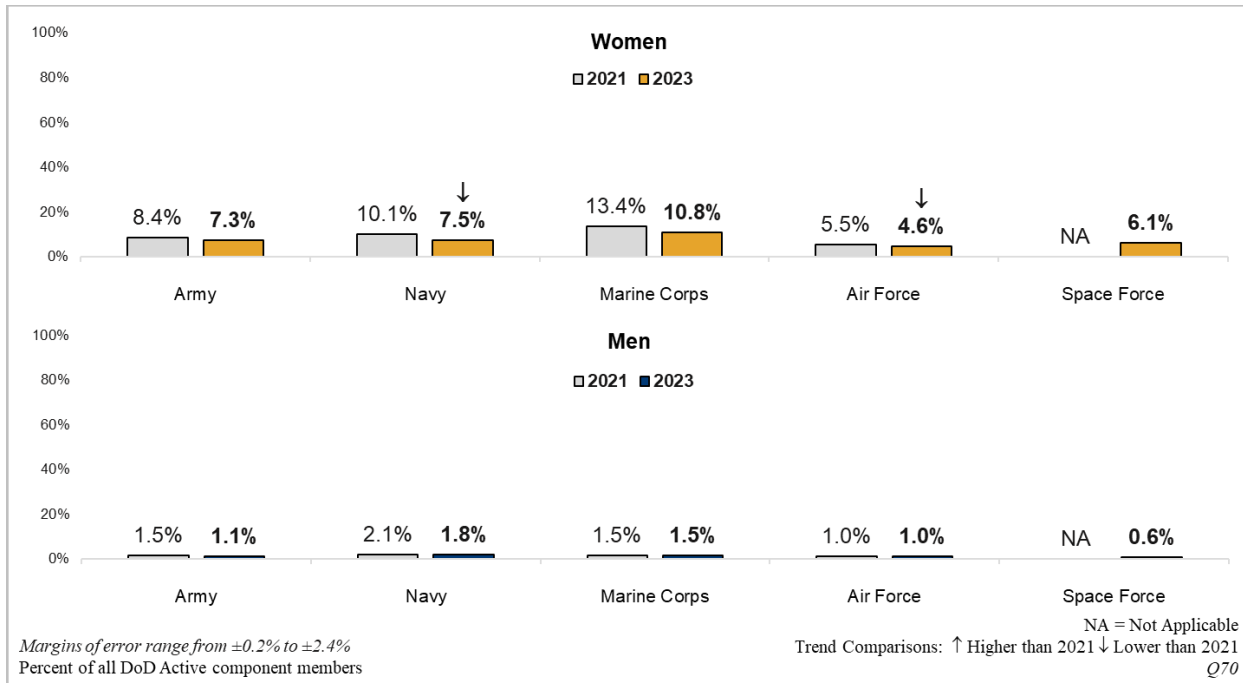
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<sup>33</sup> All references to “experiences” of unwanted sexual contact in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data, so findings can be generalized to the full population of Active component members.

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



**Figure 10.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Service for the Active Component*



Estimated unwanted sexual contact prevalence rates varied by the type of behavior: penetrative, attempted penetrative, or non-penetrative. These categories are mutually exclusive and created

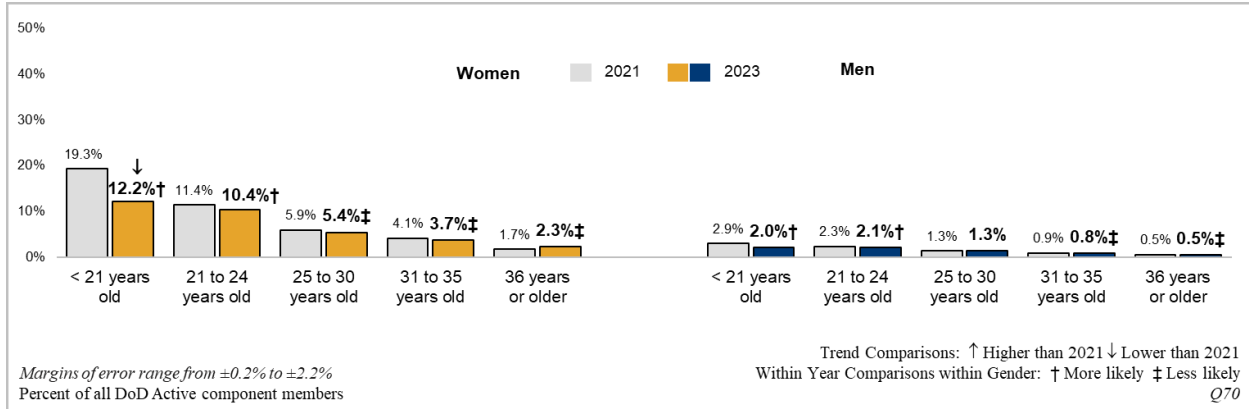
hierarchically, with penetrative incidents assigned first and non-penetrative incidents (i.e., touching) assigned last so that members who indicated experiencing multiple types of unwanted sexual contact were only categorized once. Chapter 1 provides additional details regarding the construction of these prevalence rates. Figure 9 presents the 2023 estimated unwanted sexual contact past year prevalence rates broken down by type. For Active component women, unwanted sexual contact incidents were most frequently attempted penetrative (2.8%, a significant decrease from 3.4% in 2021), followed by non-penetrative (2.2%, unchanged from 2.5% in 2021), and penetrative (1.8%, a significant decrease from 2.5% in 2021). Estimates by type of behavior were all significantly lower for Active component men compared to women, with incidents most frequently being non-penetrative (0.8%), followed by attempted penetrative (0.4%), and penetrative (0.2%). These estimates were unchanged for men compared to in 2021 (0.8% non-penetrative, 0.5% attempted penetrative, and 0.3% penetrative).

Although the *WGR* survey focuses on estimated prevalence rates, it may also be useful to understand the victimization rates. The prevalence rate estimates the number of individuals who experienced at least one incident of unwanted sexual contact in the prior year. In contrast, the victimization rate accounts for the fact that some individuals may experience multiple incidents of unwanted sexual contact in that same time period. As a metric of the performance of prevention and response efforts, a significant decrease in either the prevalence or victimization rates would suggest positive progress. To this end, the *WGR* survey asks Service members who experienced unwanted sexual contact in the prior 12 months to identify the number of separate occasions these experiences occurred. In 2023, the majority of Active component women (74%) and men (78%) who experienced unwanted sexual contact experienced multiple incidents in the past year. These estimated rates were unchanged compared to in 2021 (73% of women and 73% of men). Among those who experienced multiple incidents in 2023, approximately one-third indicated that the incidents involved the same alleged offender (30% of women and 34% of men, unchanged from 32% of women and 40% of men in 2021).

### ***Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Age***

Figure 11 presents the estimated prevalence of past year unwanted sexual contact by age for members of the Active component. Active component women under age 21 (12.2%) and ages 21 to 24 (10.4%) were significantly more likely than other women to experience past year unwanted sexual contact, whereas women ages 25 to 30 (5.4%), ages 31 to 35 (3.7%), and ages 36 or older (2.3%) were significantly less likely than other women to experience past year unwanted sexual contact. The estimated rate for women under age 21 reflects a significant decrease compared to 19.3% in 2021. Active component men under age 21 (2.0%) and ages 21 to 24 (2.1%) were significantly more likely than other men to experience past year unwanted sexual contact, whereas men ages 31 to 35 (0.8%) and ages 36 or older (0.5%) were significantly less likely than other men to experience past year unwanted sexual contact. Men's estimated rates by age were unchanged from 2021.

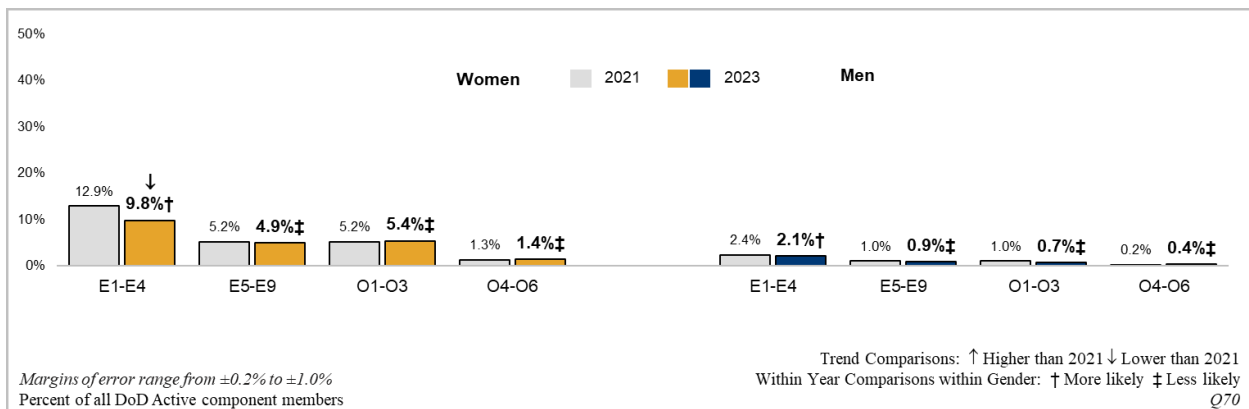
**Figure 11.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Age for the Active Component*



**Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Paygrade**

Figure 12 presents the estimated prevalence of past year unwanted sexual contact by paygrade for members of the Active component. Junior enlisted women (9.8%) were significantly more likely than other women to experience past year unwanted sexual contact; this estimated rate reflects a significant decrease compared to 12.9% in 2021. Senior enlisted women (4.9%), junior officer women (5.4%), and senior officer women (1.4%) were significantly less likely than other women to experience past year unwanted sexual contact. These estimated rates were unchanged from 2021. Junior enlisted men (2.1%) were significantly more likely than other men to experience past year unwanted sexual contact, whereas senior enlisted men (0.9%), junior officer men (0.7%), and senior officer men (0.4%) were significantly less likely than other men to experience past year unwanted sexual contact. Men’s estimated rates by paygrade were unchanged from 2021.

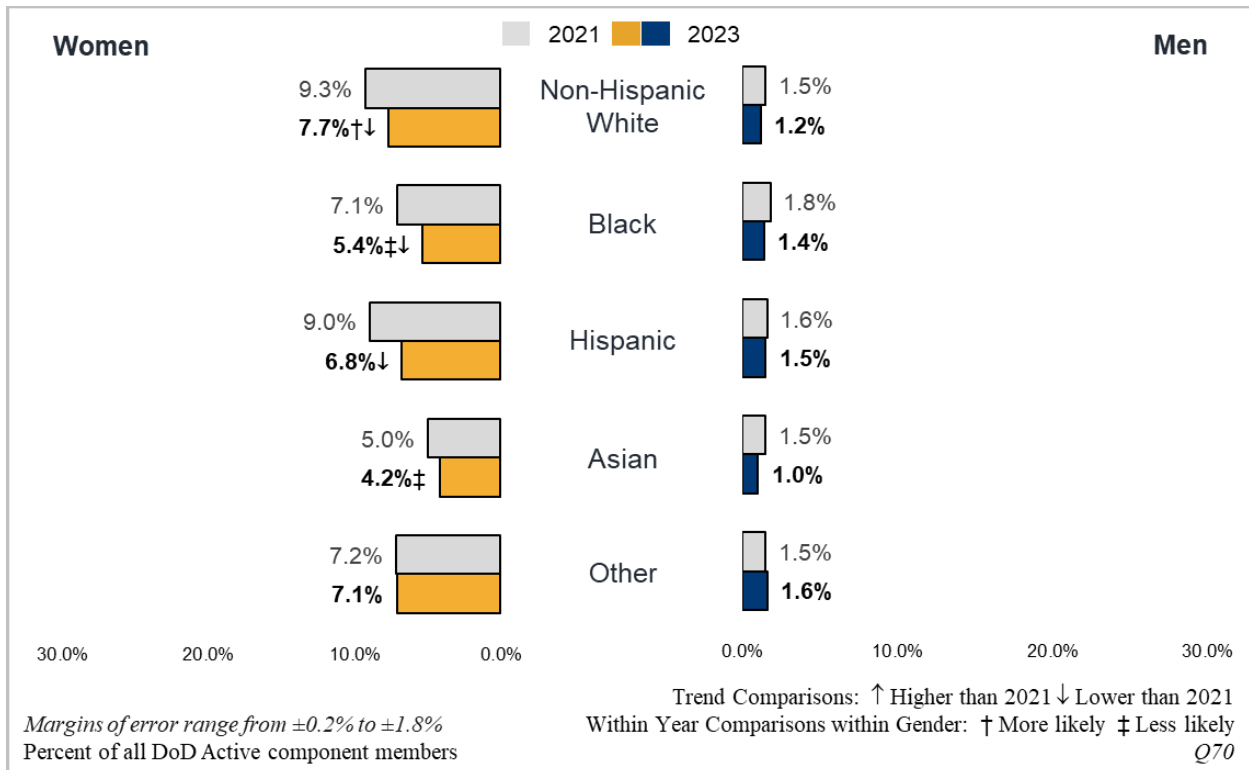
**Figure 12.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Paygrade for the Active Component*



### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Race/Ethnicity

Figure 13 presents the estimated prevalence of past year unwanted sexual contact by race/ethnicity for members of the Active component. Overall, racial/ethnic minority Service members were significantly more likely than non-Hispanic White Service members to experience past year unwanted sexual contact (2.5% compared to 2.2%). These estimated rates reflect significant decreases compared to in 2021 (3.0% of racial/ethnic minority Service members and 2.5% of non-Hispanic White Service members). In 2023, 6.1% of racial/ethnic minority women in the Active component experienced unwanted sexual contact, a significantly lower percentage compared to 7.7% of non-Hispanic White women in the Active component (both reflecting significant decreases from 7.6% and 9.3%, respectively, in 2021). In particular, Black women (5.4%, a significant decrease from 7.1% in 2021) and Asian women (4.2%, unchanged from 5.0% in 2021) were significantly less likely than other women to experience unwanted sexual contact in the past year. No differences were observed between racial/ethnic minority men (1.4%) and non-Hispanic White men (1.2%), and their estimated rates were unchanged compared to in 2021 (1.7% of racial/ethnic minority men and 1.5% of non-Hispanic White men).

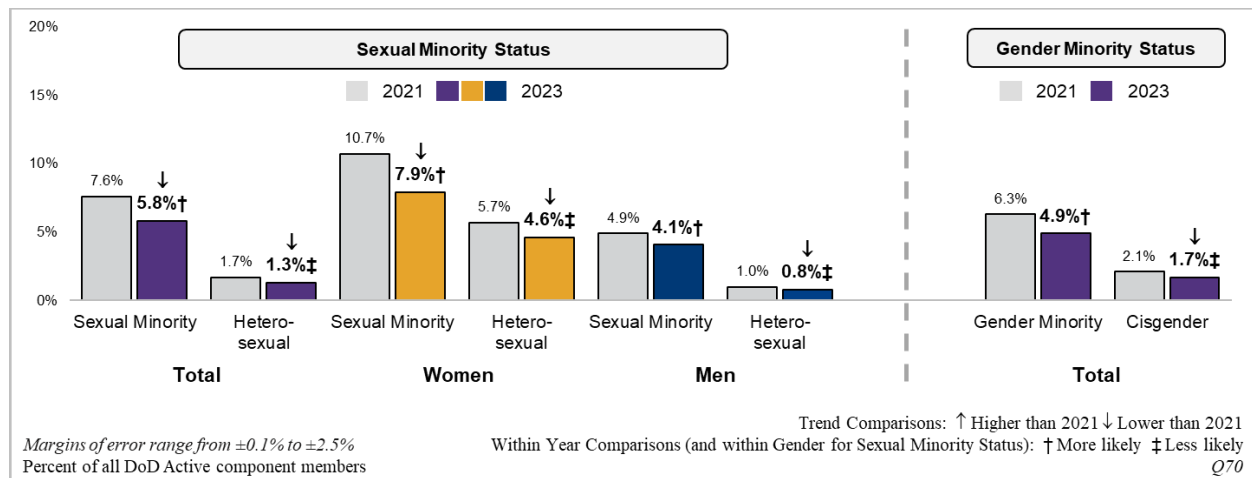
**Figure 13.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Race/Ethnicity for the Active Component*



### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Sexual Minority Status

Figure 14 presents the estimated prevalence of past year unwanted sexual contact by sexual minority status. In 2023, 5.8% of sexual minority members in the Active component experienced unwanted sexual contact, a significantly greater percentage compared to heterosexual members in the Active component (1.3%). These estimated rates reflect significant decreases from 7.6% of sexual minority members and 1.7% of heterosexual members in 2021. Both sexual minority women (7.9%) and sexual minority men (4.1%) were significantly more likely to experience unwanted sexual contact in the past year compared to heterosexual women (4.6%) and heterosexual men (0.8%), respectively. These estimated rates reflect significant decreases compared to in 2021 for sexual minority women (10.7%), heterosexual women (5.7%), and heterosexual men (1.0%) but not for sexual minority men (4.9%).

**Figure 14.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Active Component*



### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Gender Minority Status

Figure 14 also presents the estimated prevalence of past year unwanted sexual contact by gender minority status. In 2023, 4.9% of gender minority members in the Active component experienced unwanted sexual contact, a significantly higher estimated rate than 1.7% of cisgender members in the Active component. For cisgender members, this reflects a significant decrease from 2.1% in 2021. The estimated prevalence for gender minority members was unchanged from 6.3% in 2021.

### Intimate Partner Violence

Intimate partner violence (IPV) refers to a range of behaviors, including physical, psychological, emotional, and sexual abuse. In the U.S. Department of Defense (DoD), response to IPV and



other forms of domestic violence is governed by DoD 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 IPV. DoDI 6400.06 defines an intimate partner as:

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

Accordingly, to be included in the prevalence estimate for intimate partner-related unwanted sexual contact, Service members who experienced unwanted sexual contact in the past year needed to identify the alleged offender as being a current or former spouse, a current or former significant other, or someone they have a child with.

The estimated rate of intimate partner-related unwanted sexual contact in 2023 was 0.8% for Active component women and 0.1% for Active component men (unchanged from 0.9% for women and 0.1% for men in 2021). Intimate partner-involved incidents accounted for 11% of unwanted sexual contacts experienced by women and 6% of incidents experienced by men (unchanged from 11% of incidents experienced by women and 9% of incidents experienced by men in 2021).

### **Prior to Service and Lifetime Unwanted Sexual Contact**

Service members were also asked whether they had any unwanted sexual contact 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 had experienced unwanted sexual contact prior to joining the military and the estimated rates of those who have experienced unwanted sexual contact within their lifetime (including in the past year). These estimated rates are presented below.

#### ***Estimated Unwanted Sexual Contact Prevalence Rates Prior to Joining the Military***

Prior to joining the military, 8.6% of Active component women and significantly fewer Active component men (1.0%) had experienced unwanted sexual contact. This was a significant decrease from 9.4% for women and unchanged from 1.0% for men in 2021.

***Race/Ethnicity.*** Racial/ethnic minority Active component members were significantly less likely than non-Hispanic White Active component members to have experienced unwanted sexual contact prior to joining the military (2.1% compared to 2.5%, unchanged from 2.2% and 2.7%, respectively, in 2021). Non-Hispanic White women, in particular, were significantly more likely than racial/ethnic minority women to have experienced unwanted sexual contact prior to

joining the military (11.8% compared to 6.4%, unchanged from 12.5% and 7.2%, respectively, in 2021). No differences were observed by race/ethnicity for men. Prior to joining the military, an estimated 0.9% of racial/ethnic minority men and 1.1% of non-Hispanic White men had experienced unwanted sexual contact (unchanged from 0.9% and 1.1%, respectively, in 2021).

**Sexual Minority Status.** Sexual minority Active component members were significantly more likely than heterosexual Active component members to have experienced unwanted sexual contact prior to joining the military (8.5% compared to 1.8%). These estimated rates were unchanged from 8.5% and 2.0%, respectively, in 2021. Both sexual minority women (13.4%, unchanged from 13.7% in 2021) and sexual minority men (4.6%, unchanged from 4.2%) were significantly more likely than heterosexual women (8.0%, unchanged from 8.8%) and heterosexual men (0.8%, unchanged from 0.9%) to have experienced unwanted sexual contact prior to joining the military.

**Gender Minority Status.** Gender minority Active component members were significantly more likely to have experienced unwanted sexual contact prior to joining the military compared to cisgender Active component members (8.1% compared to 2.3%). This was a significant decrease from 2.5% of cisgender members and unchanged from 5.7% of gender minority members in 2021.

### **Estimated Lifetime Unwanted Sexual Contact Prevalence Rates**

Estimated lifetime unwanted sexual contact rates include Service members who have experienced unwanted sexual contact prior to joining the military, since joining the military but more than 12 months before the survey (i.e., prior to the past year), and/or in the past year while in the military. The estimated lifetime unwanted sexual contact prevalence rate for Active component women was 21.2% in 2023, a significant decrease from 24.4% in 2021. Compared to women, the estimated lifetime unwanted sexual contact prevalence rate for Active component men was significantly lower at 3.5% in 2023 (unchanged from 3.8% in 2021).

**Race/Ethnicity.** Racial/ethnic minority Active component members had a significantly lower estimated lifetime unwanted sexual contact prevalence rate compared to non-Hispanic White Active component members in 2023 (6.3% compared to 7.0%). This was a significant decrease from 7.3% for racial/ethnic minority members and unchanged from 7.5% for non-Hispanic White members in 2021. Both racial/ethnic minority women and men (17.1% and 3.2%, respectively) were significantly less likely than non-Hispanic White women and men (27.3% and 3.7%, respectively) to have experienced unwanted sexual contact in their lifetime. These estimated rates for women both reflect significant decreases from 2021 (20.7% of racial/ethnic minority women and 29.5% of non-Hispanic White women). The estimated rates for men were unchanged from 3.5% of racial/ethnic minority men and 4.0% of non-Hispanic White men in 2021. The decrease in racial/ethnic minority women's estimated lifetime unwanted sexual contact rate appeared to be driven by significant decreases in the estimated lifetime unwanted sexual contact rates of Black women (14.4% in 2023 compared to 17.7% in 2021) and Hispanic women (19.1% in 2023 compared to 25.0% in 2021).

**Sexual Minority Status.** Sexual minority Active component members had a significantly higher estimated lifetime unwanted sexual contact prevalence rate compared to heterosexual Active

component members in 2023 (18.5% compared to 5.1%, both significantly decreased from 21.1% and 5.8%, respectively, in 2021). Sexual minority women were significantly more likely than heterosexual women to have experienced unwanted sexual contact in their lifetime (26.7% compared to 19.4%, both significantly decreased from 30.9% and 22.7%, respectively, in 2021). Sexual minority men were also significantly more likely than heterosexual men to have experienced unwanted sexual contact in their lifetime (11.7% compared to 2.7%). These estimated rates were unchanged from 12.8% and 3.1%, respectively, in 2021.

**Gender Minority Status.** The estimated lifetime unwanted sexual contact rate was significantly higher for gender minority Active component members compared to cisgender Active component members (16.6% compared to 6.2%). This was a significant decrease from 7.0% of cisgender members and unchanged from 16.3% of gender minority members in 2021.

## One Incident of Unwanted Sexual Contact With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the one unwanted sexual contact incident that they considered the worst, or most serious, in the prior year. The worst incident most frequently involved an attempted penetrative unwanted sexual contact (39%) for Active component women in 2023, followed by 35% of women's worst incidents involving a non-penetrative unwanted sexual contact and 26% of women's worst incidents involving a penetrative unwanted sexual contact. For most Active component men, the worst incident involved a non-penetrative unwanted sexual contact (61%), 26% involved an attempted penetrative unwanted sexual contact, and 13% involved a penetrative unwanted sexual contact. These percentages were unchanged from those observed in 2021.

### Characteristics of the Unwanted Sexual Contact With the Biggest Effect

#### *Characteristics of the Alleged Offender(s)*

The worst incident of unwanted sexual contact involved alleged offenders who were all men for a significantly greater percentage of Active component women (91%) compared to Active component men (46%). The worst incident involved alleged offenders who were all women or a mix of men and women for a significantly greater percentage of men (25% and 22%, respectively) compared to women (2% and 6%, respectively). These percentages were unchanged from those observed in 2021.

Consistent with 2021, most Active component women and men who experienced unwanted sexual contact in 2023 identified the alleged offender(s) of their worst incident as all military members, although the percentage among women (79%) was significantly higher compared to men (68%). A significantly greater percentage of men indicated that none of the alleged offenders of their worst incident were military members (13%) compared to women (8%). These percentages were unchanged from those observed in 2021. Nearly two-thirds of both women and men identified at least one offender as being in their unit (63% and 60%, respectively), and approximately two-fifths identified at least one offender as being in their chain of command (19% of women and 18% of men). A significantly greater percentage of women (81%) compared to men (68%) identified at least one alleged offender as their same rank or higher. Most women (67%) 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 2021. Compared to men (23%), a significantly greater percentage of women (38%) identified at least one alleged offender as a friend or acquaintance. For men, this percentage was a significant decrease from the 33% of men who identified at least one alleged offender as a friend of acquaintance in 2021.

### ***Context in Which the Unwanted Sexual Contact Occurred***

The ability to identify risk factors associated with sexual misconduct in the military is a key factor to implementing effective prevention efforts. A known risk factor for a variety of harmful or violent events is specific points in time when Service members may be more vulnerable, such as when they are new to a unit or preparing to leave a unit. The 2023 WGR asked Service members to identify whether the worst incident of unwanted sexual contact that they experienced occurred during one of these time periods. Consistent with 2021, 31% of Active component men and a significantly greater percentage of Active component women (43%) experienced their worst incident of unwanted sexual contact during a period of transitioning into or out of their unit in 2023. One-third of women (33%) and 23% men (a significantly smaller percentage compared to women) experienced their worst incident of unwanted sexual contact specifically within 120 days of arriving to their unit, whereas 15% of women and 14% of men identified their worst incident happening when they were preparing to leave the unit.

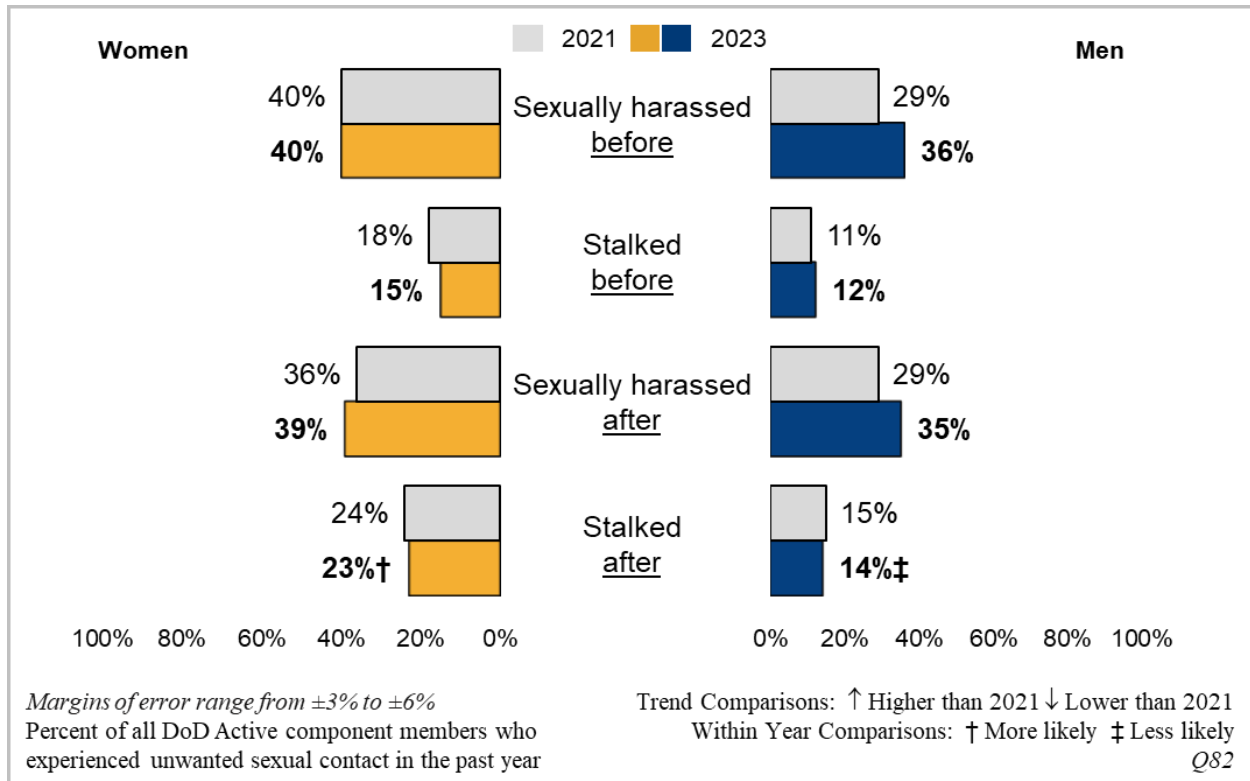
It may also be helpful for the Department to understand where unwanted sexual contact occurs. Although the majority of Active component members indicated that their worst incident of unwanted sexual contact occurred only at a military location, men were significantly more likely than women (59% versus 44%) to report their worst incident occurred only at a military location. Women, on the other hand, were significantly more likely to indicate that their worst incident occurred only at a civilian location (20% of women compared to 14% of men). Half (50%) of women and a significantly smaller percentage of men (34%) indicated that their worst incident occurred while they were at an off-base location. These items were unavailable for comparison in 2021.

### ***Sexual Harassment and Stalking Before the Unwanted Sexual Contact***

Consistent with 2021, 40% of Active component women and 36% of Active component men reported being sexually harassed by the same alleged offender before their unwanted sexual contact occurred in 2023 (Figure 15). Among these Service members, a significantly greater percentage of women (87%) compared to men (59%, a significant decrease compared to in 2021) experienced repeated attempts to establish a relationship, sexual comments about their body, or repeatedly asking about their sex life. For more than three-quarters of women who were sexually harassed by the same alleged offender before their unwanted sexual contact incident, the alleged offender told sexual jokes or stories (77%) and/or touched them in a sexual way or in a way that made them uncomfortable, angry, or upset (76%). Among men, 81% experienced the same alleged offender telling sexual jokes or stories, and 80% were touched in a sexual way or another way that made them uncomfortable, angry, or upset. These harassing behaviors most frequently began a few months before the unwanted sexual contact incident for both women (32%) and men (33%). Among those who were sexually harassed by the same alleged offender, 7% of women

and 6% of men made a complaint about the sexual harassment *before* the unwanted sexual contact incident. Unless otherwise noted, these percentages were unchanged from those observed in 2021.

**Figure 15.**  
*Sexual Harassment and Stalking Before and After the Unwanted Sexual Contact Incident for the Active Component*



Consistent with 2021, 15% of women and 12% of men were stalked by the same alleged offender before their unwanted sexual contact occurred in 2023 (Figure 15). Among women who were stalked by the same alleged offender before the unwanted sexual contact incident, 78% were followed by the alleged offender; 77% were sent unwanted messages, e-mails, or phone calls; 68% indicated the alleged offender used social media to track them; and 57% indicated the alleged offender showed up at their home or workplace unannounced or uninvited.<sup>34</sup> Among men who were stalked by the same alleged offender before the unwanted sexual contact incident, the greatest percentage (81%) were sent unwanted messages, e-mails, or phone calls; 70% indicated the alleged offender used social media to track them; 65% were followed by the alleged offender; and 59% indicated the alleged offender showed up at their home or workplace unannounced or uninvited. Overall, these percentages were unchanged from those observed in 2021. However, the percentage of men who indicated the alleged offender showed up at their

<sup>34</sup> The stalking behaviors included in the 2023 WGR are based on research by Schuyler et al. (2020) detailing lesbian, gay, bisexual, and transgender Service members’ experiences with sexual harassment, stalking, and sexual assault during military service.

home or workplace unannounced or uninvited was not reportable in 2021, meaning a comparison between 2023 and 2021 was unavailable.

## **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 Service members who choose to report could reflect progress in the response program.<sup>35</sup>

In 2023, an estimated 30% of Active component women and significantly fewer (14%) Active component men who experienced unwanted sexual contact in the past year reported their worst experience to the military (unchanged from 33% of women and 16% of men in 2021). Said differently, the majority of women (70%) and men (86%) who experienced unwanted sexual contact in 2023 *did not* report their worst experience to the military. No differences in reporting were observed by race/ethnicity nor by sexual minority status for women or men. Further, no differences in reporting were observed by Service members' gender minority status.

## **Responses to Reporting Unwanted Sexual Contact**

Service members who experienced unwanted sexual contact and reported the incident to military authorities received a variety of responses. Of the 30% of Active component women and 14% of Active component men who indicated they reported their unwanted sexual contact, nearly half (47% of women and 45% of men) indicated they were provided information on their right to consult Special Victims' Counsel (SVC)/ Victims' Legal Counsel (VLC) to a large or very large extent. Men also most frequently indicated they were provided information regarding their right to request an expedited transfer (45%). Among women, the second most frequent response was receiving regular contact regarding their well-being (44%).

Insights may also be gleaned from Service members who experienced unwanted sexual contact, reported the incident to military authorities, and indicated that they did not receive information about available resources. Active component women most frequently indicated they received no information about confidential counseling services through the Department of Veterans Affairs Vet Center (33%), followed by no information regarding their right to an expedited transfer (30%). Active component men most frequently indicated they did not receive accurate up-to-date information on their case status (31%), followed by no regular contact regarding their well-being (26%). Overall, no differences were observed between these percentages in 2023 compared to in 2021 nor between women's and men's responses.

Regarding responses from their leadership, both Active component women and men who experienced unwanted sexual contact and reported the incident to military authorities most frequently indicated that their leadership provided them the flexibility to attend appointments related to the sexual assault (41% of women and 45% of men). On the other hand, 27% of

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<sup>35</sup> The percentages of Service members who experienced and reported an incident of unwanted sexual contact described in this report are based on Service members' self-reported report status and do not represent official reporting numbers.

women and 29% of men indicated that their leadership *did not* provide that flexibility. The two responses that both women and men most frequently indicated *not* receiving from their leadership included discouraging gossip in their work environment (38% of both women and men) and making them feel supported (29% of women and 33% of men). Similar percentages of Active component members received these responses from leadership in 2023 compared to in 2021, and no differences were observed between men and women.

### ***Experiences With the Response System***

Similar patterns of satisfaction with Sexual Assault Prevention and Response (SAPR) support services were observed among Active component men and women who experienced unwanted sexual contact and reported the incident to military authorities. Women were most frequently satisfied with their Sexual Assault Response Coordinator (SARC; 64%). Although a significantly lower percentage of men were satisfied with their SARC (47%), men displayed their second highest level of satisfaction on this aspect of the response system. Men's highest level of satisfaction (49%) and women's second highest level of satisfaction (61%) were with their Uniformed Victim Advocate (UVA) or Victim Advocate (VA). Men's (43%) and women's (54%) third highest levels of satisfaction were with their SVC or VLC, and men showed a similar level of satisfaction with their chaplain (43%).

Both women and men were most dissatisfied with their immediate military supervisor (38% of women and 44% of men), their unit commander/director (37% of women and 42% of men), and military law enforcement personnel (35% of women and 34% of men). No differences were observed in these levels of satisfaction or dissatisfaction between 2023 and 2021, and no differences were observed between men and women.

### ***Reasons for Not Reporting***

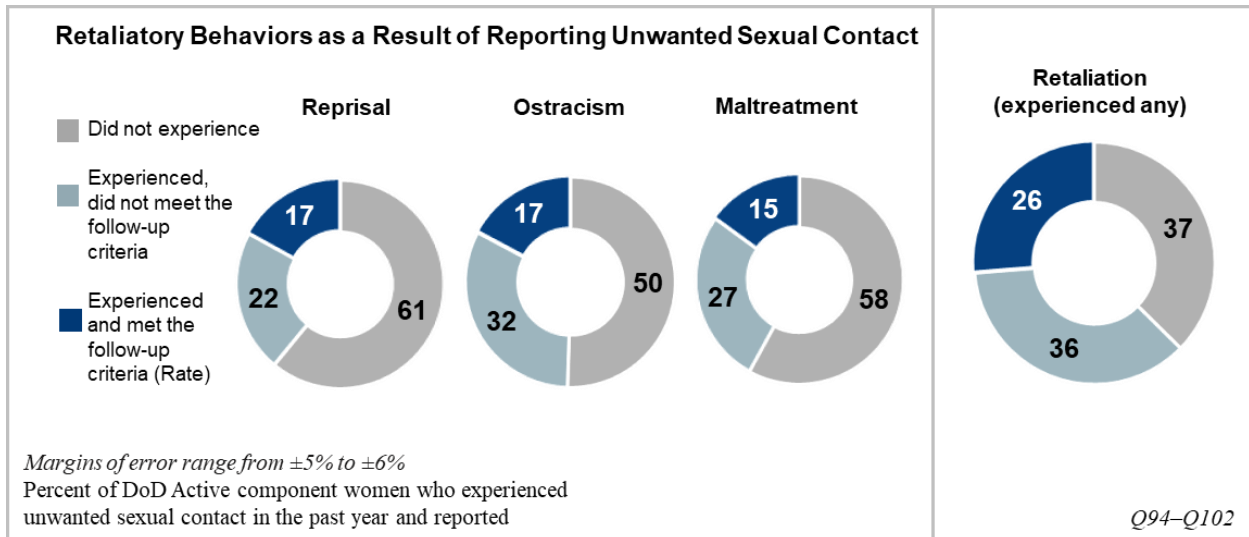
Service members who *did not* report their worst incident of unwanted sexual contact provided a variety of reasons for their decision. Not thinking anything would be done was the most common reason provided by Active component women for not reporting the incident (50%). Being worried about potential negative consequences from their military coworkers or peers (47%) and thinking the incident was not serious enough to report (46%) 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 (52%), followed by not thinking anything would be done and being worried about potential negative consequences from their military coworkers and peers (39% and 36%, respectively; both significantly lower percentages compared to women). No differences were observed in these percentages between 2023 and 2021.

### ***Negative Outcomes of Reporting Unwanted Sexual Contact***

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

full discussion of this rate’s construction).<sup>36</sup> Figure 16 and Figure 17 present the percentages of Active component women and men, respectively, who perceived experiencing each of these negative outcomes as well as the percentages who experienced any type of retaliation. Differences were not observed in the percentages of Active component members who experienced each form of retaliation nor in overall retaliation in 2023 compared to in 2021.

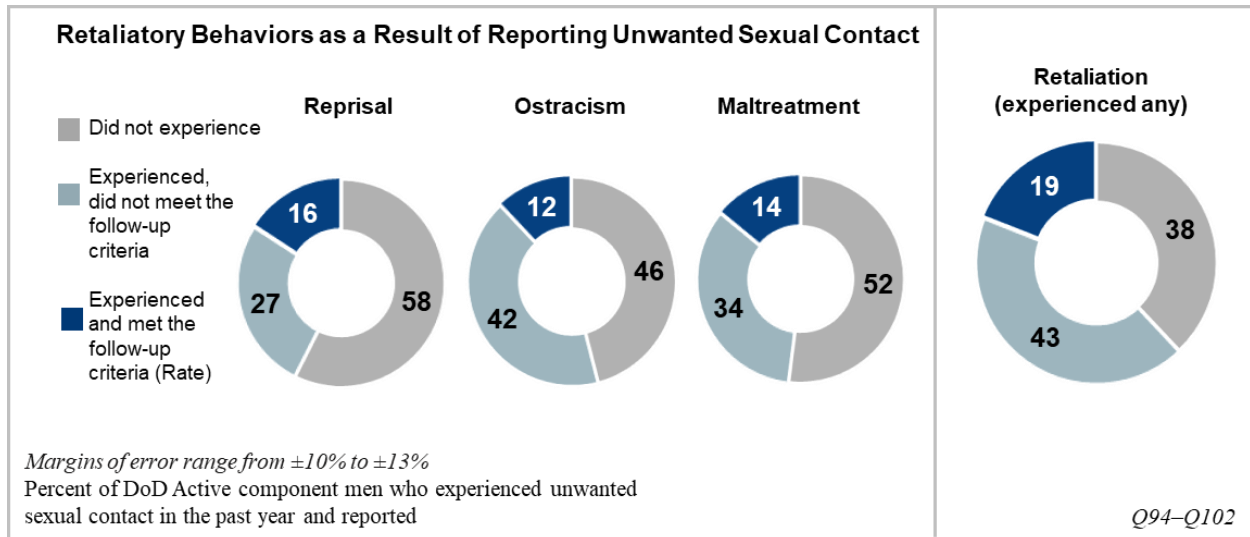
**Figure 16.**  
*Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Women*



<sup>36</sup> The estimates presented in this report reflect Service members’ perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors, the requirements of retaliation, and the absence of official information regarding an investigation.



**Figure 17.**  
**Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Active Component Men**



**Professional Reprisal.** Professional reprisal is a summary measure reflecting whether Service members indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting an incident of unwanted sexual contact and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 16, among Active component women who experienced and reported an incident of unwanted sexual contact, 39% perceived experiencing behaviors consistent with professional reprisal, including 17% who experienced behaviors that also met the legal criteria. Among Active component men who experienced and reported an incident of unwanted sexual contact, 42% perceived experiencing behaviors consistent with professional reprisal, including 16% who experienced behaviors that also met the legal criteria (Figure 17).

**Ostracism.** Ostracism is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 16, among Active component women who experienced and reported an incident of unwanted sexual contact, 50% perceived experiencing behaviors consistent with ostracism, including 17% who experienced behaviors consistent with ostracism that also met the legal criteria. For Active component men who experienced and reported an incident of unwanted sexual contact, 54% perceived experiencing behaviors consistent with ostracism, including 12% who experienced behaviors consistent with ostracism that also met the legal criteria (Figure 17).

**Maltreatment.** Maltreatment is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors from military leadership and/or coworkers that occurred because they reported, or were going to report, an incident of unwanted sexual contact. Maltreatment may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. As shown in Figure 16, 42% of Active component women who

experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with maltreatment, including 15% who experienced a behavior in line with maltreatment that also met the legal criteria. Nearly half (48%) of Active component men who experienced and reported an incident of unwanted sexual contact perceived experiencing a behavior in line with maltreatment, including 14% who experienced a behavior in line with maltreatment that also met the legal criteria (Figure 17).

**Retaliation.** Combining each of the negative outcomes of reporting sexual assault produces a measure of perceived retaliation. Among Active component women who experienced and reported an incident of unwanted sexual contact, 63% perceived experiencing a behavior in line with retaliation, including 26% who experienced a behavior in line with retaliation that also met the legal criteria (Figure 16). Among Active component men who experienced and reported an incident of unwanted sexual contact, 62% perceived experiencing a behavior in line with retaliation. About one in five men (19%) experienced a behavior in line with retaliation that also met the legal criteria (Figure 17). Differences were not observed in perceived experiences of retaliation by race/ethnicity nor by sexual minority status among Active component women. Perceived experiences of retaliation by race/ethnicity and by sexual minority status among Active component men were not reportable, nor were perceived experiences of retaliation by gender minority status in the Active component.



## Chapter 3: Sexual Harassment and Gender Discrimination in the Active Component

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### Introduction

This chapter presents the estimated prevalence of sexual harassment and gender discrimination among Active component Service members. The following sections also describe the characteristics of the situations of sexual harassment and gender discrimination that Service members identified as the worst as well as Service members' experiences with and attitudes regarding their experience filing complaints to military authorities.

Data in this chapter are presented for Active component women and men when available.<sup>37</sup> When possible, select results are also presented by Service members' race/ethnicity, sexual minority status, and gender minority status. Chapter 1 describes how these demographic categories were coded. Further, we call attention to notable differences between certain groups (e.g., men and women) and, when possible, to changes in experiences that occurred within certain groups since the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)*. We denote whether the differences were statistically significant. 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 throughout this report. 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. Data with low reliability or high margins of error, often due to a small number of respondents, are not reported.<sup>38</sup>

### Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors: a sexually hostile work environment and sexual quid pro quo. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance or create an intimidating, hostile, or offensive work environment. Additionally, the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them

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<sup>37</sup> Except where otherwise stated, gender throughout this report is based on responses to the historical sex question for which "male" or "female" were the only response options. Starting in 2021, the *WGR* included questions to allow Service members to specify their gender identity. See the Presentation of Results section in chapter 1 for additional discussion regarding the measurement of gender identity.

<sup>38</sup> Estimates are not reported when they have 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. Not reporting estimates of low reliability 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.

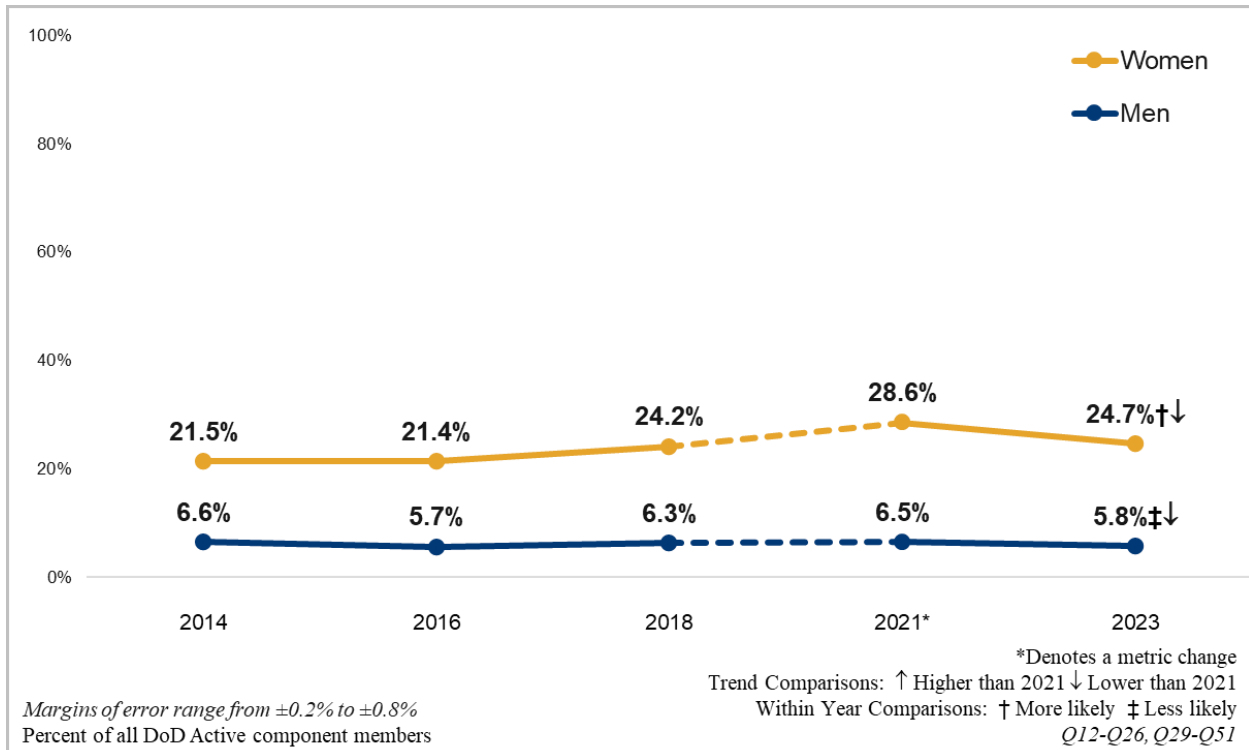
offensive. Sexual quid pro quo includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors.

To be included in the sexual harassment estimated rate, Service members' experiences had to involve a person the member had contact with as part of their military duties. This requirement contrasts with the measure for unwanted sexual contact, which does not include a requirement as to the context in which the sexual contact occurred. See chapter 1 for further details on this rate's construction.

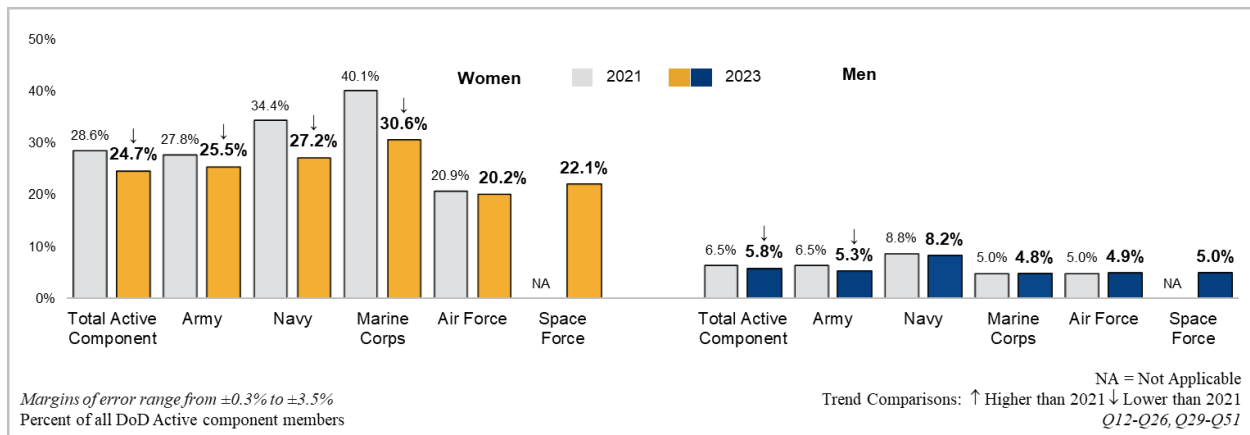
### Estimated Sexual Harassment Past Year Prevalence Rates

In 2023, an estimated 9.2% of Active component Service members experienced sexual harassment in the prior 12 months (an estimated 115,794 Service members). At 24.7% (an estimated 55,464 Service members), the estimated rate of sexual harassment was significantly higher for Active component women compared to 5.8% (an estimated 60,330 Service members) of Active component men, a statistically significant decrease from the 2021 sexual harassment estimated rates for both Active component women (28.6%) and men (6.5%; Figure 18). Figure 19 provides estimates for men and women in the Active component overall and by Service. Results for each Service are further described in separate products. The remainder of this section focuses on the Active component overall.

**Figure 18.**  
*Estimated Sexual Harassment Past Year Prevalence Rates for the Active Component*



**Figure 19.**  
**Estimated Sexual Harassment Past Year Prevalence Rates by Service for the Active Component**

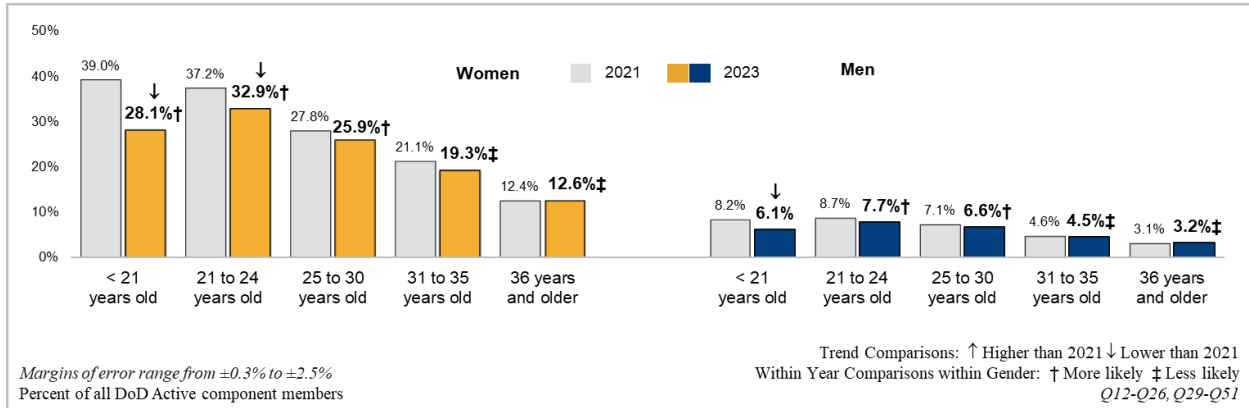


Compared to in 2021, women were significantly less likely to experience behaviors consistent with a hostile work environment (from an estimated 28.5% in 2021 to 24.7% in 2023) and behaviors consistent with sexual quid pro quo (from an estimated 3.0% in 2021 to 1.9% in 2023). Men were also significantly less likely to experience behaviors consistent with a hostile work environment in 2023 than in 2021 (5.8% compared to 6.5% in 2021). In 2023, 0.3% of men experienced behaviors consistent with sexual quid pro quo (consistent with 0.3% in 2021). Women were significantly more likely than men to experience both types of sexual harassment.

**Estimated Sexual Harassment Past Year Prevalence Rates by Age**

Figure 20 presents the estimated prevalence of past year sexual harassment by age for members of the Active component. Active component women under age 21 (28.1%), ages 21 to 24 (32.9%), and ages 25 to 30 (25.9%) were significantly more likely than other women to experience past year sexual harassment, whereas women ages 31 to 35 (19.3%) and ages 36 or older (12.6%) were significantly less likely than other women to experience past year sexual harassment. The estimated rates for women under age 21 and ages 21 to 24 reflect significant decreases from 39.0% and 37.2%, respectively, in 2021. Active component men ages 21 to 24 (7.7%) and ages 25 to 30 (6.6%) were significantly more likely than other men to experience past year sexual harassment, whereas men ages 31 to 35 (4.5%) and ages 36 or older (3.2%) were significantly less likely to experience past year sexual harassment. Men under age 21 were also significantly less likely to experience past year sexual harassment in 2023 (6.1%) compared to in 2021 (8.2%).

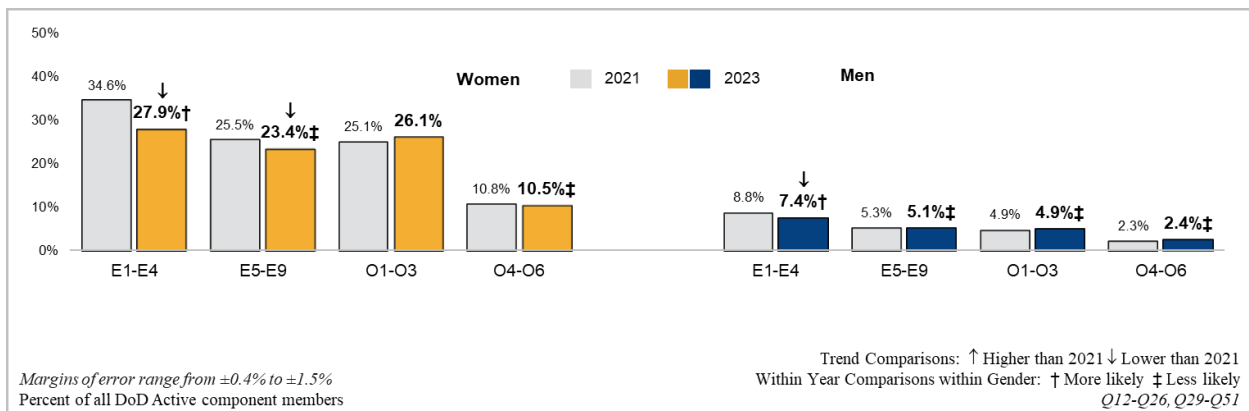
**Figure 20.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Age for the Active Component*



**Estimated Sexual Harassment Past Year Prevalence Rates by Paygrade**

Figure 21 presents the estimated prevalence of past year sexual harassment by paygrade for members of the Active component. Junior enlisted women (27.9%) were significantly more likely than other women to experience past year sexual harassment, whereas senior enlisted women (23.4%) and senior officer women (10.5%) were significantly less likely than other women to experience past year sexual harassment. The estimated rates for junior and senior enlisted women reflect significant decreases from 34.6% and 25.5%, respectively, in 2021. Junior enlisted men (7.4%, a significant decrease compared to 8.8% in 2021) were significantly more likely than other men to experience past year sexual harassment, whereas senior enlisted men (5.1%), junior officer men (4.9%), and senior officer men (2.4%) were significantly less likely than other men to experience past year sexual harassment.

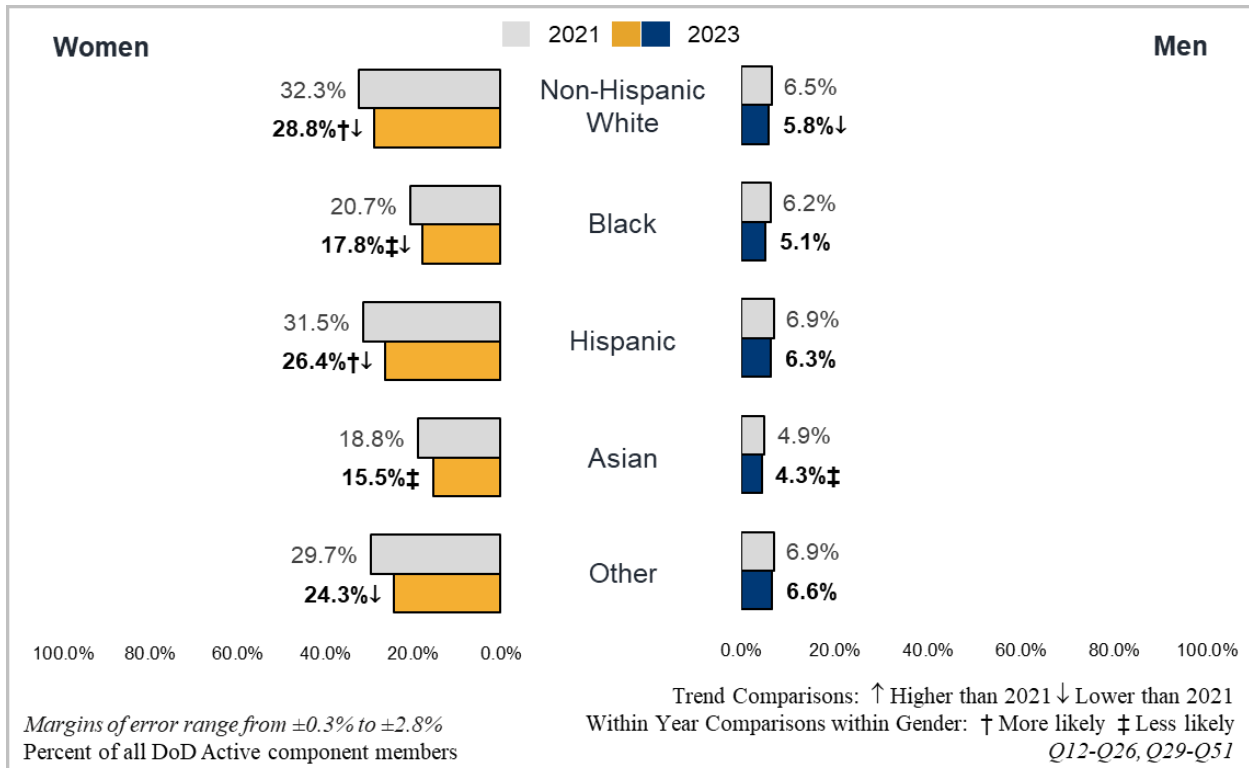
**Figure 21.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Paygrade for the Active Component*



### Estimated Sexual Harassment Past Year Prevalence Rates by Race/Ethnicity

Figure 22 presents the estimated prevalence of past year sexual harassment by race/ethnicity for members of the Active component. The estimated prevalence rates of past year sexual harassment were 9.3% for racial/ethnic minority Active component members and 9.0% for non-Hispanic White Active component members in 2023, both significant decreases from 10.7% and 10.0%, respectively, in 2021. Racial/ethnic minority women were significantly less likely than non-Hispanic White women to experience sexual harassment in 2023 (21.9% compared to 28.8%, both significant decreases from 25.8% and 32.3%, respectively, in 2021). In particular, Black women (17.8%, a significant decrease from 20.7% in 2021) and Asian women (15.5%, unchanged from 18.8% in 2021) were significantly less likely than other women to experience sexual harassment in the past year. However, Hispanic women (26.4%, a significant decrease from 31.5% in 2021) were significantly more likely than other women to experience sexual harassment in the past year. No difference was observed between racial/ethnic minority men (5.8%, unchanged from 6.5% in 2021) and non-Hispanic White men (5.8%, a significant decrease from 6.5% in 2021); however, Asian men (4.3%, unchanged from 4.9% in 2021) were significantly less likely than other men to experience sexual harassment in the past year.

**Figure 22.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Race/Ethnicity for the Active Component*

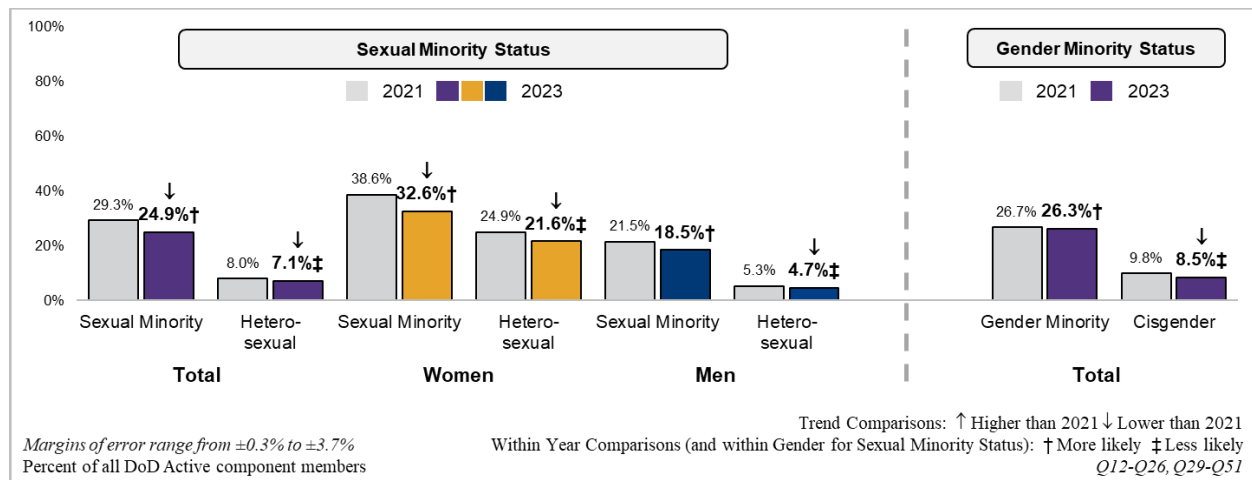




### Estimated Sexual Harassment Past Year Prevalence Rates by Sexual Minority Status

Figure 23 presents the estimated prevalence of past year sexual harassment by sexual minority status. The past year prevalence estimates for sexual harassment were 24.9% for sexual minority members of the Active component and 7.1% (significantly lower) for heterosexual members. These estimated rates reflect significant decreases from 29.3% of sexual minority members and 8.0% of heterosexual members, respectively, in 2021. The estimated rate of sexual harassment for sexual minority women (32.6%, a significant decrease from 38.6% in 2021) was significantly higher than for heterosexual women (21.6%, a significant decrease from 24.9% in 2021). Likewise, the estimated rate of sexual harassment for sexual minority men (18.5%, unchanged from 21.5% in 2021) was significantly higher compared to the estimated rate for heterosexual men (4.7%, a significant decrease from 5.3% in 2021).

**Figure 23.**  
**Estimated Sexual Harassment Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Active Component**



### Estimated Sexual Harassment Past Year Prevalence Rates by Gender Minority Status

Figure 23 also presents the estimated prevalence of past year sexual harassment by gender minority status. The past year prevalence estimates for sexual harassment were 26.3% for gender minority members of the Active component and 8.5% (significantly lower) for cisgender members of the Active component. These estimated rates were significantly decreased from 9.8% for cisgender members and were unchanged from 26.7% for gender minority members in 2021.

### One Situation of Sexual Harassment With the Biggest Effect

Service members were asked to reflect upon and describe the characteristics of the one sex-based Military Equal Opportunity (MEO) violation that they considered the worst or most serious.

Consistent with 2021, 73% of Active component women and a significantly greater percentage (85%) of Active component men who experienced a sex-based MEO violation in 2023 identified a situation that involved behaviors consistent with sexual harassment as the worst situation. Unless otherwise noted, the percentages of men and women who experienced the following behaviors during their worst situation were unchanged from those observed in 2021. For both women (41%) and men (37%, significantly lower than women), these situations most frequently involved repeated sexual jokes. The next most frequent behavior experienced by women during these situations was repeated attempts to establish an unwanted romantic or sexual relationship (35%, significantly higher than 7% of men) and, for men, repeated questions about their sexual interests (26%). With respect to repeated questions about their sexual interests, significantly more women (32%) than men experienced this behavior in 2023; however, this estimated rate represents a significant decrease from 37% of women in 2021. The third most frequent behavior experienced by both women and men during these situations was repeated sexual comments about their appearance or body (34% of women, significantly higher than 17% of men). For women, this estimate represents a significant decrease from 41% in 2021.

## **Characteristics of the One Situation of Sexual Harassment With the Biggest Effect**

### ***Characteristics of the Alleged Offender(s)***

In 2023, the worst sexual harassment situation involved alleged offenders who were all men for a greater percentage of Active component women (81%) compared to Active component men (59%). The worst situation involved alleged offenders who were all women or a mix of men and women for a greater percentage of men (9% and 32%, respectively) compared to women (2% and 17%, respectively). These percentages were unchanged from those observed in 2021.

In 2023, most Active component women and men who experienced sexual harassment in the past year identified the alleged offender(s) of their worst situation as all military members (82% and 83%, respectively). These estimates reflect significant decreases compared to 85% of women and 88% of men in 2021. A significantly greater percentage of women (15%) compared to men (12%) indicated that some but not all the alleged offender(s) of their worst situation were military members. These estimates reflect significant increases compared to 11% of women and 7% of men in 2021. A significantly greater percentage of women compared to men identified at least one offender as being in their unit (88% of women and 82% of men), and a greater percentage of women compared to men identified at least one offender as being in their chain of command (44% of women and 35% of men). The majority of both women (89%) and men (81%, significantly lower than women) identified at least one alleged offender as their same rank or higher. Other than a significant decrease from 49% of women who identified at least one offender as being in their chain of command in 2021, these percentages were consistent with those observed in 2021.

### ***Context in Which the Sexual Harassment Occurred***

For the vast majority of both Active component women (92%) and men (89%, significantly lower than women), their worst sexual harassment situation occurred only at a military location. A significantly greater percentage of women (43%) compared to men (31%) indicated their worst situation occurred at both military and civilian locations. Women were significantly more

likely than men to indicate that their worst situation occurred online on social media or via other electronic communications (29% of women compared to 16% of men). Both women (42%) and men (31%, significantly lower than women) were most likely to indicate the worst situation continued for a few months. These percentages were unchanged from those observed in 2021.

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

An estimated 52% of Active component women (unchanged from 51% in 2021) made a complaint regarding the worst situation of sexual harassment they experienced. A significantly lower percentage (34%) of Active component men made a complaint regarding the worst situation of sexual harassment they experienced, but this percentage represents a statistically significant increase for men compared to 30% in 2021. Consistent with 2021, complaints were most often made to someone in the Service member's chain of command in 2023; however, men were significantly less likely than women to use this option (29% compared to 47% of women).

Members of the military have several options regarding the type of MEO complaint they can make, including anonymous, informal, or formal.<sup>39</sup> The majority of Active component women and men who made a sexual harassment complaint made an informal one (44% and 46%, respectively). Women were significantly more likely than men to make a formal complaint (21% compared to 14%), whereas men were significantly more likely than women to make an anonymous complaint (22% compared to 16%). Nearly one in five women (19%) and men (17%) were unsure of the type of complaint they made. No differences were observed in these percentages between 2023 and 2021.

Service members who made a sexual harassment complaint were asked how satisfied they were with the outcome of their complaint. In 2023, 24% of Active component women and 28% of Active component men (both unchanged compared to in 2021) responded that they were satisfied or very satisfied with their sexual harassment complaint outcome. Notably, the percentage (47%) of women who indicated they were dissatisfied or very dissatisfied with the outcome of their sexual harassment complaint significantly decreased from 52% in 2021.

### **Reasons for Not Filing a Complaint of Sexual Harassment**

Service members who did not make a complaint regarding the worst sexual harassment situation they experienced were asked about their reasons for their decision. Over half (55%) of Active component women did not think anything would be done, followed by 49% who were worried about negative consequence from their military coworkers or peers and 45% who thought the incident was not serious enough to make a complaint. Active component men's most frequent reason for not making a complaint was that they thought the incident was not serious enough to make a complaint (44%), followed by not thinking that anything would be done (42%, significantly lower than women) and being worried about negative consequences from their military coworkers and peers (36%, significantly lower than women). These percentages were unchanged from those observed in 2021. Notably, however, significantly fewer women in 2023

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<sup>39</sup> 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.

(41%) compared to in 2021 (45%) responded that not trusting the process would be fair was a reason for not making a complaint.

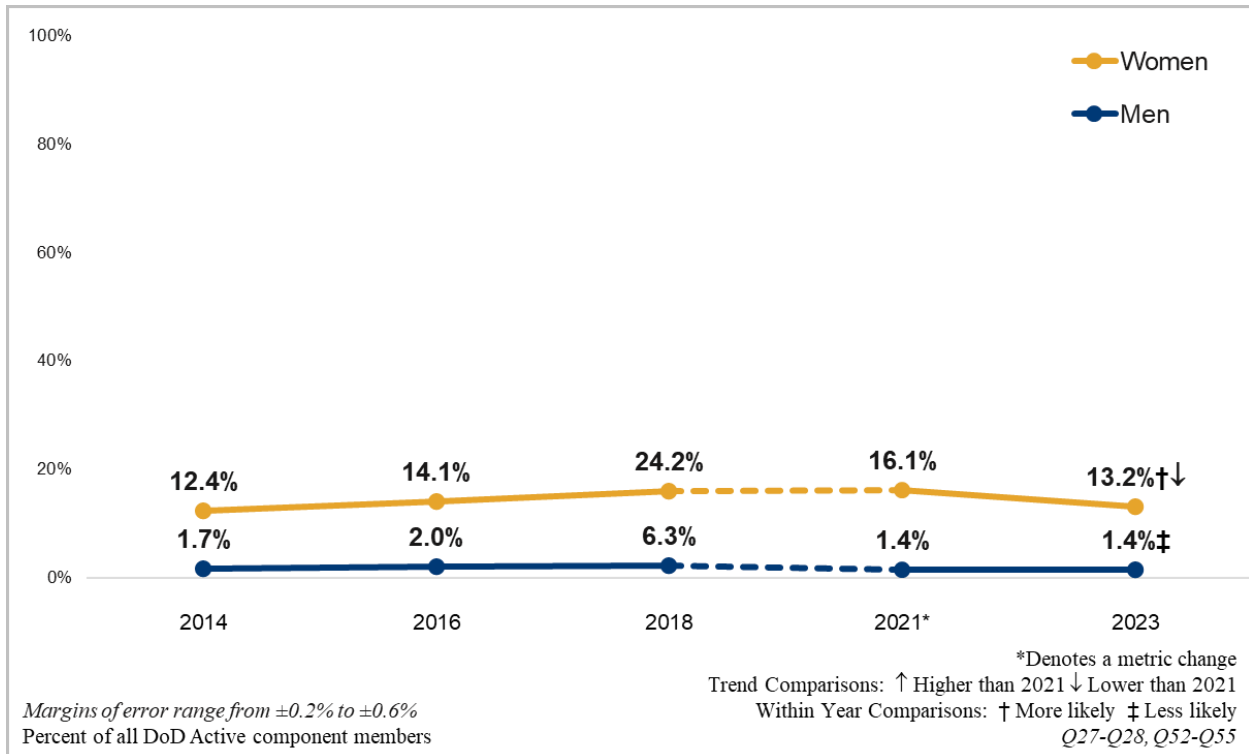
## Gender Discrimination Past Year Prevalence Rates

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the U.S. Department of Defense (DoD) legal criteria for gender discrimination. Service members' experiences had to involve a person who they had contact with as part of their military duties and who was in a position of authority/leadership over them. See chapter 1 for further details on this rate's construction.

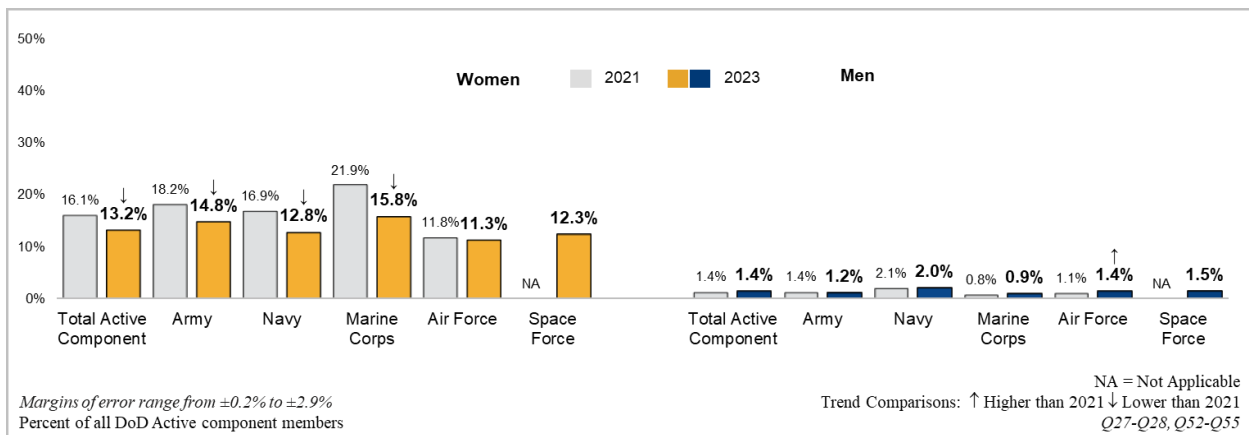
### Estimated Gender Discrimination Past Year Prevalence Rates

In 2023, an estimated 3.5% of Active component Service members experienced gender discrimination in the prior 12 months (an estimated 44,062 Service members). At 13.2% (an estimated 29,610 Service members), the estimated rate of gender discrimination was significantly higher for Active component women compared to 1.4% (an estimated 14,452 Service members) of Active component men. The estimated rate for women significantly decreased from 16.1% in 2021, whereas the estimated rate of gender discrimination for men was unchanged from 1.4% (Figure 24). Figure 25 provides estimates for men and women in the Active component overall and by Service. Results for each Service are further described in separate products. The remainder of this section focuses on the Active component overall.

**Figure 24.**  
*Estimated Gender Discrimination Past Year Prevalence Rates for the Active Component*



**Figure 25.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Service for the Active Component*

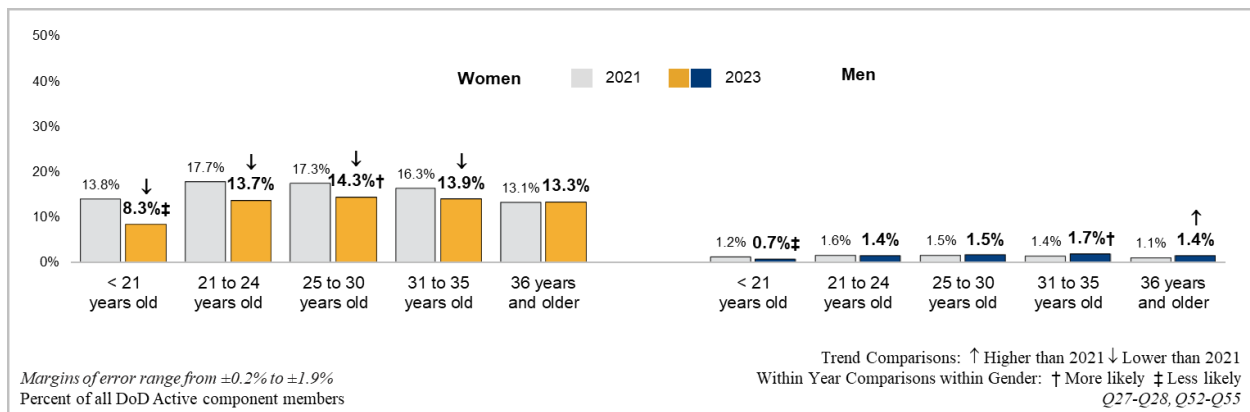


**Estimated Gender Discrimination Past Year Prevalence Rates by Age**

Figure 26 presents the estimated prevalence of past year gender discrimination by age for members of the Active component. Active component women ages 25 to 30 (14.3%, a significant decrease from 17.3% in 2021) were significantly more likely than other women to

experience past year gender discrimination, whereas women under age 21 (8.3%, a significant decrease from 13.8% in 2021) were significantly less likely than other women to experience past year discrimination. The estimated rates also significantly decreased for women ages 21 to 24 (13.7% in 2023 compared to 17.7% in 2021) and for women ages 31 to 35 (13.9% in 2023 compared to 16.3% in 2021). Active component men ages 31 to 35 (1.7%) were significantly more likely than other men to experience past year gender discrimination, whereas men under age 21 (0.7%) were significantly less likely to experience past year discrimination. The estimated rate for men ages 36 or older significantly increased from 1.1% in 2021 to 1.4% in 2023.

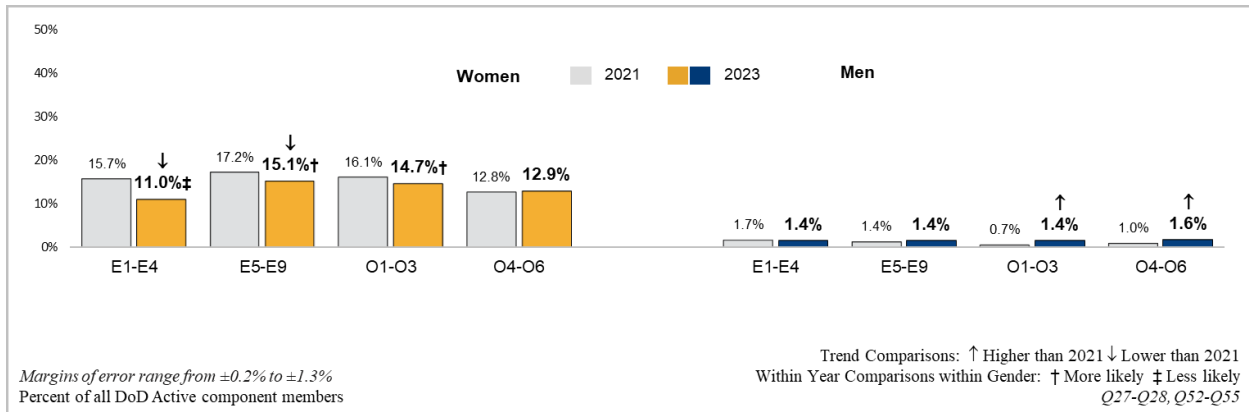
**Figure 26.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Age for the Active Component*



**Estimated Gender Discrimination Past Year Prevalence Rates by Paygrade**

Figure 27 presents the estimated prevalence of past year gender discrimination by paygrade for members of the Active component. Senior enlisted women (15.1%, a significant decrease from 15.7% in 2021) and junior officer women (14.7%) were significantly more likely than other women to experience past year gender discrimination, whereas junior enlisted women (11.0%, a significant decrease from 17.2% in 2021) were significantly less likely to experience past year gender discrimination. Men’s estimated rates did not differ by paygrade in 2023; however, the estimated rates for junior officer men (1.4%) and senior officer men (1.6%) significantly increased from 0.7% and 1.0%, respectively, in 2021.

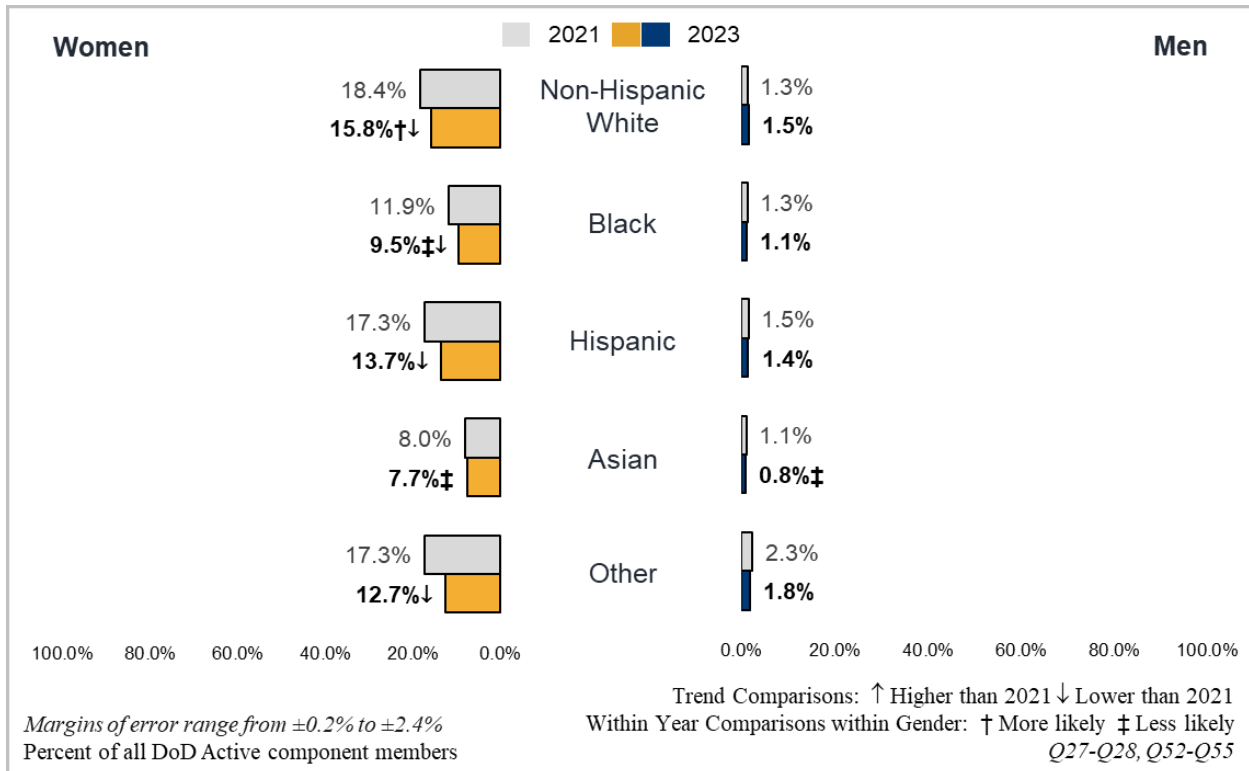
**Figure 27.**  
**Estimated Gender Discrimination Past Year Prevalence Rates by Paygrade for the Active Component**



**Estimated Gender Discrimination Past Year Prevalence Rates by Race/Ethnicity**

Figure 28 presents the estimated prevalence of past year gender discrimination by race/ethnicity for members of the Active component. The estimated gender discrimination prevalence rate was 3.5% for both racial/ethnic minority and non-Hispanic White Active component members. These estimated rates were significantly decreased from 4.3% of racial/ethnic minority members and unchanged from 3.7% of non-Hispanic White members in 2021. In 2023, 11.4% of racial/ethnic minority women in the Active component (a significant decrease from 14.3% in 2021) experienced gender discrimination, a significantly smaller percentage compared to 15.8% (a significant decrease from 18.4% in 2021) of non-Hispanic White women. In particular, Black women (9.5%, a significant decrease from 11.9% in 2021) and Asian women (7.7%, unchanged from 8.0% in 2021) were both significantly less likely than other women to experience gender discrimination in the past year. No difference was observed between racial/ethnic minority men (1.3%) and non-Hispanic White men (1.5%), and their estimated rates were unchanged from 2021 (1.5% and 1.3%, respectively). However, Asian men (0.8%, unchanged from 1.1% in 2021) were significantly less likely than other men to experience gender discrimination in the past year.

**Figure 28.**  
**Estimated Gender Discrimination Past Year Prevalence Rates by Race/Ethnicity for the Active Component**

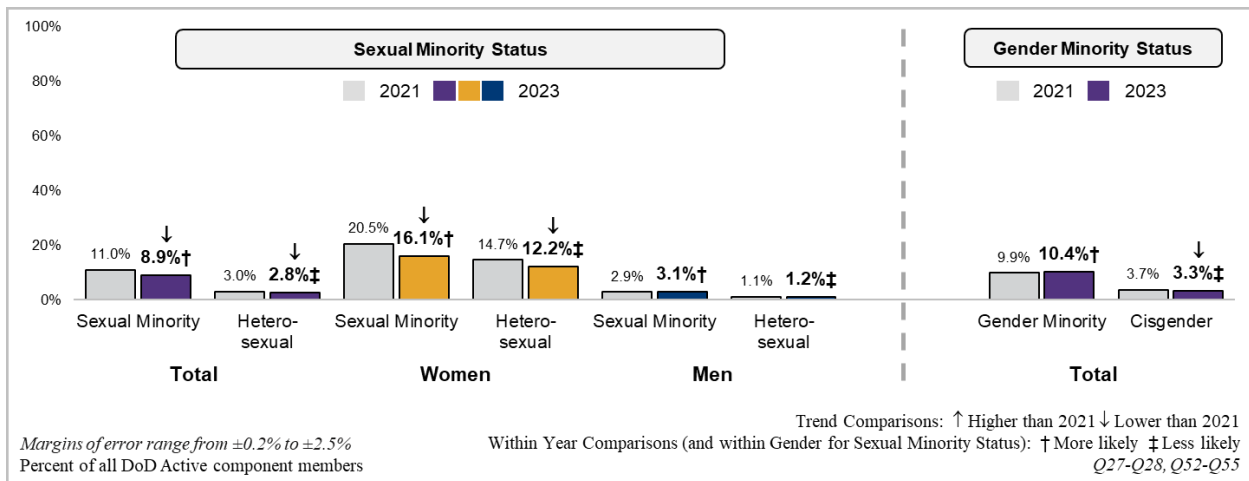


**Estimated Gender Discrimination Past Year Prevalence Rates by Sexual Minority Status**

Figure 29 presents the estimated prevalence of past year gender discrimination by sexual minority status. The past year prevalence estimates for gender discrimination were 8.9% for sexual minority members of the Active component and 2.8% (significantly smaller) for heterosexual members of the Active component, both significant decreases from 11.0% and 3.0%, respectively, in 2021. The estimated rate of gender discrimination for sexual minority women (16.1%, a significant decrease from 20.5% in 2021) was significantly higher than for heterosexual women (12.2%, a significant decrease from 14.7% in 2021). The estimated rate of gender discrimination was also significantly higher for sexual minority men (3.1%) compared to heterosexual men (1.2%). These estimated rates were unchanged for men compared to in 2021 (2.9% of sexual minority men and 1.1% of heterosexual men).



**Figure 29.**  
**Estimated Gender Discrimination Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Active Component**



**Estimated Gender Discrimination Past Year Prevalence Rates by Gender Minority Status**

Figure 29 also presents the estimated prevalence of past year gender discrimination by gender minority status. The past year prevalence estimates for gender discrimination were 10.4% for gender minority members of the Active component and 3.3% (significantly smaller) for cisgender Service members. These estimated rates were significantly decreased from 3.7% for cisgender members and unchanged from 9.9% for gender minority members in 2021.

**One Situation of Gender Discrimination With the Biggest Effect**

As previously described, Service members were asked to reflect upon and describe the characteristics of the one sex-based MEO violation that they considered the worst or most serious. Of those who experienced a sex-based MEO violation in 2023, roughly two-thirds (64%, significantly lower than 68% in 2021) of Active component women and one-quarter (25%, unchanged from 24% in 2021) of Active component men identified a situation that involved behaviors consistent with gender discrimination as the worst situation. For both women (89%) and men (90%), these situations typically involved being mistreated, ignored, or insulted because of their gender. For more than half (58%) of women and a significantly smaller percentage of men (32%), these situations involved someone saying people of their gender are not as good at their job or should be prevented from having their job. These percentages were unchanged from those observed in 2021.

## Characteristics of the One Situation of Gender Discrimination With the Biggest Effect

### *Characteristics of the Alleged Offender(s)*

In 2023, the worst gender discrimination situation involved alleged offenders who were all men for a significantly greater percentage of Active component women (79%) compared to Active component men (22%). The worst situation involved alleged offenders who were all women or a mix of men and women for a significantly greater percentage of men (29% and 48%, respectively) compared to women (2% and 19%, respectively). These percentages were unchanged from 2021.

Regarding the alleged offenders' military status, 80% of both Active component women and men who experienced gender discrimination in 2023 identified the alleged offender(s) of their worst situation as all military members. These estimates reflect significant decreases from 86% of women and 85% of men in 2021. Approximately one in five women (18%, significantly greater than 12% in 2021) and men (17%, significantly greater than 11% in 2021) indicated that some but not all alleged offender(s) of their worst situation were military members. The majority of both women and men indicated that at least one alleged offender was a member of their unit (94% of women, significantly higher than 88% of men) and/or of their same rank or higher (94% of women and 93% of men). Significantly fewer women indicated that at least one alleged offender was a member of their unit in 2021 (91%). Notably, a greater percentage of men (70%) compared to women (64%) indicated that at least one alleged offender was a member of their chain of command. Unless otherwise noted, these percentages were unchanged from 2021.

### *Context in Which the Gender Discrimination Occurred*

In 2023, the worst gender discrimination situation occurred only at a military location for approximately two-thirds of both Active component women (64%) and men (63%) and at both military and civilian locations for approximately one-third of both women (35%) and men (36%). Nearly one-quarter of both women (23%) and men (24%) indicated that their worst situation occurred online on social media or via other electronic communications. This item was unavailable for comparison in 2021. Women were significantly more likely than men to indicate that their worst situation continued for a few months (44% of women compared to 35% of men), and men were significantly more likely than women to indicate that their worst situation continued for a year or more (40% of men compared to 28% of women). These percentages were unchanged from 2021.

### **Filing a Complaint of Gender Discrimination**

An estimated 57% of Active component women, significantly more than Active component men (50%), made a complaint regarding their worst situation of gender discrimination. These estimated rates were unchanged for both women and men compared to in 2021 (54% and 47%, respectively). Consistent with 2021, complaints were most often made to someone in their chain of command in 2023 for both women (52%) and men (45%, significantly lower than women).

Members of the military have several options regarding the type of MEO complaint they can make, including anonymous, informal, or formal. In 2023, the majority of Active component

women (49%) and men (39%, significantly lower than women) who made a gender discrimination complaint made an informal one.<sup>40</sup> Men were significantly more likely than women to make an anonymous complaint (27% compared to 15%). Approximately one in five women (19%) and men (19%) were unsure of the type of complaint they made. These percentages were unchanged from 2021.

Service members who made a gender discrimination complaint were asked how satisfied they were with the outcome of their complaint. In 2023, 16% of Active component women and significantly fewer Active component men (9%) responded that they were satisfied or very satisfied with their gender discrimination complaint outcome. These percentages were unchanged from 2021.

### ***Reasons for Not Filing a Complaint of Gender Discrimination***

Both Active component women (69%) and men (72%) most frequently responded that they did not think anything would be done as a reason for not filing a gender discrimination complaint. Women indicated as their second most common reason that they were worried about negative consequences from their military coworkers or peers (56%, significantly higher than 43% of men), followed by not trusting that the process would be fair (54%). Men were significantly more likely than women to indicate that they did not trust that the process would be fair (68%). Men's third most common reason for not making a complaint was being worried about negative consequences from a military supervisor or someone in their chain of command (51%). Notably, men were significantly more likely than women to indicate that they thought they might get in trouble for something else they did (17% of men compared to 11% of women) and/or that they thought it might hurt their performance evaluation/fitness report or their career if they filed a complaint (49% of men compared to 39% of women). These percentages were unchanged from 2021.

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<sup>40</sup> 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 4: Unwanted Sexual Contact in the Reserve Component

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### Introduction

This chapter presents the estimated prevalence of unwanted sexual contact among Reserve component Service members. The following sections also describe the characteristics of the incidents of unwanted sexual contact identified by Service members as the worst and Service members' experiences with and attitudes regarding their experience reporting to military authorities.

Data in this chapter are presented for Reserve component women and men when available.<sup>41</sup> When possible, select results are also presented by Service members' race/ethnicity, sexual minority status, and gender minority status. Chapter 1 describes how these demographic categories were coded. Further, we call attention to notable differences between certain groups (e.g., men and women) and, when possible, to changes in experiences that occurred within certain groups since the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)*. We denote whether the differences were statistically significant. 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 throughout this report. 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. Data with low reliability or high margins of error, often due to a small number of respondents, are not reported.<sup>42</sup>

### Unwanted Sexual Contact Past Year Prevalence Rates

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

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<sup>41</sup> Except when otherwise stated, gender throughout this report is based on responses to the historical sex question for which "male" or "female" were the only response options. Starting in 2021, the *WGR* included questions to allow Service members to specify their gender identity. See the Presentation of Results section in chapter 1 for additional discussion regarding the measurement of gender identity.

<sup>42</sup> Estimates are not reported when they have 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. Not reporting estimates of low reliability 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.

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

The *WGR* estimates the number of unwanted sexual contact victims, meaning that Service members who experienced an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>43</sup> See chapter 1 for further details on this rate's construction.

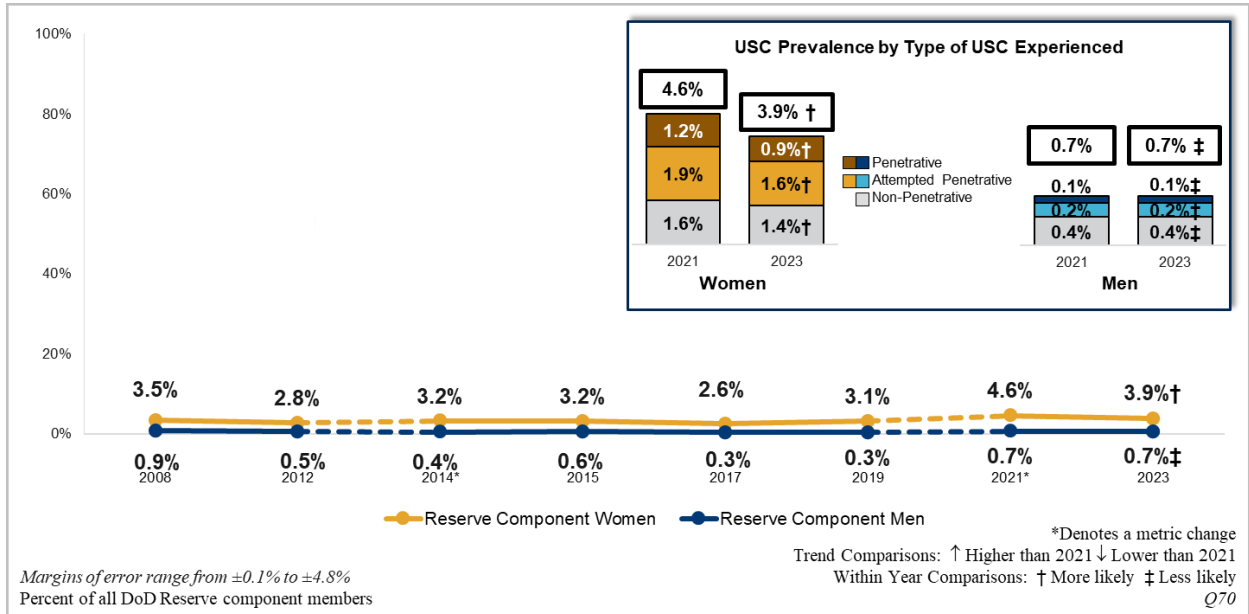
### **Estimated Unwanted Sexual Contact Past Year Prevalence Rates**

Figure 30 presents the estimated prevalence of past year unwanted sexual contact in the Reserve component. In 2023, an estimated 1.4% of Reserve component Service members (an estimated 10,613 Service members) experienced unwanted sexual contact in the prior 12 months. Among Reserve component women, 3.9% (an estimated 6,386 Service members) experienced unwanted sexual contact in the past year, a significantly higher percentage compared to 0.7% of Reserve component men (an estimated 4,228 Service members). These estimated rates were unchanged compared to in 2021 (4.6% of Reserve component women and 0.7% of Reserve component men). Figure 31 provides estimates for the Reserve component by Service. In 2023, fewer National Guard women experienced unwanted sexual contact in 2023 (3.7%) compared to in 2021 (5.4%). Results for each Service are further described in separate products. The remainder of this chapter focuses on the Reserve component overall.

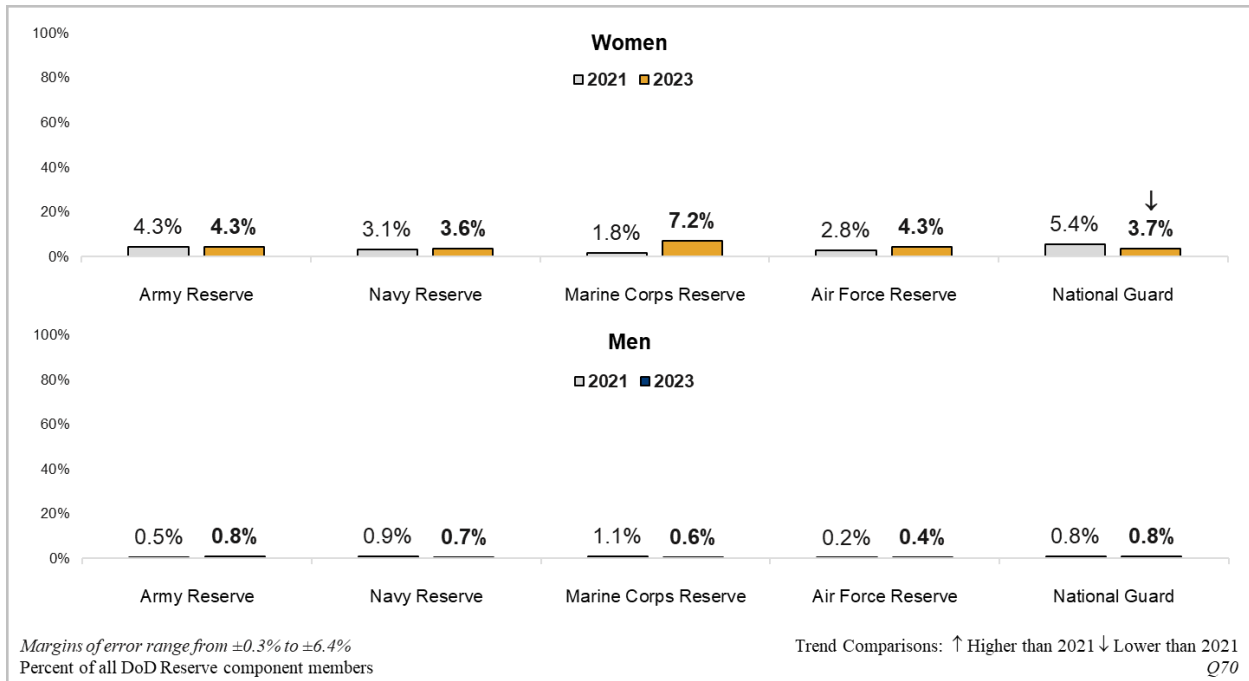
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<sup>43</sup> All references to “experiences” of unwanted sexual contact in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey.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

**Figure 30.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates for the Reserve Component*



**Figure 31.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Service for the Reserve Component*



Estimated unwanted sexual contact prevalence rates varied by the type of behavior: penetrative, attempted penetrative, or non-penetrative. These categories are mutually exclusive and created

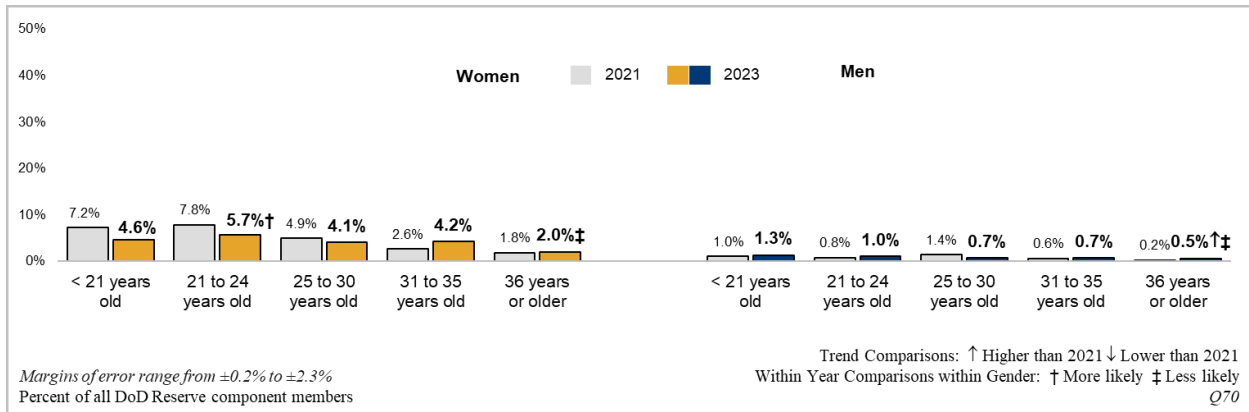
hierarchically, with penetrative incidents assigned first and non-penetrative incidents (i.e., touching) assigned last so that members who indicated experiencing multiple types of unwanted sexual contact were only categorized once. Chapter 1 provides additional details regarding the construction of these prevalence rates. Figure 30 presents the 2023 estimated unwanted sexual contact past year prevalence rates broken down by type. For Reserve component women, unwanted sexual contact incidents were most frequently attempted penetrative (1.6%), followed by non-penetrative (1.4%) and penetrative (0.9%). These estimates were unchanged for women compared to in 2021 (1.9% attempted penetrative, 1.6% non-penetrative, and 1.2% penetrative). Estimated unwanted sexual contact prevalence rates by type of behavior for Reserve component men in 2023 were also unchanged compared to in 2021. Compared to women, these estimates were all significantly lower for Reserve component men in 2023, with incidents most frequently being non-penetrative (0.4%, unchanged from 0.4% in 2021), followed by attempted penetrative (0.2%, unchanged from 0.2% in 2021), and penetrative (0.1%, unchanged 0.1% in 2021).

Although the *WGR* survey focuses on estimated prevalence rates, it may also be useful to understand the victimization rates. The prevalence rate estimates the number of individuals who experienced at least one incident of unwanted sexual contact in the prior year. In contrast, the victimization rate accounts for the fact that some individuals may experience multiple incidents of unwanted sexual contact in that same time period. As a metric of the performance of prevention and response efforts, a significant decrease in either the prevalence or victimization rates would suggest positive progress. To this end, the *WGR* survey asks Service members who experienced unwanted sexual contact in the prior 12 months to identify the number of separate occasions these experiences occurred. Consistent with 2021, the majority of Reserve component women (68%) and men (64%) who experienced unwanted sexual contact experienced multiple incidents in 2023 (compared to 69% of women and 56% of men, respectively, in 2021). Notably, for a significantly greater percentage of men (60%) compared to women (36%) who experienced multiple incidents in the past year, the incidents involved the same alleged offender. For women, this percentage was unchanged from 34% in 2021. For men, a comparison was unavailable due to this result being not reportable in 2021.

### ***Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Age***

Figure 32 presents the estimated prevalence of past year unwanted sexual contact by age for members of the Reserve component. Reserve component women ages 21 to 24 (5.7%) were significantly more likely than other women to experience past year unwanted sexual contact, whereas women ages 36 or older (2.0%) were significantly less likely than other women to experience past year unwanted sexual contact. Women's estimated rates by age were unchanged from 2021. Reserve component men ages 36 or older (0.5%, a significant increase from 0.2% in 2021) were significantly more likely than other men to experience past year unwanted sexual contact.

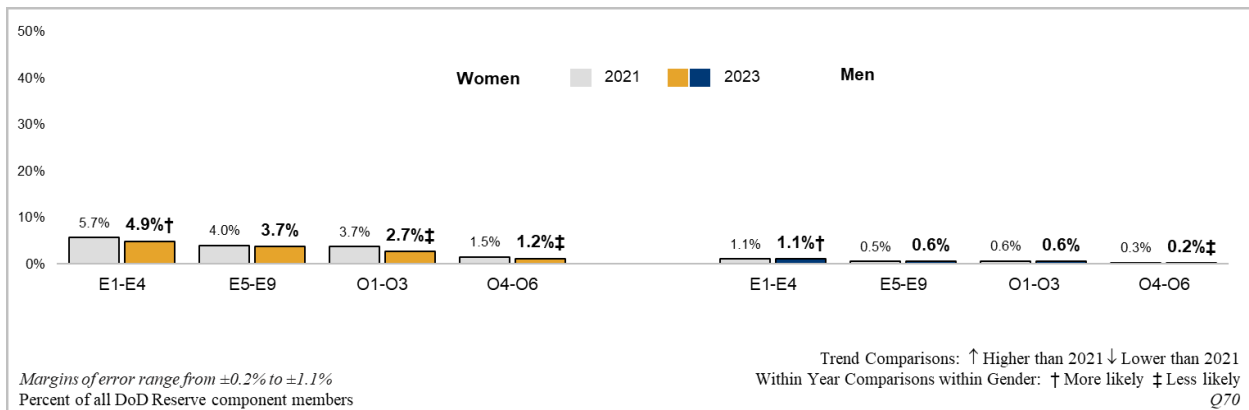
**Figure 32.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Age for the Reserve Component*



**Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Paygrade**

Figure 33 presents the estimated prevalence of past year unwanted sexual contact by paygrade for members of the Reserve component. Junior enlisted women (4.9%) were significantly more likely than other women to experience past year unwanted sexual contact, whereas junior officer women (2.7%) and senior officer women (1.2%) were significantly less likely than other women to experience past year unwanted sexual contact. Junior enlisted men (1.1%) were significantly more likely than other men to experience past year unwanted sexual contact, whereas senior officer men (0.2%) were significantly less likely than other men to experience past year unwanted sexual contact. These estimated rates by paygrade were unchanged from 2021.

**Figure 33.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Paygrade for the Reserve Component*

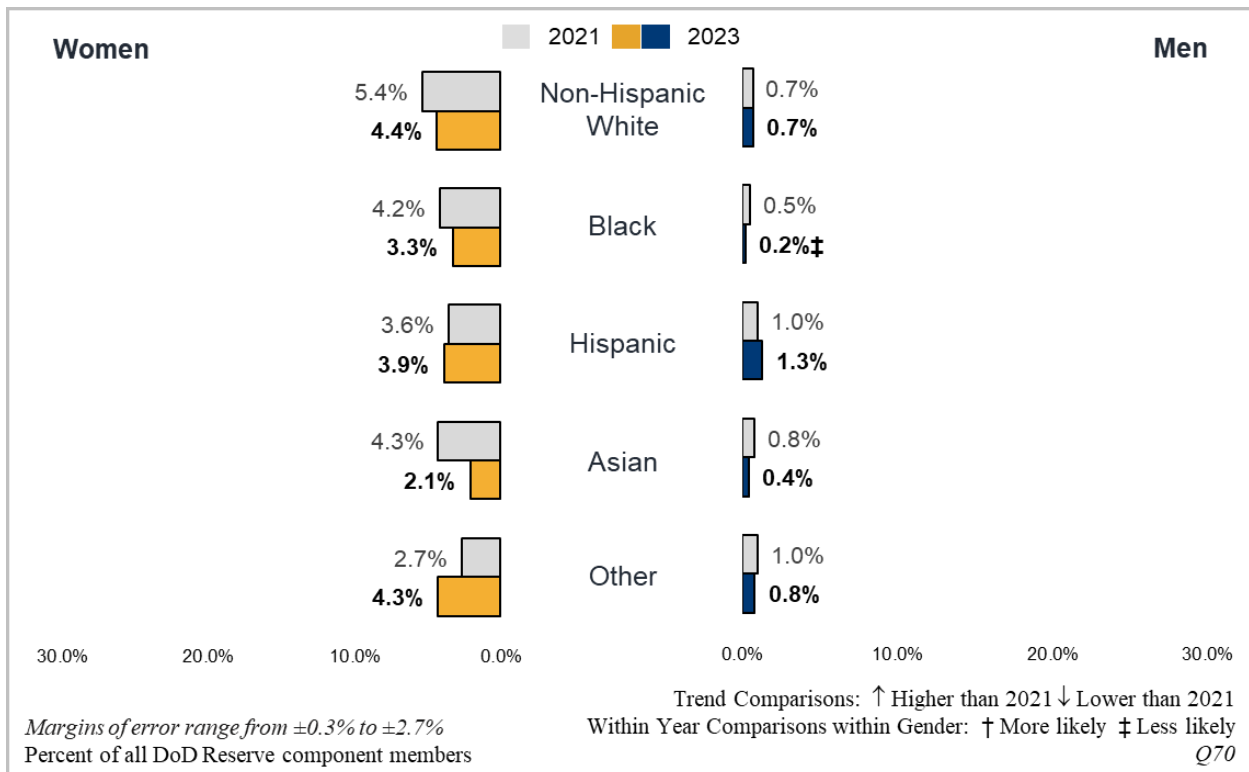




### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Race/Ethnicity

Figure 34 presents the estimated prevalence of past year unwanted sexual contact by race/ethnicity for members of the Reserve component. Unwanted sexual contact estimated rates did not vary by race/ethnicity in the Reserve component in 2023. An estimated 1.5% of racial/ethnic minority Service members in the Reserve component experienced unwanted sexual contact in 2023. This was unchanged from 1.6% in 2021. Non-Hispanic White members of the Reserve component had a similar past year unwanted sexual contact estimated rate at 1.4% (unchanged from 1.5% in 2021). An estimated 3.6% of racial/ethnic minority women and 4.4% of non-Hispanic White women in the Reserve component experienced unwanted sexual contact. These estimated rates were unchanged from 2021 (3.8% of racial/ethnic minority women and 5.4% of non-Hispanic White women). Racial/ethnic minority men and non-Hispanic White men in the Reserve component had the same estimated rates of unwanted sexual contact in 2023 as in 2021 at 0.8% and 0.7%, respectively.

**Figure 34.**  
*Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Race/Ethnicity for the Reserve Component*

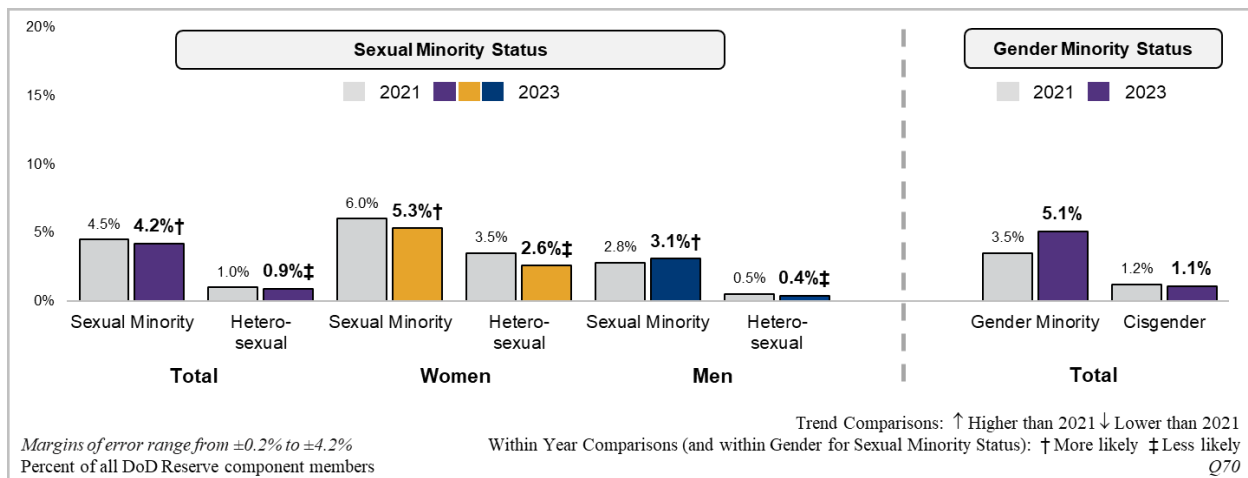


### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Sexual Minority Status

Figure 35 presents the estimated prevalence of past year unwanted sexual contact by Service members' sexual minority status. The past year prevalence estimate for unwanted sexual contact for sexual minority Service members of the Reserve component was 4.2%, significantly higher than 0.9% of heterosexual Service members. These estimated rates were unchanged from 2021 (4.5% of sexual minority members and 1.0% of heterosexual members). This pattern held when broken down by gender. Sexual minority women were significantly more likely to have experienced unwanted sexual contact in 2023 compared to heterosexual women (5.3% compared to 2.6%). These estimated rates were unchanged from 6.0% and 3.5%, respectively, in 2021. Similarly, sexual minority men were significantly more likely to have experienced unwanted sexual contact in 2023 compared to heterosexual men (3.1% compared to 0.4%, unchanged from 2.8% and 0.5%, respectively, in 2021).

**Figure 35.**

### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Reserve Component



### Estimated Unwanted Sexual Contact Past Year Prevalence Rates by Gender Minority Status

Figure 35 also presents the estimated prevalence of past year unwanted sexual contact by gender minority status. In 2023, unwanted sexual contact estimated rates did not vary by Reserve component members' gender minority status. The past year prevalence estimates of unwanted sexual contact were 5.1% for gender minority Service members (unchanged from 3.5% in 2021) and 1.1% for cisgender Service members (unchanged from 1.2% in 2021).

### Intimate Partner Violence

Intimate partner violence (IPV) refers to a range of behaviors, including physical, psychological, emotional, and sexual abuse. In the U.S. Department of Defense (DoD), response to IPV and

other forms of domestic violence is governed by DoD 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 and response to these particular forms of IPV. DoDI 6400.06 defines an intimate partner as:

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

Accordingly, to be included in the prevalence estimate for intimate partner-related unwanted sexual contact, Service members who experienced unwanted sexual contact in the past year needed to identify the alleged offender as 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 unwanted sexual contact was 0.6% for Reserve component women and 0.1% for Reserve component men in 2023 (unchanged from 0.5% of women and <0.1% of men, respectively, in 2021). Intimate partner-involved incidents accounted for 15% of unwanted sexual contacts experienced by women and 7% of incidents experienced by men (unchanged from 12% of women’s incidents and 3% of men’s incidents, respectively, in 2021).

### **Prior to Service and Lifetime Unwanted Sexual Contact**

Service members were also asked whether they had any unwanted sexual contact 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 had experienced unwanted sexual contact prior to joining the military and the estimated rates of those who have experienced unwanted sexual contact within their lifetime (including in the past year). These estimated rates are presented below.

#### ***Estimated Unwanted Sexual Contact Prevalence Rates Prior to Joining the Military***

Prior to joining the military, 5.8% of Reserve component women and significantly fewer (0.8%) Reserve component men had experienced unwanted sexual contact. This was a significant decrease from 7.1% for women and unchanged from 0.8% for men in 2021.

***Race/Ethnicity.*** Racial/ethnic minority Reserve component members were significantly less likely than non-Hispanic White Reserve component members to have experienced unwanted sexual contact prior to joining the military (1.5% compared to 2.2%, unchanged from 1.9% and 2.3%, respectively, in 2021). In particular, non-Hispanic White women were significantly more likely than racial/ethnic minority women to have experienced unwanted sexual contact prior to

joining the military (8.3% compared to 3.8%). The estimated rate for racial/ethnic minority women reflects a significant decrease from 5.3% in 2021, whereas the estimated rate for non-Hispanic White women was unchanged from 9.2%. No differences were observed by race/ethnicity for Reserve component men. Prior to joining the military, an estimated 0.6% of racial/ethnic minority men and 0.9% of non-Hispanic White men had experienced unwanted sexual contact (unchanged from 0.7% and 0.9%, respectively, in 2021).

**Sexual Minority Status.** Sexual minority Reserve component members were significantly more likely to have experienced unwanted sexual contact prior to joining the military compared to heterosexual Reserve component members (6.2% compared to 1.6%). These estimated rates were unchanged from 8.0% and 1.9%, respectively, in 2021. Both sexual minority women (8.6%) and sexual minority men (3.8%) were significantly more likely than heterosexual women (5.4%) and heterosexual men (0.7%) to have experienced unwanted sexual contact prior to joining the military. Although men's estimated rates of unwanted sexual contact prior to joining the military did not significantly change compared to in 2021 (3.3% of sexual minority men and 0.8% of heterosexual men), women's estimated rates significantly decreased (12.4% of sexual minority women and 6.6% of heterosexual women in 2021).

**Gender Minority Status.** No differences were observed in estimated unwanted sexual contact rates prior to joining the military by Reserve component members' gender minority status. Prior to joining the military, an estimated 5.2% of gender minority members and 1.9% of cisgender members had experienced unwanted sexual contact. These estimated rates were unchanged from 4.1% and 2.2%, respectively, in 2021.

### **Estimated Lifetime Unwanted Sexual Contact Prevalence Rates**

Estimated lifetime unwanted sexual contact rates include Service members who have experienced unwanted sexual contact prior to joining the military, since joining the military but more than 12 months before the survey (i.e., prior to the past year), and/or in the past year while in the military. The estimated lifetime unwanted sexual contact prevalence rate for Reserve component women was 14.7% in 2023, a significant decrease from 17.6% in 2021. Compared to women, the estimated lifetime unwanted sexual contact prevalence rate for Reserve component men was significantly smaller at 2.4% in 2023 (unchanged from 2.5% in 2021).

**Race/Ethnicity.** Racial/ethnic minority Reserve component members had a significantly lower estimated lifetime unwanted sexual contact prevalence rate compared to non-Hispanic White Reserve component members in 2023 (4.6% compared to 5.5%). These estimated rates were unchanged from 5.4% and 6.1%, respectively, in 2021. This difference was driven by the estimated lifetime unwanted sexual contact rates for Reserve component women. In 2023, 11.0% of racial/ethnic minority women had experienced unwanted sexual contact in their lifetime, a significantly smaller estimated rate compared to 19.3% of non-Hispanic White women. These estimated rates reflect significant decreases from 13.6% of racial/ethnic minority women and 22.1% of non-Hispanic White women in 2021. The decrease in racial/ethnic minority women's estimated lifetime unwanted sexual contact rate appeared to be driven by significant decreases in the estimated lifetime unwanted sexual contact rates among Black women (8.5% in 2023 compared to 11.9% in 2021) and Asian women (5.3% in 2023 compared to 10.8% in 2021). No differences were observed by race/ethnicity for men. The estimated

lifetime unwanted sexual contact prevalence rates were 2.2% for racial/ethnic minority men and 2.6% for non-Hispanic White men (unchanged from 2.4% and 2.7%, respectively, in 2021).

***Sexual Minority Status.*** Sexual minority Reserve component members had a significantly higher estimated lifetime unwanted sexual contact prevalence rate compared to heterosexual Reserve component members in 2023 (14.0% compared to 4.2%). For heterosexual members, this estimated rate reflects a significant decrease from 4.9% in 2021, whereas the estimated rate for sexual minority members was unchanged from 17.0%. Sexual minority women were significantly more likely than heterosexual women to have experienced unwanted sexual contact in their lifetime (19.4% compared to 13.8%). For heterosexual women, this estimated rate reflects a significant decrease from 17.0% in 2021, whereas the estimated rate for sexual minority women was unchanged from 22.5%. Sexual minority men were also significantly more likely than heterosexual men to have experienced unwanted sexual contact in their lifetime (8.5% compared to 2.0%). These estimated rates were unchanged from 10.8% and 2.1%, respectively, in 2021.

***Gender Minority Status.*** Gender minority Reserve component members had a significantly higher estimated lifetime unwanted sexual contact prevalence compared to cisgender Reserve component members in 2023 (10.8% compared to 4.9%). For cisgender Service members, this estimated rate reflects a significant decrease from 5.5% in 2021, whereas the estimated rate for gender minority members was unchanged from 12.1%.

## **One Incident of Unwanted Sexual Contact With the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of the one unwanted sexual contact incident they considered the worst, or most serious, in the prior year. For Reserve component women, the worst incident most frequently involved an attempted penetrative (39%) and/or non-penetrative (39%) unwanted sexual contact, followed by penetrative unwanted sexual contact (21%). For Reserve component men, the worst incident most frequently involved a non-penetrative unwanted sexual contact (59%), followed by attempted penetrative unwanted sexual contact (29%) and penetrative unwanted sexual contact (13%). These percentages were unchanged from those observed in 2021.

## **Characteristics of the Unwanted Sexual Contact With the Biggest Effect**

### ***Characteristics of the Alleged Offender(s)***

The worst incident of unwanted sexual contact involved alleged offenders who were all men for a significantly greater percentage of Reserve component women (93%) compared to Reserve component men (44%). The worst incident involved alleged offenders who were all women for a significantly greater percentage of men (24%) compared to women (2%). These percentages were unchanged from those observed in 2021.

Most Reserve component women (71%) and men (64%) who experienced unwanted sexual contact in the past year identified the alleged offender(s) of their worst incident as all military members. Approximately half of both women (50%) and men (53%) identified at least one offender as being in their unit, whereas 17% of women and 15% of men identified at least one

offender as being in their chain of command. The majority of both women (71%) and men (60%) identified at least one alleged offender as their same rank or higher. Most women (56%) and men (60%) identified at least one alleged offender as someone from work, and approximately three in 10 women (28%) and one in five men (22%) identified at least one alleged offender as a friend or acquaintance. These percentages were unchanged from those observed in 2021.

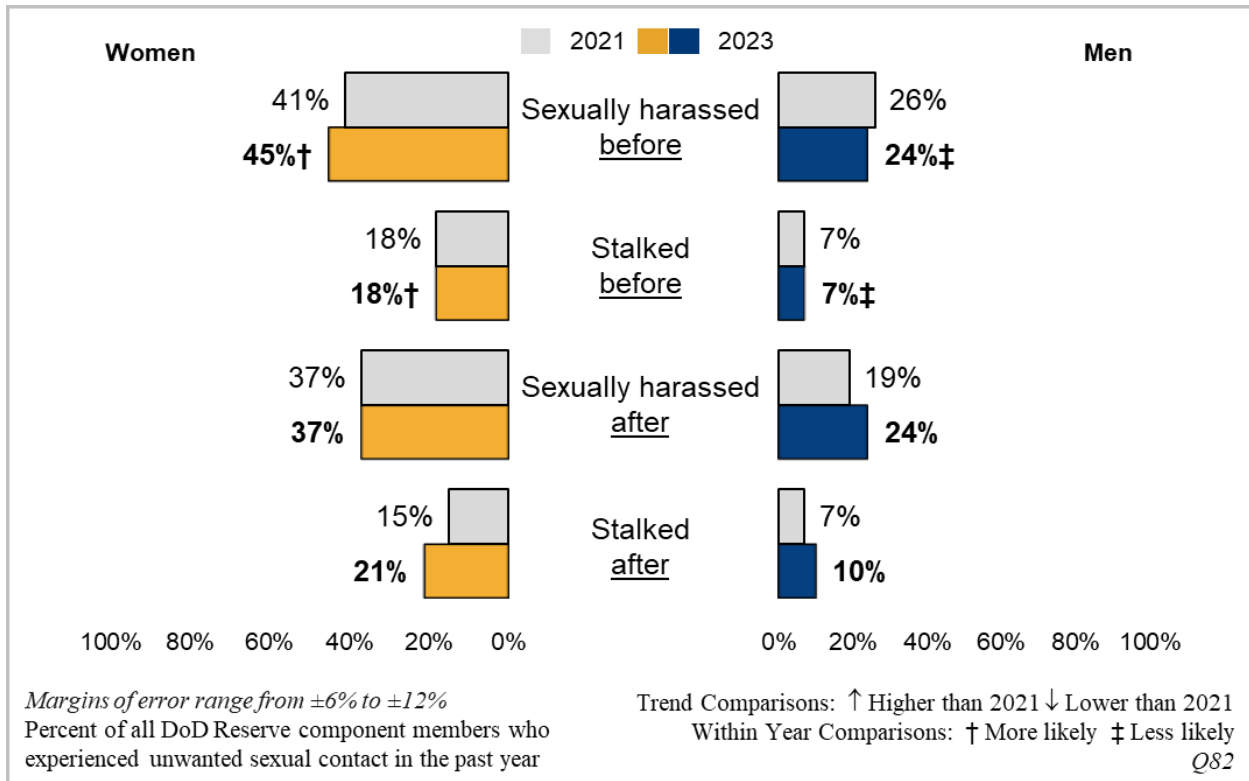
### ***Context in Which the Unwanted Sexual Contact Occurred***

Understanding where unwanted sexual contact occurs may inform the Department's prevention activities. No differences were observed between the percentage of Reserve component women (31%) and men (35%) whose worst incident of unwanted sexual contact occurred only at a military location. However, women were significantly more likely than men to indicate that their worst incident occurred only at a civilian location (20% of women compared to 10% of men). More than two in five (44%) women (a significantly greater percentage than men at 24%) indicated that their worst incident occurred while they were at an off-base location. Women were both significantly more likely to indicate that their worst incident of unwanted sexual contact occurred while they were out with friends or at a party that was not an official military function (36%) and/or while they were in their or someone else's home or quarters (32%) compared to men (21% and 15%, respectively). Approximately one-quarter of both women's (24%) and men's (28%) worst unwanted sexual contact incident occurred while they were activated. These percentages were unchanged from those observed in 2021.

### ***Sexual Harassment and Stalking Before the Unwanted Sexual Contact***

Before the unwanted sexual contact occurred, 45% of Reserve component women and a significantly smaller percentage (24%) of Reserve component men were sexually harassed by the same alleged offender (Figure 36). A significantly larger percentage of women (18%) compared to men (7%) were stalked by the same alleged offender before their unwanted sexual contact incident. These percentages were unchanged from those observed in 2021.

**Figure 36.**  
*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 Service members who choose to report could reflect progress in the response program.<sup>44</sup>

Consistent with 2021, an estimated 22% of Reserve component women and 12% of Reserve component men who experienced unwanted sexual contact in 2023 reported their worst experience to military authorities. Differences were not observed by race/ethnicity overall, sexual minority status overall, nor by race/ethnicity for women. Reporting rates for racial/ethnic minority men, by sexual minority status within gender, and by gender minority status overall were not reportable.

<sup>44</sup> The percentages of Service members who experienced and reported an incident of unwanted sexual contact described in this report are based on Service members’ self-reported report status and do not represent official reporting numbers.

## **Responses to Reporting Unwanted Sexual Contact**

Service members who experienced unwanted sexual contact and reported the incident to military authorities received a variety of resources and information. Reserve component women most frequently indicated they were provided information on their right to request an expedited transfer (35%) to a large or very large extent, followed by regular contact regarding their well-being (34%). One-quarter (25%) of women indicated they were provided information about medical and/or behavioral health care and treatment to a large or very large extent, and 37% of women (significantly increased from 12% in 2021) indicated they did *not* receive this type of information. These percentages were otherwise unchanged from those observed in 2021 for women. Responses to reporting unwanted sexual contact were not reportable for Reserve component men.

Regarding responses from their leadership, the same percentage of Reserve component women who experienced unwanted sexual contact and reported the incident to military authorities indicated their leadership made them feel supported to a large or very large extent (40%) as the percentage of Reserve component women who indicated their leadership *did not* make them feel supported (40%). Similar percentages were observed for women who indicated their leadership expressed concern for their well-being to a large or very large extent (38%) and for women who indicated their leadership *did not* express concern for their well-being (42%). Twenty-nine percent of women indicated that their leadership discouraged gossip in their work environment to a large or very large extent. These percentages were unchanged from those observed in 2021 for women. Leadership responses to reporting unwanted sexual contact were not reportable for Reserve component men.

## **Reasons for Not Reporting**

Service members who *did not* report their worst incident of unwanted sexual contact provided a variety of reasons for their decision. Not thinking anything would be done was the most common reason provided by Reserve component women for not reporting (48%) the incident. Being worried about potential negative consequences from their military coworkers or peers (41%) and thinking the incident was not serious enough to report (39%) 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 for not reporting the incident (42%), followed by not thinking anything would be done (33%) and not trusting the process would be fair (30%). These percentages were unchanged from those observed in 2021.

## **Negative Outcomes of Reporting Unwanted Sexual Contact**

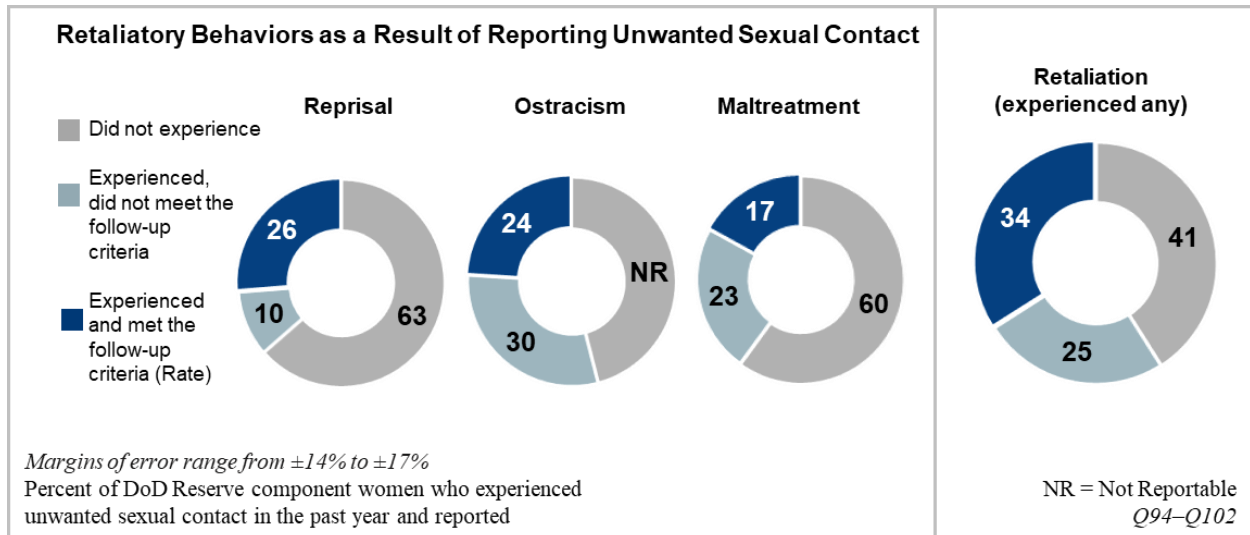
Measures of professional reprisal, ostracism, and maltreatment are used to capture outcomes experienced as a result of reporting a sexual assault or unwanted sexual contact. To construct this measure, Service members were asked to consider how their leadership or other individuals with authority to make personnel decisions responded to the unwanted event (see chapter 1 for a full discussion of the rate's construction).<sup>45</sup> Figure 37 presents the percentages of Reserve

<sup>45</sup> The estimates presented in this report reflect Service members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation.



component women who perceived experiencing each of these negative outcomes as well as overall retaliation. Rates of these negative outcomes for Reserve component men were not reportable. No differences were observed in the percentages of Reserve component women who experienced each form of retaliation in 2023 compared to in 2021.

**Figure 37.**  
*Perceived Reprisal, Ostracism, Maltreatment, and Retaliation for Reserve Component Women*



**Professional Reprisal.** Professional reprisal is a summary measure reflecting whether Service members indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting an incident of unwanted sexual contact and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 37, among Reserve component women who experienced and reported an incident of unwanted sexual contact, 37% perceived experiencing behaviors consistent with professional reprisal, including 26% who experienced behaviors that also met the legal criteria.

**Ostracism.** Ostracism is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors, from military peers and/or coworkers, intended to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 37, among Reserve component women who experienced and reported an incident of unwanted sexual contact, 24% experienced behaviors consistent with ostracism that also met the legal criteria. The overall percentage of Reserve component women who perceived experiencing behaviors consistent with ostracism (independent of whether they also met the legal criteria) was not reportable.

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.

***Maltreatment.*** Maltreatment is a summary measure reflecting whether, as a result of reporting an incident of unwanted sexual contact, Service members indicated experiencing negative behaviors from military leadership and/or coworkers that occurred because they reported, or were going to report, an incident of unwanted sexual contact. Maltreatment may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Among Reserve component women who experienced and reported an incident of unwanted sexual contact, 40% perceived experiencing a behavior in line with maltreatment, including 17% who experienced a behavior in line with maltreatment that also met the legal criteria (Figure 37).

***Retaliation.*** Combining each of the negative outcomes of reporting sexual assault produces a measure of perceived retaliation. Among Reserve component women who experienced and reported an incident of unwanted sexual contact, 59% perceived experiencing a behavior in line with retaliation. Nearly one-third of women (34%) experienced a behavior in line with retaliation that also met the legal criteria (Figure 37). No differences were observed in perceived experiences of retaliation by gender minority status. Perceived experiences of retaliation by race/ethnicity and by sexual minority status were not reportable in the Reserve component.



## Chapter 5: Sexual Harassment and Gender Discrimination in the Reserve Component

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### Introduction

This chapter presents the estimated prevalence of sexual harassment and gender discrimination among Reserve component Service members. The following sections also describe the characteristics of the incidents or situations of sexual harassment and gender discrimination identified by Service members as the worst as well as Service members' experiences with and attitudes regarding their experience filing complaints to military authorities.

Data in this chapter are presented for Reserve component women and men when available.<sup>46</sup> When possible, select results are also presented by Service members' race/ethnicity, sexual minority status, and gender minority status. Chapter 1 describes how these demographic categories were coded. Further, we call attention to notable differences between certain groups (e.g., men and women) and, when possible, to changes in experiences that occurred within certain groups since the 2021 WGR. We denote whether the differences were statistically significant. 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 throughout this report. 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. Data with low reliability or high margins of error, often due to a small number of respondents, are not reported.<sup>47</sup>

### Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors: a sexually hostile work environment and sexual quid pro quo. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance or create an intimidating, hostile, or offensive work environment. Additionally, the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual quid pro quo includes instances of job benefits or losses conditioned on sexual

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<sup>46</sup> Except where otherwise stated, gender throughout this report is based on responses to the historical sex question for which "male" or "female" were the only response options. Starting in 2021, the WGR included questions to allow Service members to specify their gender identity. See the Presentation of Results section in chapter 1 for additional discussion regarding the measurement of gender identity.

<sup>47</sup> Estimates are not reported when they have 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. Not reporting estimates of low reliability 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.

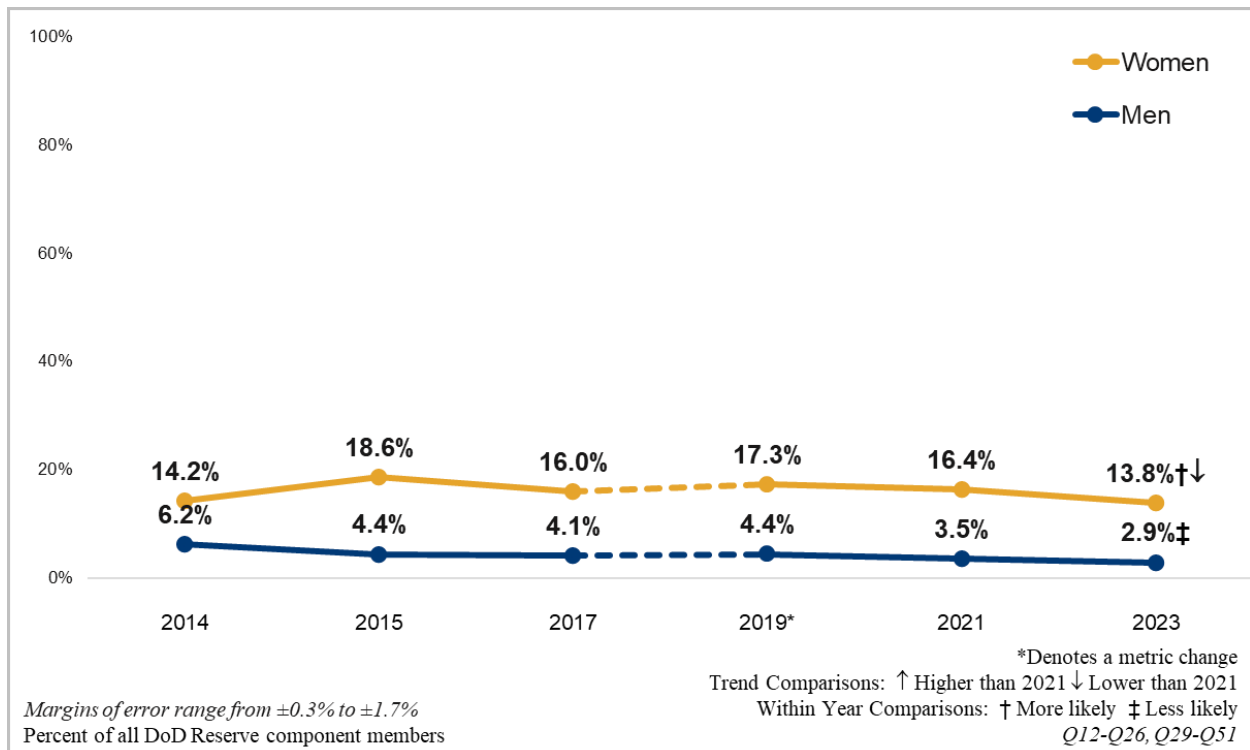
cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors.

To be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This requirement contrasts with the measure for unwanted sexual contact, which does not include a requirement as to the context in which the sexual contact occurred. See chapter 1 for further details on this rate’s construction.

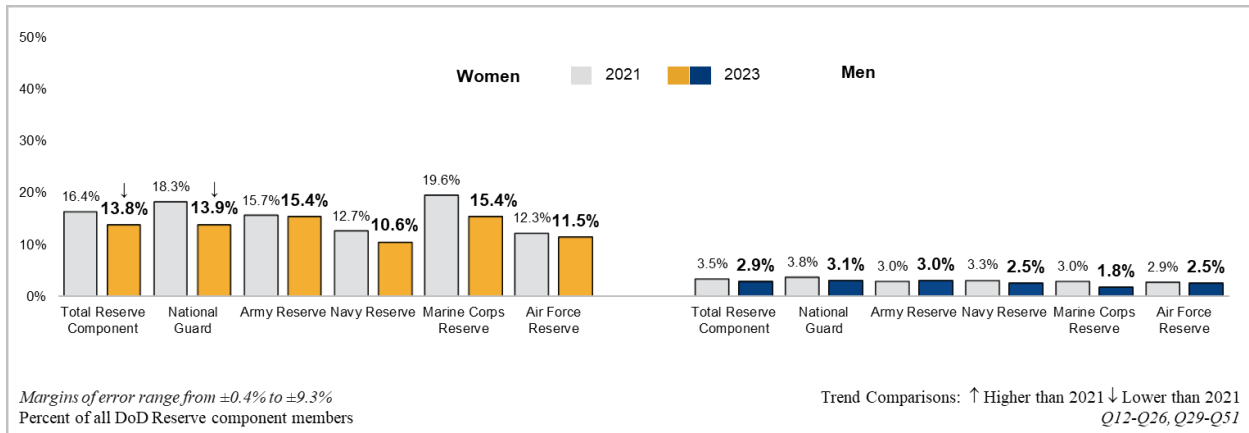
### Estimated Sexual Harassment Past Year Prevalence Rates

In 2023, an estimated 5.3% of Reserve component Service members experienced sexual harassment in the prior 12 months. At 13.8% (an estimated 22,281 Service members), the estimated rate of sexual harassment was significantly higher for Reserve component women compared to 2.9% of Reserve component men (an estimated 16,819 Service members). For women, this estimated rate represents a statistically significant decrease from their 2021 sexual harassment estimated rate (16.4%; Figure 38). The sexual harassment estimated rate for Reserve component men was unchanged from 2021 (3.5%; Figure 38). Figure 39 provides estimates for the Active component overall and by Service. Results for each Service are further described in separate products. The remainder of this section focuses on the Reserve component overall.

**Figure 38.**  
*Estimated Sexual Harassment Past Year Prevalence Rates for the Reserve Component*



**Figure 39.**  
**Estimated Sexual Harassment Past Year Prevalence Rates by Service for the Reserve Component**

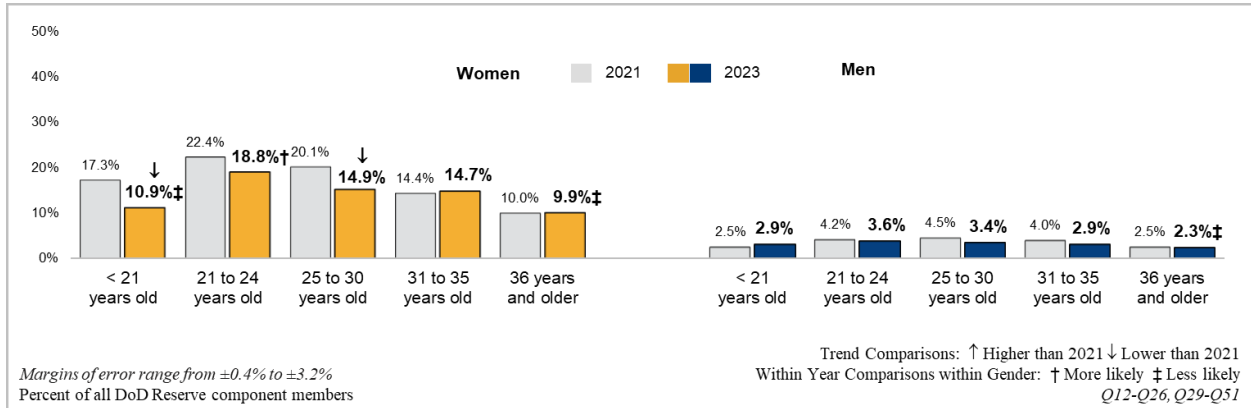


Compared to in 2021, women were significantly less likely to experience behaviors consistent with a hostile work environment in 2023 (from an estimated 16.4% in 2021 to 13.7% in 2023). In 2023, 1.3% of women experienced behaviors consistent with sexual quid pro quo (consistent with 1.5% in 2021). Men were significantly less likely to experience both types of sexual harassment compared to women in 2023 (2.9% experienced behaviors consistent with a hostile work environment and 0.1% experienced behaviors consistent with sexual quid pro quo). Men’s estimated rates remained unchanged from 2021 (3.5% and 0.1%, respectively).

**Estimated Sexual Harassment Past Year Prevalence Rates by Age**

Figure 40 presents the estimated prevalence of past year sexual harassment by age for members of the Reserve component. Reserve component women ages 21 to 24 (18.8%) were significantly more likely than other women to experience past year sexual harassment, whereas women under age 21 (10.9%, a significant decrease from 17.3% in 2021) and ages 36 or older (9.9%) were significantly less likely than other women to experience past year sexual harassment. Women ages 25 to 30 were also significantly less likely to experience past year sexual harassment in 2023 (14.9%) compared to in 2021 (20.1%). Reserve component men ages 36 or older (2.3%) were significantly less likely than other men to experience past year sexual harassment. Men’s estimated rates by age were unchanged from 2021.

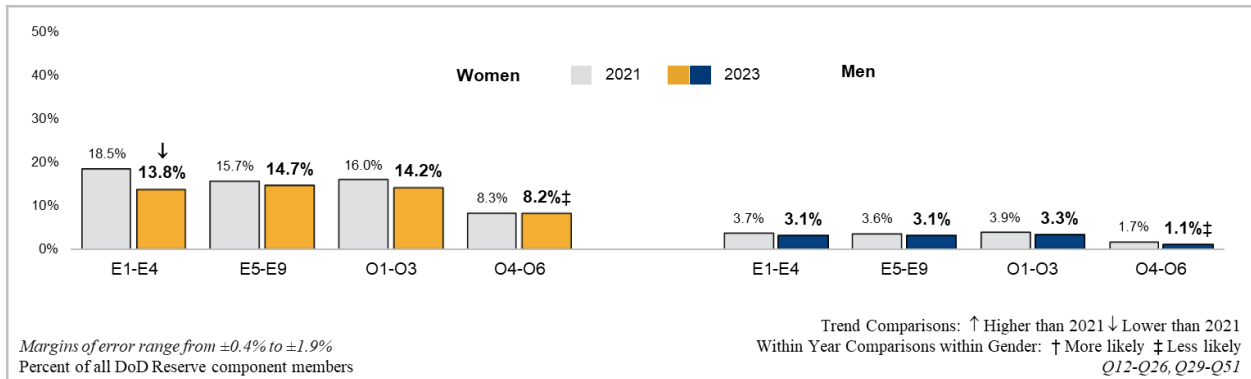
**Figure 40.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Age for the Reserve Component*



**Estimated Sexual Harassment Past Year Prevalence Rates by Paygrade**

Figure 41 presents the estimated prevalence of past year sexual harassment by paygrade for members of the Reserve component. Senior officer women (8.2%) were significantly less likely than other women to experience past year sexual harassment. Junior enlisted women were also significantly less likely to experience past year sexual harassment in 2023 (13.8%) compared to in 2021 (18.5%). Senior officer men (1.1%) were significantly less likely than other men to experience past year sexual harassment. Men’s estimated rates by paygrade were unchanged from 2021.

**Figure 41.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Paygrade for the Reserve Component*

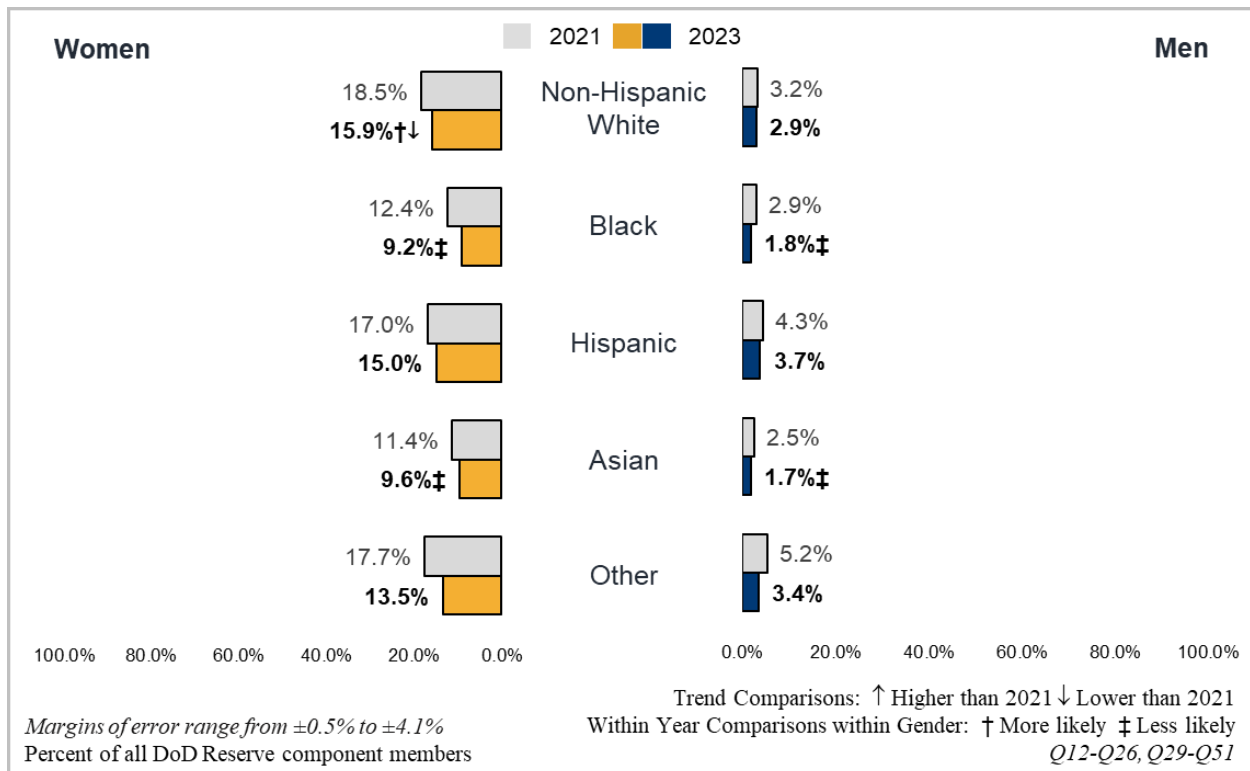


**Estimated Sexual Harassment Past Year Prevalence Rates by Race/Ethnicity**

Figure 42 presents the estimated prevalence of past year sexual harassment by race/ethnicity for members of the Reserve component. Overall, 5.2% of racial/ethnic minority Service members and 5.4% of non-Hispanic White Service members experienced past year sexual harassment.

These estimated rates were significantly decreased from 6.7% of racial/ethnic minority members and unchanged from 5.9% of non-Hispanic White members in 2021. Racial/ethnic minority women (12.1%) were significantly less likely than non-Hispanic White women (15.9%) to experience sexual harassment. These estimated rates significantly decreased from 14.7% and 18.5%, respectively, in 2021. The lower estimates for racial/ethnic minority women appeared to be driven by Black women (9.2%, unchanged from 12.4% in 2021) and Asian women (9.6%, unchanged from 11.4% in 2021) who were significantly less likely than other women to experience sexual harassment. No differences were observed between the estimated sexual harassment prevalence rates for racial/ethnic minority men (2.9%) and non-Hispanic White men (2.9%), and their estimated rates were unchanged from 2021 (3.8% and 3.2%, respectively).

**Figure 42.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Race/Ethnicity for the Reserve Component*



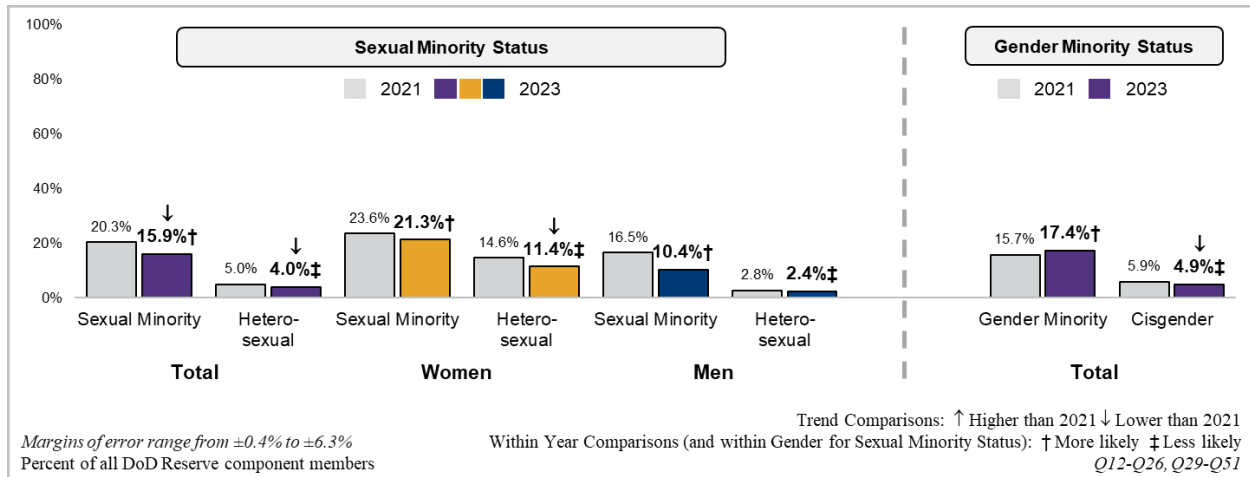
**Estimated Sexual Harassment Past Year Prevalence Rates by Sexual Minority Status**

Figure 43 presents the estimated prevalence of past year sexual harassment by sexual minority status. Sexual minority Reserve component members were significantly more likely to experience past year sexual harassment compared to heterosexual Reserve component members (15.9% compared to 4.0%). These estimated rates were both significantly decreased from 20.3% and 5.0%, respectively, in 2021. Both sexual minority women (21.3%) and sexual minority men (10.4%) were significantly more likely to experience past year sexual harassment compared to



heterosexual women (11.4%) and heterosexual men (2.4%), respectively. For heterosexual women, this estimated rate reflects a significant decrease from 14.6% in 2021. For sexual minority women, sexual minority men, and heterosexual men, these estimated rates were unchanged from 2021 (23.6%, 16.5%, and 2.8%, respectively).

**Figure 43.**  
*Estimated Sexual Harassment Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Reserve Component*



### **Estimated Sexual Harassment Past Year Prevalence Rates by Gender Minority Status**

Figure 43 also presents the estimated prevalence of past year sexual harassment by gender minority status. Gender minority Reserve component members were significantly more likely to experience past year sexual harassment compared to cisgender Reserve component members (17.4% compared to 4.9%). These estimated rates were significantly decreased from 5.9% of cisgender members and unchanged from 15.7% of gender minority members in 2021.

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

Service members were asked to reflect upon and describe the characteristics of the one sex-based Military Equal Opportunity (MEO) violation that they considered the worst or most serious. Consistent with 2021, 70% of Reserve component women and a significantly greater percentage of Reserve component men (85%) who experienced a sex-based MEO violation in 2023 identified a situation that involved behaviors consistent with sexual harassment as the worst situation. For both women (40%) and men (42%), these situations most frequently involved repeated sexual jokes. The next most frequent behavior experienced by women during these situations was repeated sexual comments about their appearance or body (35%, significantly higher than 16% of men), followed by repeated attempts to establish an unwanted romantic or sexual relationship (33%, significantly higher than 6% of men). The second most frequent behavior experienced by men during these situations was repeatedly being told about the alleged offender’s sexual activities (29%), followed by repeated questions about their sexual interests

(27%, a significant increase from 18% in 2021). Unless otherwise noted, these percentages were unchanged from those observed in 2021.

## **Characteristics of the One Situation of Sexual Harassment With the Biggest Effect**

### ***Characteristics of the Alleged Offender(s)***

In 2023, the worst sexual harassment experience involved alleged offenders who were all men for a significantly greater percentage of Reserve component women (81%, statistically unchanged compared to in 2021) than Reserve component men (56%, a significant decrease from 68% in 2021). The worst situation involved alleged offenders who were all women or a mix of men and women for a significantly greater percentage of men (9% and 35%, respectively) compared to women (2% and 17%, respectively). For men, the percentage whose worst situation involved alleged offenders who were a mix of men and women significantly increased from 25% in 2021. Otherwise, these percentages were unchanged from those observed in 2021.

Most Reserve component women and men who experienced sexual harassment in the past year identified the alleged offender(s) of their worst situation as all military members (85% of both women and men) and/or as someone in their unit (84% of women and 80% of men). A significantly greater percentage of women compared to men identified at least one offender as being in their chain of command (43% of women compared to 35% of men) and/or identified at least one alleged offender as their same rank or higher (89% of women compared to 81% of men). These percentages were unchanged from those observed in 2021.

### ***Context in Which the Sexual Harassment Occurred***

Approximately half of Reserve component women (49%) and men (57%) indicated that their worst sexual harassment situation occurred only at a military location. A significantly greater percentage of women (49%) compared to men (38%) indicated their worst situation occurred at both military and civilian locations. Women were significantly more likely than men to indicate that their worst situation occurred online on social media or via other electronic communications (27% of women compared to 14% of men). Both women (40%) and men (34%, a significant increase from 23% in 2021) were most likely to indicate the worst situation continued for a few months. Unless otherwise noted, these percentages were unchanged from those observed in 2021.

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

An estimated 50% of Reserve component women, significantly more than Reserve component men (32%), made a complaint regarding the worst situation of sexual harassment they experienced. These estimated rates remain unchanged compared to in 2021 (48% of women and 32% of men). Consistent with 2021, complaints were most often made to someone in their chain of command for both women (44%) and men (27%, significantly lower than women) in 2023. Women were also significantly more likely than men to make a complaint to someone in the alleged offender's chain of command (30% of women compared to 21% of men, both unchanged compared to in 2021).

Members of the military have several options regarding the type of MEO complaint they can make, including anonymous, informal, or formal.<sup>48</sup> Both Reserve component women (45%) and men (30%, significantly lower than women) who made a sexual harassment complaint were most likely to make an informal one. A sizable group of Reserve component women (19%) and men (31%) were unsure of the type of complaint they made. The percentage of men who made an informal complaint in 2023 represents a significant decrease from 50% in 2021. Otherwise, these percentages were unchanged from 2021.

Service members who made a sexual harassment complaint were asked how satisfied they were with the outcome of their complaint. In 2023, 25% of Reserve component women and 26% of Reserve component men (both unchanged compared to in 2021) responded that they were satisfied or very satisfied with their sexual harassment complaint outcome.

### ***Reasons for Not Filing a Complaint of Sexual Harassment***

Reserve component women and men had similar reasons for not filing a complaint of sexual harassment. More than half of both Reserve component women (53%) and men (51%) indicated they did not think anything would be done. The second most common reason for not reporting was being worried about negative consequences from military coworkers or peers (47% of women and 39% of men), followed by not thinking it was serious enough to make a complaint (44% of women and 38% of men). Notably, women were significantly more likely than men to indicate they took other actions to handle the situation (27% of women compared to 15% of men). These percentages were unchanged from 2021.

## **Gender Discrimination Past Year Prevalence Rates**

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the U.S. Department of Defense (DoD) legal criteria for gender discrimination. Service members' experiences had to involve a person they had contact with as part of their military duties and who was in a position of authority/leadership over them. See chapter 1 for further details on this rate's construction.

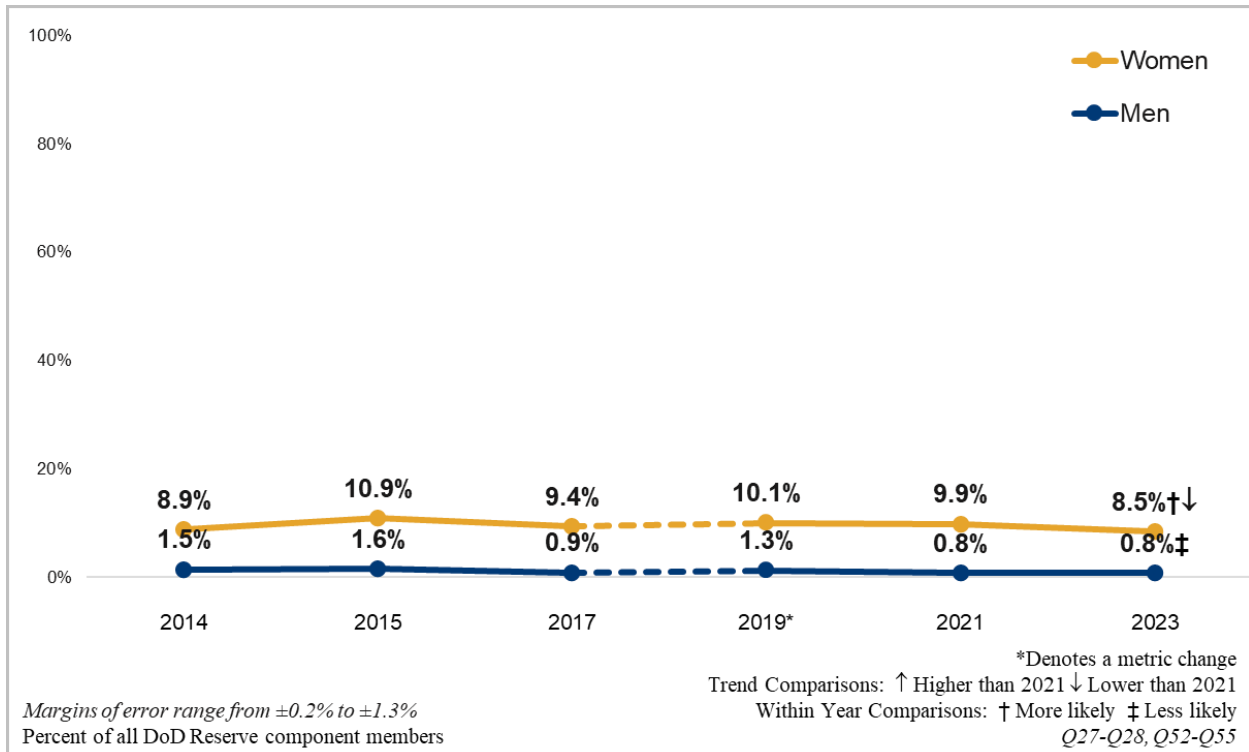
### **Estimated Gender Discrimination Past Year Prevalence Rates**

In 2023, an estimated 2.5% of Reserve component Service members experienced gender discrimination in the prior 12 months. At 8.5% (an estimated 13,829 Service members), the estimated rate of gender discrimination was significantly higher for Reserve component women compared to 0.8% of Reserve component men (an estimated 4,593 Service members). Women's 2023 gender discrimination estimated rate significantly decreased from 2021 (9.9%), whereas the estimated rate for Reserve component men was unchanged from 2021 (0.8%; Figure 44). Figure 45 provides estimates for the Reserve component overall and by Service. Results for each Service are further described in separate products. The remainder of this section focuses on the Reserve component overall.

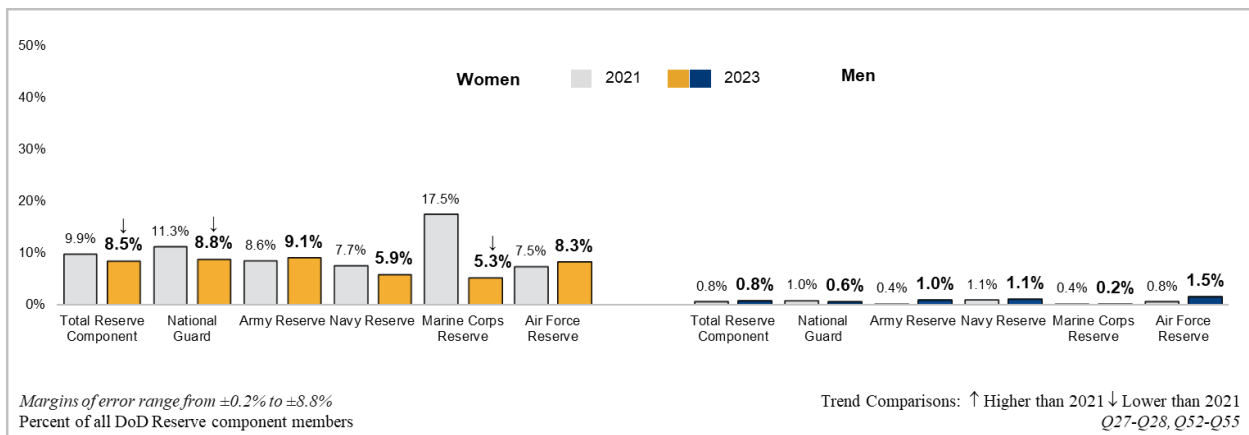
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<sup>48</sup> An informal complaint is an allegation, submitted either verbally or in writing to a person in a position of authority, that is not submitted as a formal complaint through the office designated to receive complaints.

**Figure 44.**  
*Estimated Gender Discrimination Past Year Prevalence Rates for the Reserve Component*



**Figure 45.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Service for the Reserve Component*

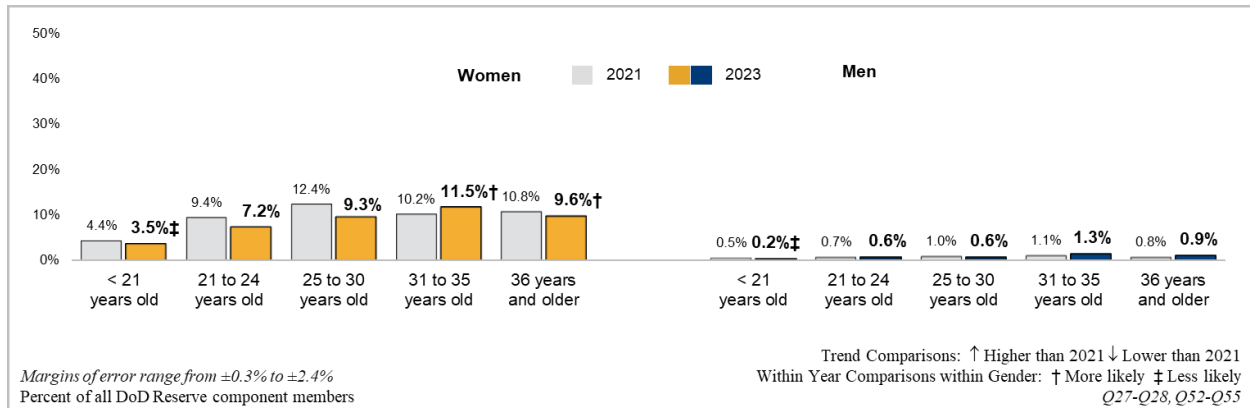


**Estimated Gender Discrimination Past Year Prevalence Rates by Age**

Figure 46 presents the estimated prevalence of past year gender discrimination by age for members of the Reserve component. Reserve component women ages 31 to 35 (11.5%) and ages 36 or older (9.6%) were significantly more likely than other women to experience past year

gender discrimination, whereas women under age 21 (3.5%) were significantly less likely than other women to experience past year gender discrimination. Reserve component men under age 21 (0.2%) were significantly less likely than other men to experience past year gender discrimination. The estimated rates for women and men by age were unchanged from 2021.

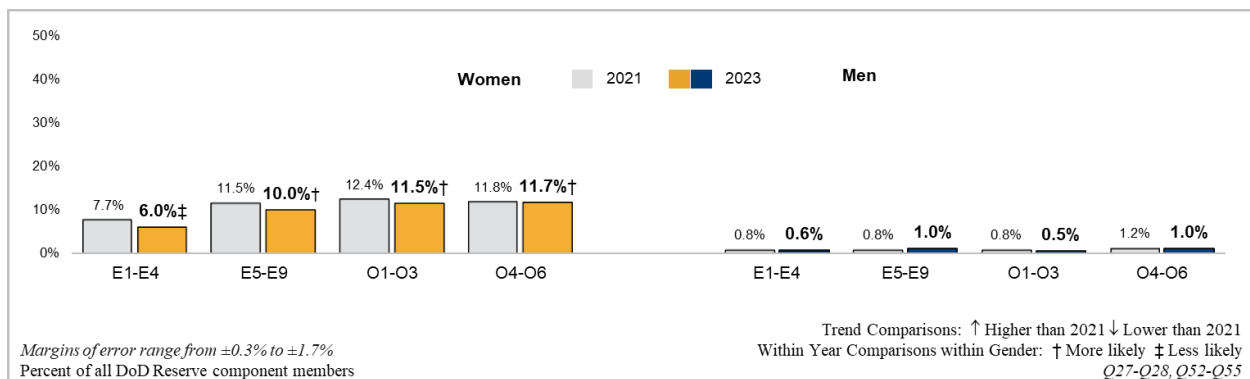
**Figure 46.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Age for the Reserve Component*



**Estimated Gender Discrimination Past Year Prevalence Rates by Paygrade**

Figure 47 presents the estimated prevalence of past year gender discrimination by paygrade for members of the Reserve component. Senior enlisted women (10.0%), junior officer women (11.5%), and senior officer women (11.7%) were significantly more likely than other women to experience past year gender discrimination, whereas junior enlisted women (6.0%) were significantly less likely than other women to experience past year gender discrimination. These estimated rates were unchanged from 2021. The estimated rates for men did not differ by paygrade.

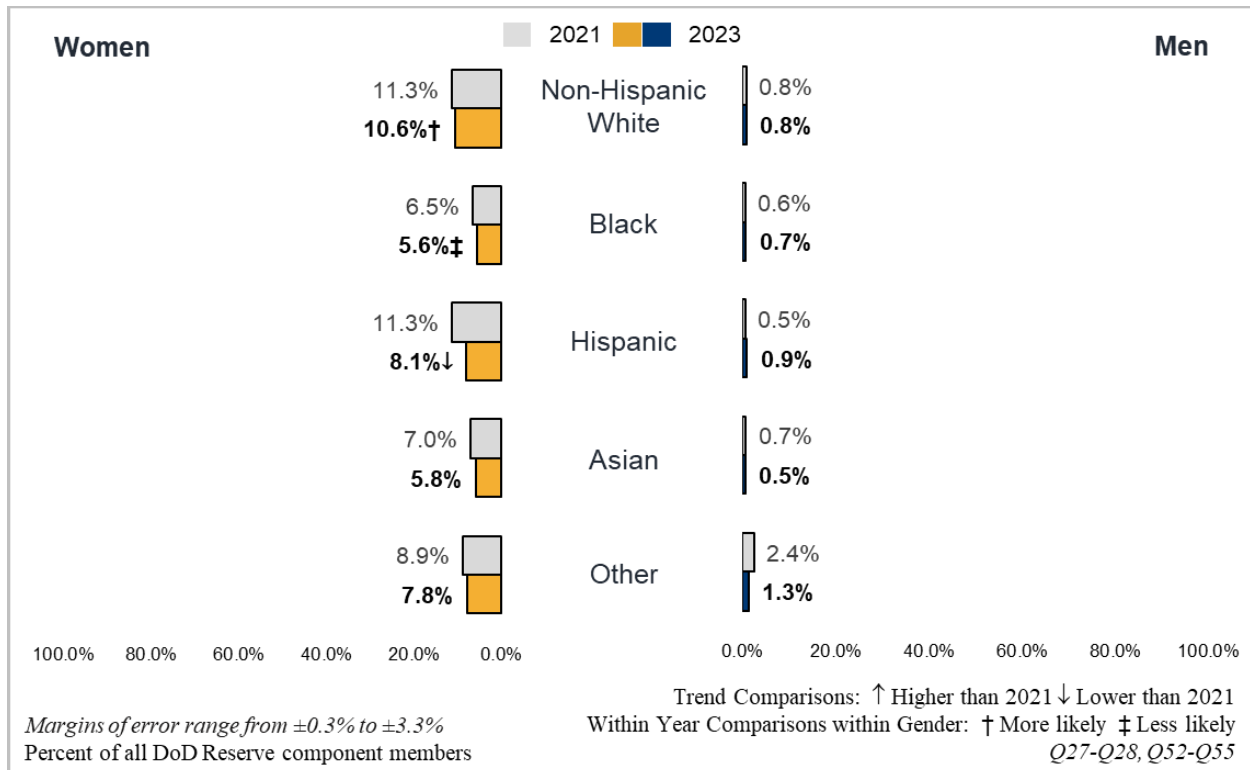
**Figure 47.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Paygrade for the Reserve Component*



**Estimated Gender Discrimination Past Year Prevalence Rates by Race/Ethnicity**

Figure 48 presents the estimated prevalence of past year gender discrimination by race/ethnicity for members of the Reserve component. Overall, 2.5% of both racial/ethnic minority Reserve component members and non-Hispanic White Reserve component members were estimated to have experienced gender discrimination in 2023. These estimated rates were unchanged from 2.9% of racial/ethnic minority Reserve component members and 2.6% of non-Hispanic White members, respectively, in 2021. However, racial/ethnic minority women were significantly less likely than non-Hispanic White women to experience gender discrimination (6.9% compared to 10.6%). These estimated rates were significantly decreased from 8.6% of racial/ethnic minority women and were unchanged from 11.3% of non-Hispanic White women in 2021. In particular, Black women were significantly less likely than other women to experience gender discrimination (5.6%, unchanged from 6.5% in 2021). Notably, the estimated gender discrimination prevalence rate for Hispanic women significantly decreased from 11.3% in 2021 to 8.1% in 2023. Among men, an estimated 0.8% of both racial/ethnic minority and non-Hispanic White Reserve component members experienced gender discrimination in 2023, which was unchanged from 0.9% of racial/ethnic minority men and 0.8% of non-Hispanic White men in 2021.

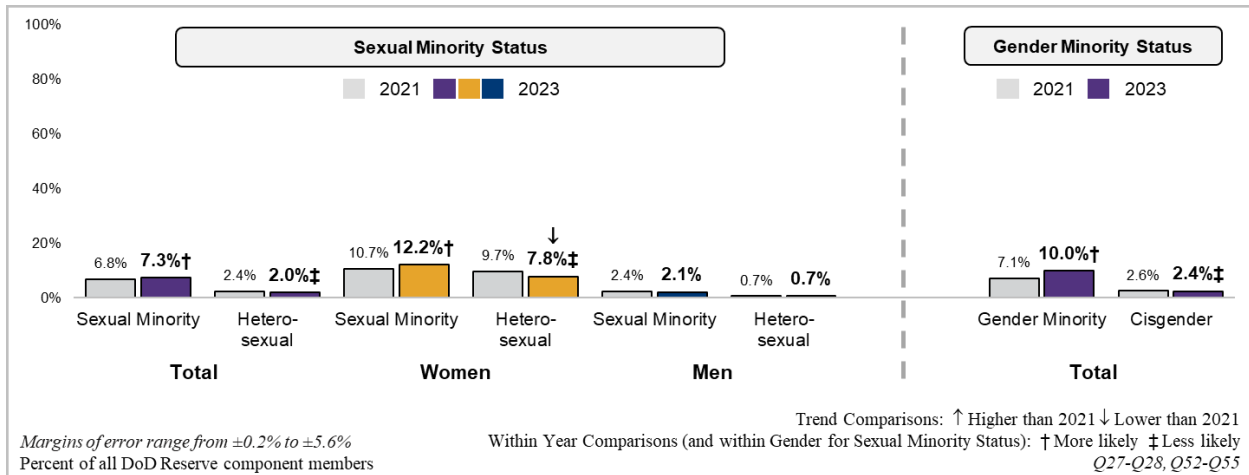
**Figure 48.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Race/Ethnicity for the Reserve Component*



### Estimated Gender Discrimination Past Year Prevalence Rates by Sexual Minority Status

Figure 49 presents the estimated prevalence of past year gender discrimination by sexual minority status. Sexual minority Reserve component members were significantly more likely to experience past year gender discrimination compared to heterosexual Reserve component members (7.3% compared to 2.0%). These estimated rates were unchanged from 2021 (6.8% and 2.4%, respectively). Sexual minority women were significantly more likely than heterosexual women to experience past year gender discrimination (12.2% compared to 7.8%). These estimated rates were significantly decreased from 9.7% of heterosexual women and unchanged from 10.7% of sexual minority women in 2021. No differences were observed between the estimated rates of gender discrimination for sexual minority men (2.1%) and heterosexual men (0.7%), and their estimated rates were unchanged compared to in 2021 (2.4% and 0.7%, respectively).

**Figure 49.**  
*Estimated Gender Discrimination Past Year Prevalence Rates by Sexual Minority Status and Gender Minority Status for the Reserve Component*



### Estimated Gender Discrimination Past Year Prevalence Rates by Gender Minority Status

Figure 49 also presents the estimated prevalence of past year gender discrimination by gender minority status. Gender minority Reserve component members were significantly more likely than cisgender Reserve component members to experience past year gender discrimination (10.0% compared to 2.4%). These estimated rates were unchanged from 2021 (7.1% and 2.6%, respectively).

### One Incident of Gender Discrimination With the Biggest Effect

As previously described, Service members were asked to reflect upon and describe the characteristics of the one sex-based MEO violation that they considered the worst or most

serious. Consistent with 2021, 63% of Reserve component women and significantly fewer (27%) Reserve component men who experienced a sex-based MEO violation in 2023 identified an incident that involved behaviors consistent with gender discrimination as the worst situation. For both women (88%) and men (83%), these situations most commonly involved being mistreated, ignored, or insulted because of their gender. Women's situations were more likely than men's situations (54% compared to 39%) to involve someone saying their gender is not as good at their job or should be prevented from having their job. These percentages were unchanged from 2021.

## **Characteristics of the One Situation of Gender Discrimination With the Biggest Effect**

### ***Characteristics of the Alleged Offender(s)***

The worst gender discrimination experience involved alleged offenders who were all men for a significantly greater percentage of Reserve component women (81%) compared to Reserve component men (18%). The worst situation involved alleged offenders who were all women or a mix of men and women for a significantly greater percentage of men (32% and 51%, respectively) compared to women (2% and 17%, respectively). These percentages were unchanged from 2021.

Most Reserve component women and men who experienced gender discrimination in the past year identified the alleged offender(s) of their worst situation as all military members (86% of women and 79% of men) and/or as someone in their chain of command (66% of women and 65% of men). Of Reserve component members who experienced gender discrimination in the past year, 46% of women and 38% of men identified at least one alleged offender as their same rank or higher. A significantly greater percentage of women compared to men identified at least one offender as being in their unit (92% of women compared to 80% of men). These percentages were unchanged from 2021.

### ***Context in Which the Gender Discrimination Occurred***

Consistent with 2021, the majority of Reserve component women (63%) and men (60%) indicated that their worst gender discrimination situation occurred in a military location in 2023. Women were significantly more likely than men to indicate that their worst situation occurred while they were out with friends or at a party that was not an official military function (14% of women compared to 7% of men). Women and men most frequently indicated the worst situation continued for a few months (41% of women and 36% of men) or a year or more (34% of women and 37% of men). Notably, men were significantly more likely than women to indicate their worst situation of gender discrimination occurred while they were activated (i.e., on Federal or State Active Duty; 51% of men compared to 34% of women). These percentages were unchanged from 2021.

### **Filing a Complaint of Gender Discrimination**

An estimated 53% of Reserve component women and 48% of Reserve component men made a complaint regarding the worst situation of gender discrimination they experienced. These estimated rates were unchanged compared to in 2021 (49% of women and 41% of men).



Consistent with 2021, complaints were most often made to someone in their chain of command (48% of women and 38% of men).

Both Reserve component women (49%) and men (26%, significantly lower than women) who made a gender discrimination complaint were most likely to make an informal one.<sup>49</sup> Of Reserve component members who made a complaint, 19% of women and 31% of men were unsure of the type of complaint they made. These percentages were unchanged from 2021.

Service members who made a gender discrimination complaint were asked how satisfied they were with the outcome of their complaint. In 2023, 14% of Reserve component women responded that they were satisfied or very satisfied with their gender discrimination complaint outcome (unchanged from 2021). This result was not reportable for Reserve component men.

### ***Reasons for Not Filing a Complaint of Gender Discrimination***

Both Reserve component women (69%) and men (84%, significantly higher than women) who did not file a complaint of gender discrimination were most likely to indicate not doing so because they did not think anything would be done. Women (57%) and men (81%, significantly higher than women) were second most likely to indicate they did not trust the process to be fair, followed by being worried about negative consequences from military coworkers or peers for women (53%) and being worried about negative consequences from a military supervisor/someone in their chain of command for men (73%, significantly higher than 47% of women). The percentage of men who indicated being worried about negative consequences from a military supervisor/someone in their chain of command represents a significant increase from 41% in 2021. Otherwise, these percentages were unchanged from 2021.

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<sup>49</sup> 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 6: Climate in the Military

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### Introduction

Research suggests that beyond individual risk factors for sexual assault, sexual harassment, and gender discrimination, factors related to one’s social environment may also affect risk. These factors, such as peer attitudes, leadership behaviors, and organizational climate (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), provide the U.S. Department of Defense (DoD) with a means of monitoring contextual aspects of the military workplace that may indicate higher or lower risk for harmful behaviors among Service members. The *2023 Workplace and Gender Relations Survey of Military Members (2023 WGR)* included measures for a selection of climate factors (namely, psychological climate for sexual harassment, support for intervention, and trust in the military; see chapter 1). These assessments may inform prevention and response programs and policies related to sexual assault and behaviors that violate Military Equal Opportunity (MEO) policy. Further, given the potential for experiences with these behaviors or negative perceptions of the climate related to them to influence Service members’ willingness to serve, the *2023 WGR* also included a measure of retention intentions for the Active component. This chapter presents Service members’ perceptions of climate and, for the Active component specifically, their retention intentions in 2023 (see chapter 1 for details regarding the measures reported here).

Data in this chapter are presented for Active component and Reserve component women and men.<sup>50</sup> Within the components, we call attention to notable differences between men and women and, when possible, to changes in attitudes and perceptions between 2021 and 2023. We denote whether the differences were statistically significant. 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 throughout this report. 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.

### Active Component Climate Related to Unwanted Sexual Contact and Sexual Harassment

This section focuses on perceptions of climate among Active component men and women, including psychological climate for sexual harassment, unit support for intervention, leadership

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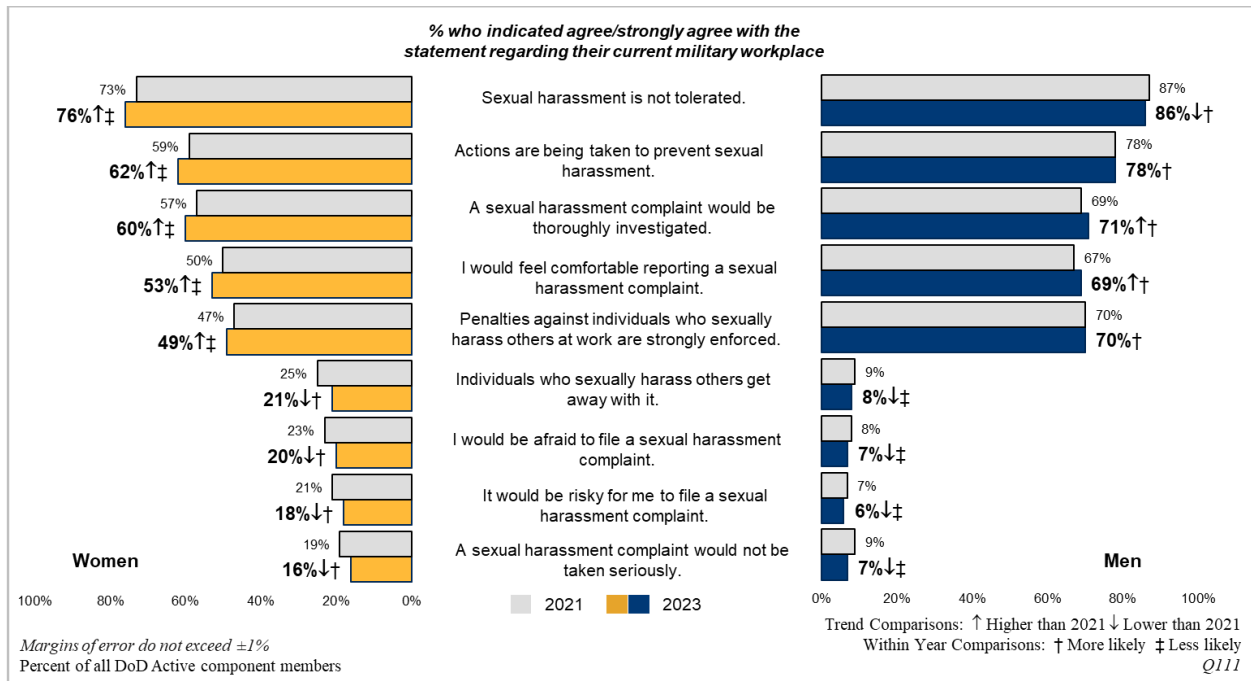
<sup>50</sup> Except where otherwise stated, gender throughout this report is based on responses to the historical sex question for which “male” or “female” were the only response options. Starting in 2021, the *WGR* included questions to allow Service members to specify their gender identity. See the Presentation of Results section in chapter 1 for additional discussion regarding the measurement of gender identity.

support for intervention, trust in the military, and retention intentions. Unless otherwise noted, the results presented in this section were consistent with those observed in 2021.

### Psychological Climate for Sexual Harassment

In 2023, the average score for psychological climate for sexual harassment in the Active component was 4.0 (significantly higher than 4.0 in 2021).<sup>51</sup> Active component women (with an average score of 3.7) provided significantly less positive assessments of the psychological climate for sexual harassment than did Active component men (with an average score of 4.1). For women, this score represents a significant increase (i.e., a more positive assessment) compared to 3.6 in 2021. Figure 50 presents each specific aspect of climate that was assessed. Notably, most women (62%, significantly higher than 59% in 2021) and men (78%, significantly higher than women in 2023) agreed that actions are being taken to prevent sexual harassment. However, women were significantly more likely than men to agree with all items representing a climate more tolerant of sexual harassment.

**Figure 50.**  
*Psychological Climate for Sexual Harassment for the Active Component*



### Support for Intervention

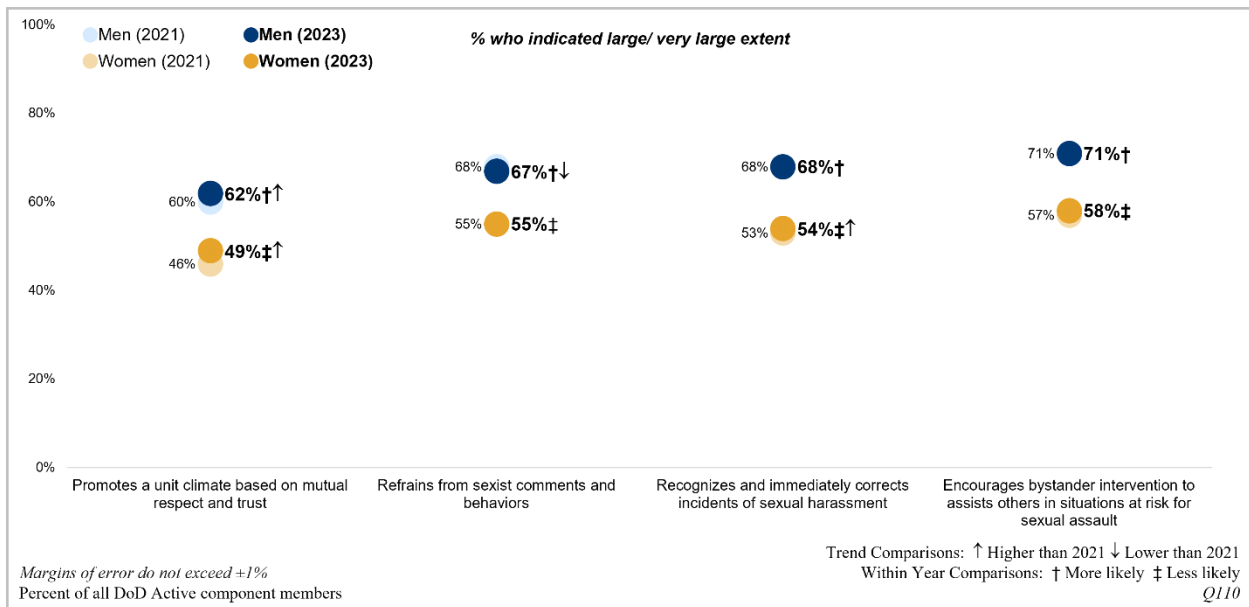
In 2023, the average score for unit support for intervention in the Active component was 3.8 (significantly more positive than 3.7 in 2021). On average, Active component women had significantly more negative perceptions of unit support for intervention compared to Active

<sup>51</sup> Statistical comparisons were made before rounding the estimates. The estimates are rounded here for presentation and may appear to be the same due to rounding.

component men (3.5 for women compared to 3.8 for men). For women, this score represents a significant increase (i.e., more positive perceptions) compared to a score of 3.4 in 2021.

Active component men were significantly more likely than Active component women to report witnessing each specific behavior supportive of intervention in their unit; however, at least half of both women and men indicated having witnessed each behavior supportive of intervention to a large or very large extent (Figure 51). Except when otherwise noted, results were consistent with 2021. The percentage of women (54%) who indicated having witnessed unit members recognizing and immediately correcting incidents of sexual harassment to a large or very large extent represents a significant increase from 53% in 2021. However, the percentage of men (67%) who indicated having witnessed unit members refraining from sexist comments and behaviors to a large or very large extent represents a significant decrease from 68% in 2021. Significantly more men (62%) than women (49%) indicated having witnessed unit members promoting a unit climate based on mutual respect and trust to a large or very large extent. For both men and women, these percentages represent significant increases from 60% of men and 46% of women, respectively, in 2021.

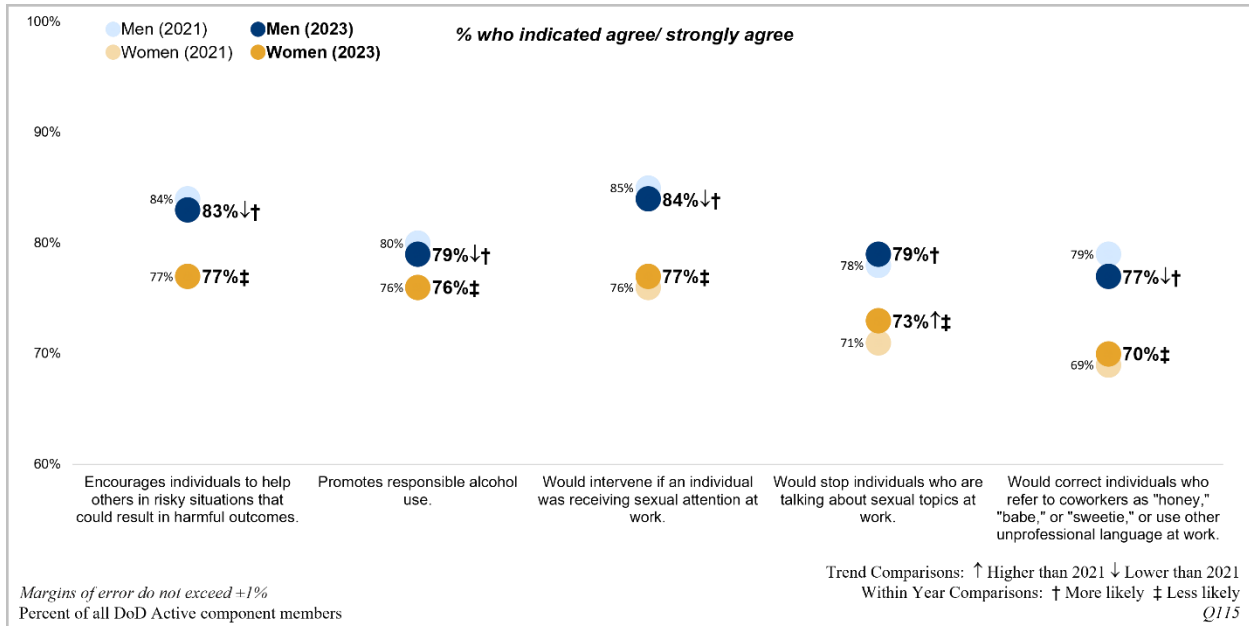
**Figure 51.**  
*Unit Support for Intervention for the Active Component*



On average, members of the Active component agreed that their immediate supervisor modeled and supported bystander intervention (4.2, significantly higher than in 2021). On average, Active component women had significantly more negative perceptions of leader support for intervention compared to Active component men (4.0 for women compared to 4.2 for men). For men, on average, perceptions were significantly less positive in 2023 (4.3) compared to in 2021

(4.3).<sup>52</sup> However, the majority of both women and men agreed that their immediate supervisor modeled each specific behavior (Figure 52).

**Figure 52.**  
*Immediate Supervisor Support for Intervention for the Active Component*

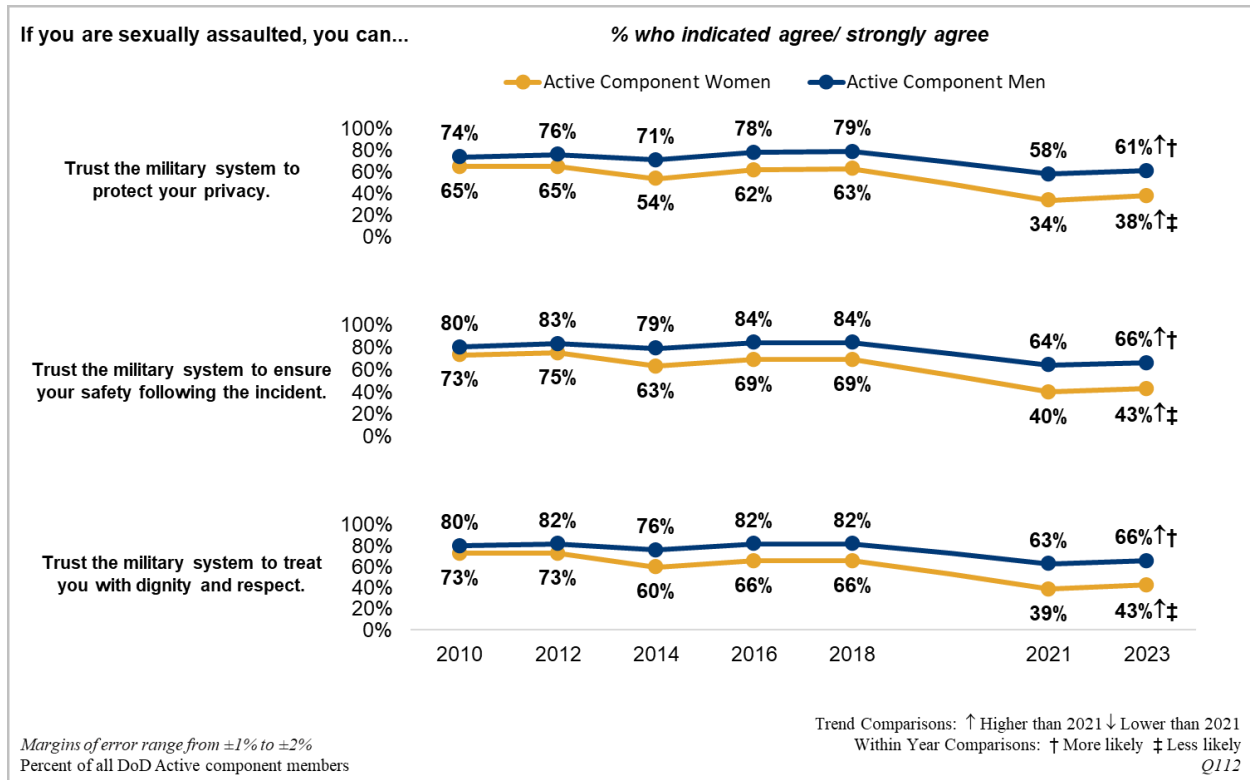


## Trust in the Military

Trust in the military related to sexual assault increased for both Active component men and women in 2023 (Figure 53). Approximately two-thirds of Active component men agreed that they could trust the military system to protect their privacy (61%, significantly higher than 58% in 2021), ensure their safety (66%, significantly higher than 64% in 2021), and/or treat them with dignity and respect (66%, significantly higher than 63% in 2021). Active component women were significantly less likely than men to agree that they could trust the military system to protect their privacy (38%, significantly higher than 34% in 2021), ensure their safety (43%, significantly higher than 40% in 2021), and/or treat them with dignity and respect (43%, significantly higher than 39% in 2021).

<sup>52</sup> Statistical comparisons were made before rounding the estimates. The estimates are rounded here for presentation and may appear to be the same due to rounding.

**Figure 53.**  
**Trust in the Military System Related to Sexual Assault for the Active Component**

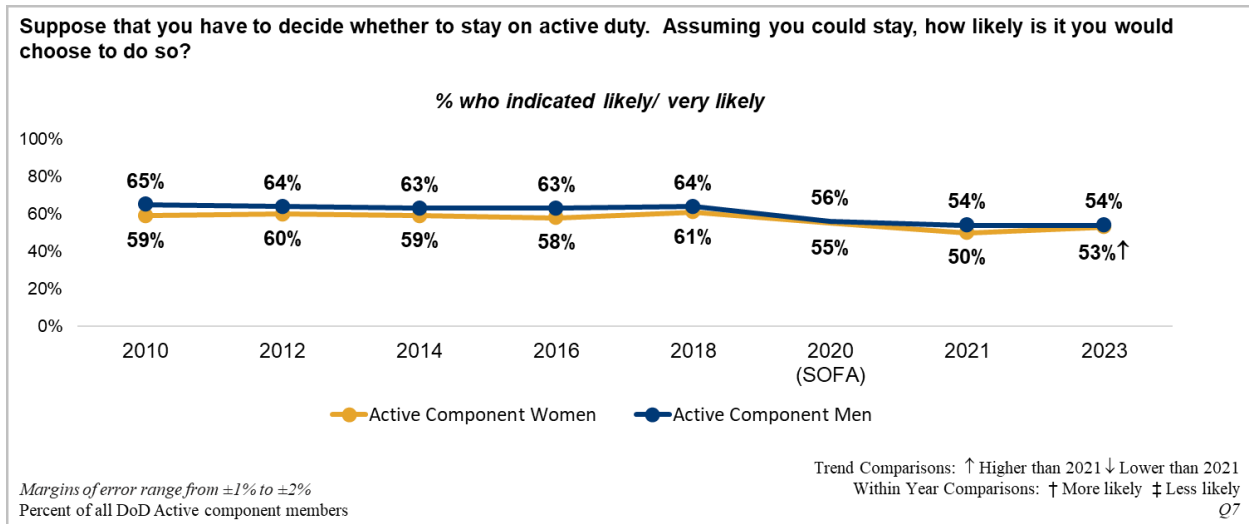


In 2023, the majority of Active component members (78%, a significant increase from 76% in 2021) agreed that they could trust their immediate supervisor. Both Active component women's and men's trust in leadership significantly increased compared to in 2021. However, Active component women (71% compared to 68% in 2021) were significantly less likely than Active component men (79% compared to 78% in 2021) to agree that they could trust their leadership. Compared to 79% of men, a significantly lower percentage of women (71%) agreed that their supervisor ensures that all assigned personnel are treated fairly (compared to 78% of men and 67% of women in 2021, respectively). Finally, compared to 78% of men, a significantly lower percentage of women (72%) agreed that their supervisor evaluates their work performance fairly (compared to 77% of men and 69% of women in 2021).

## Retention Intentions

In 2023, 53% (unchanged from 54% in 2021) of Active component members indicated that they would be likely to remain on active duty if they could choose to do so. No differences were observed between Active component men (54%) and women (53%, a significant increase from 50% in 2021; Figure 54). Significantly fewer Active component men and women (30% of both) indicated that they would be unlikely to remain on active duty if they could choose to do so in 2023 compared to in 2021 (31% of men and 34% of women).

**Figure 54.**  
**Retention Intentions for the Active Component**



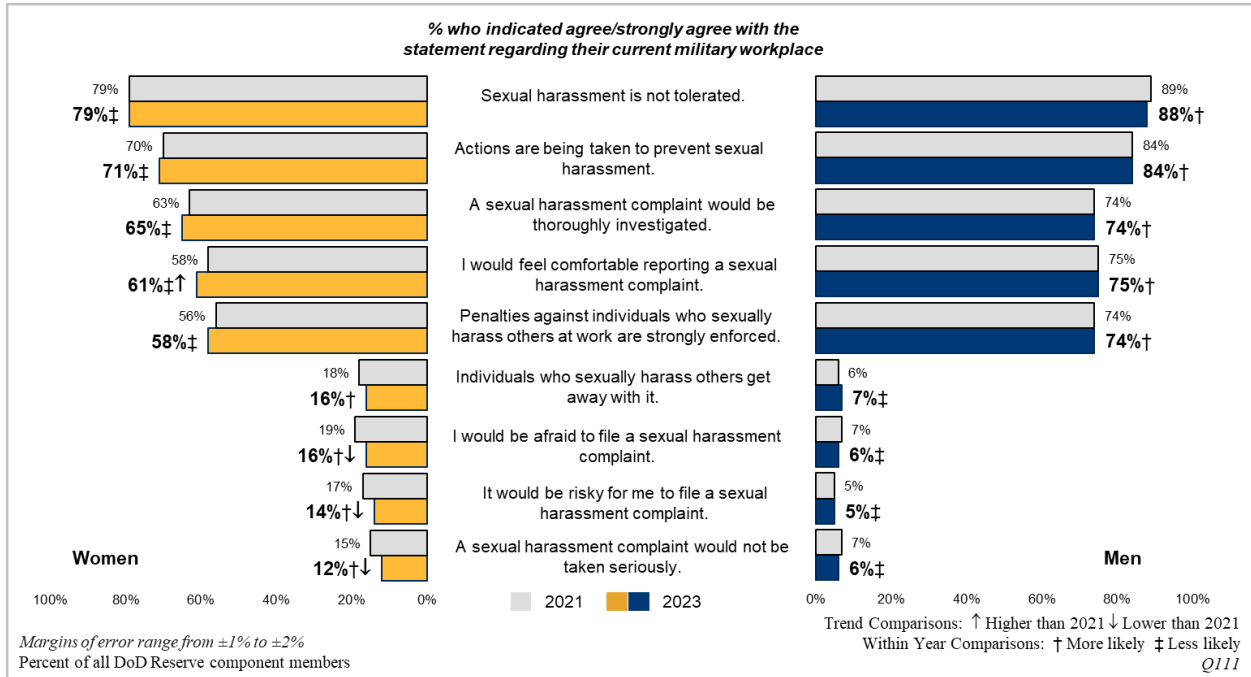
## Reserve Component Climate Related to Unwanted Sexual Contact and Sexual Harassment

This section focuses on perceptions of climate among Reserve component men and women, including psychological climate for sexual harassment, unit support for intervention, leadership support for intervention, and trust in the military. Unless otherwise noted, the results presented in this section were consistent with those observed in 2021.

### Psychological Climate for Sexual Harassment

In 2023, the average score for psychological climate for sexual harassment in the Reserve component was 4.2 (unchanged from 4.2 in 2021). Reserve component women (with an average score of 3.8) provided significantly less positive assessments of the psychological climate for sexual harassment than did Reserve component men (with an average score of 4.2). Examining specific aspects of climate, women were significantly more likely than men to agree with all items representing a climate more tolerant of sexual harassment (Figure 55).

**Figure 55.**  
*Psychological Climate for Sexual Harassment for the Reserve Component*

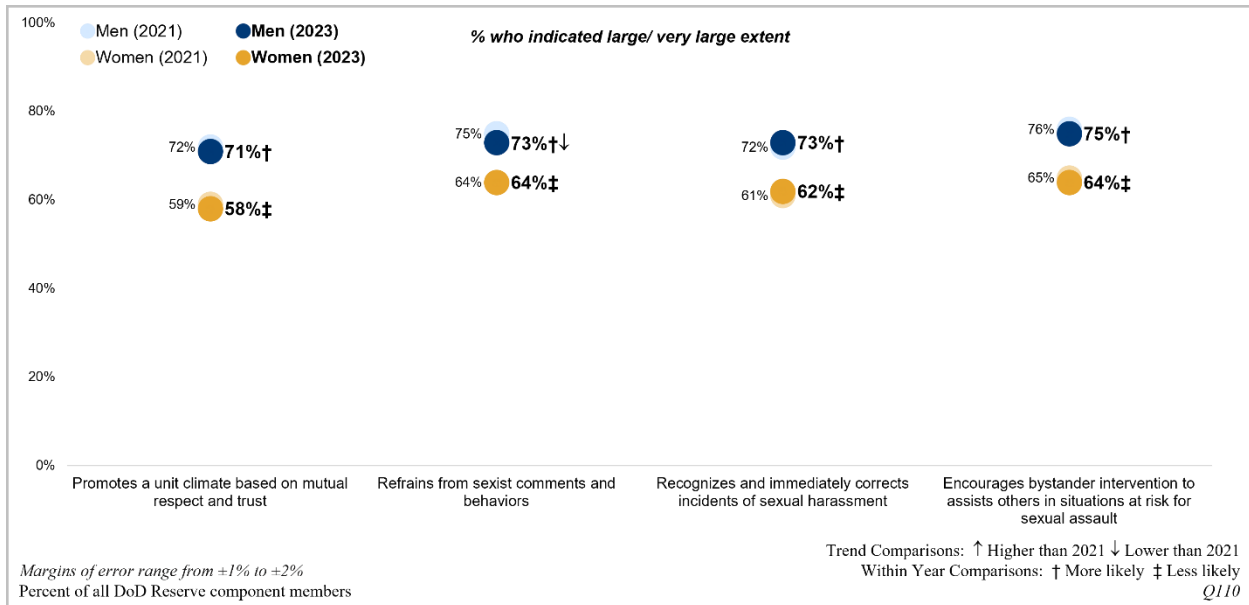


### Support for Intervention

In 2023, the average score for unit support for intervention in the Reserve component was 3.9 (unchanged from 3.9 in 2021). On average, Reserve component women had significantly more negative perceptions of unit support for intervention compared to Reserve component men (3.7 for women compared to 4.0 for men). At least half of both women and men indicated having witnessed each of the behaviors to a large or very large extent, but a greater percentage of men than women reported witnessing each behavior (Figure 56).



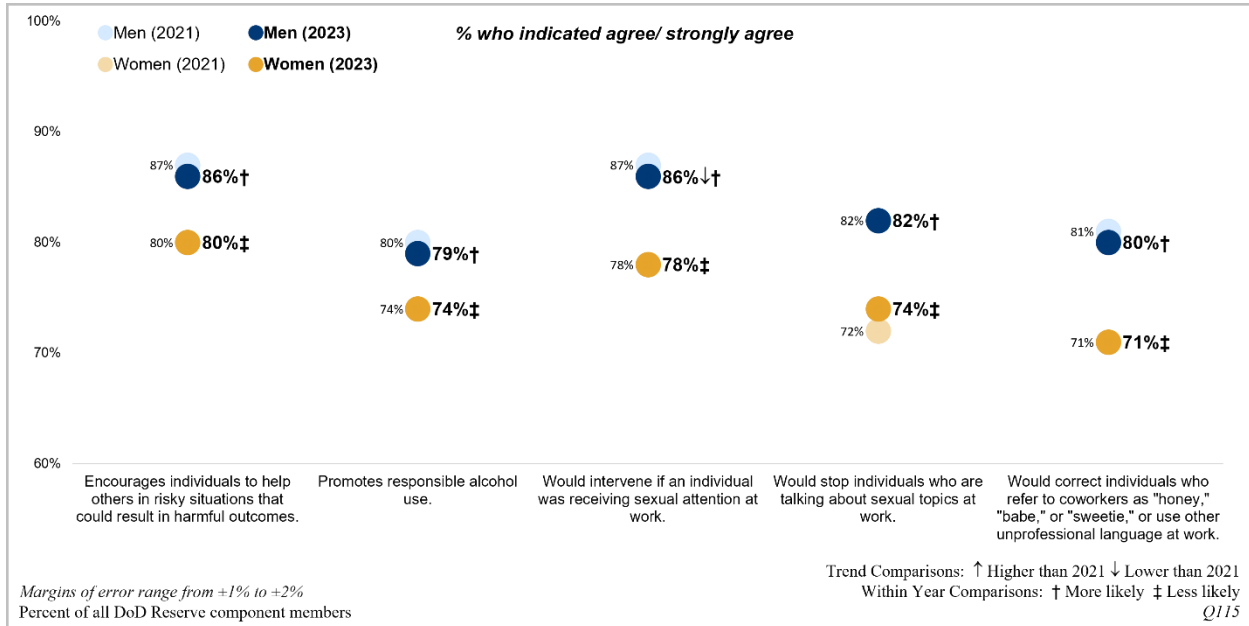
**Figure 56.**  
**Unit Support for Intervention for the Reserve Component**



On average, members of the Reserve component agreed that their immediate supervisor modeled and supported bystander intervention (4.2, a significant decrease from 4.3 in 2021). On average, Reserve component women had significantly more negative perceptions of leader support for intervention (4.1) compared to Reserve component men (4.3, significantly higher than 4.3 in 2021).<sup>53</sup> However, the majority of both women and men agreed that their immediate supervisor modeled each specific behavior (Figure 57).

<sup>53</sup> Statistical comparisons were made before rounding the estimates. The estimates are rounded here for presentation and may appear to be the same due to rounding.

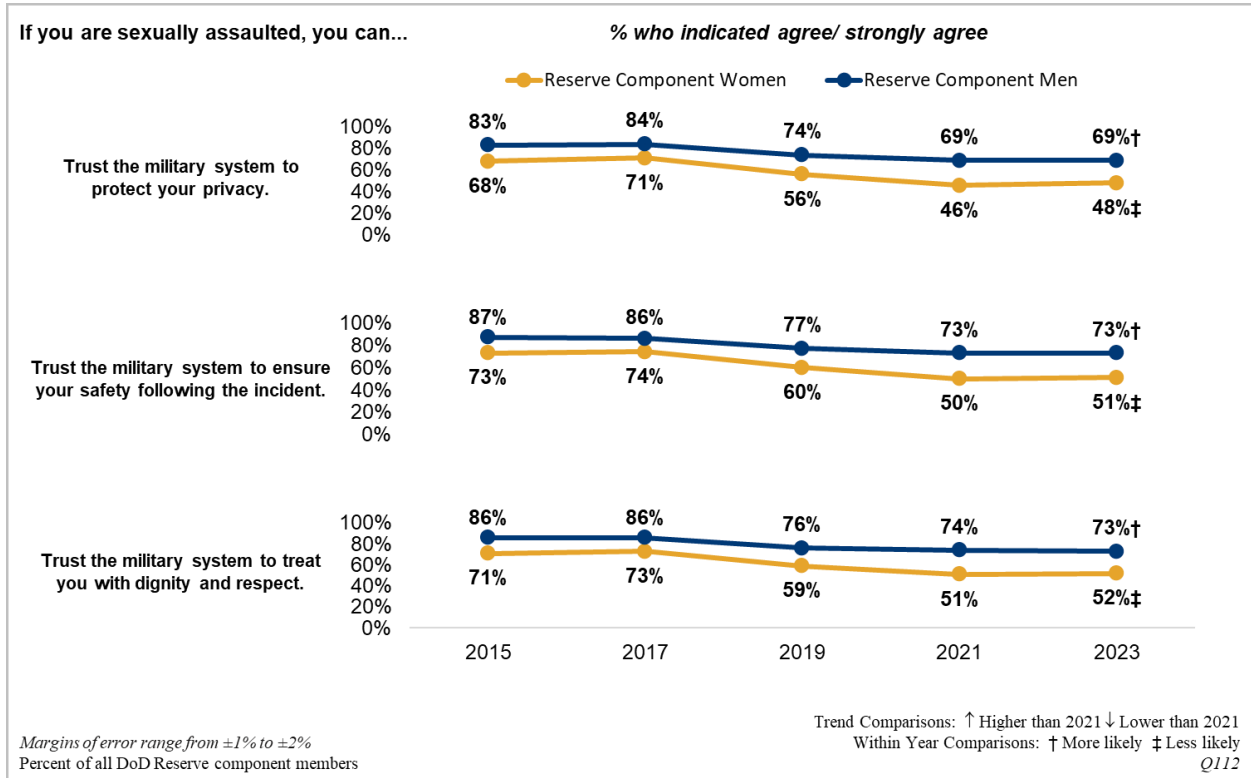
**Figure 57.**  
**Immediate Supervisor Support for Intervention for the Reserve Component**



### Trust in the Military

Reserve component members’ trust in the military system related to sexual assault was unchanged in 2023 compared to in 2021 (Figure 58). Reserve component men were significantly more likely than Reserve component women to agree that they could trust the military system to protect their privacy (69% of men compared to 48% of women). Reserve component men were also significantly more likely than Reserve component women to agree that they could trust the military system to ensure their safety (73% of men compared to 51% of women) and/or treat them with dignity and respect (73% of men compared to 52% of women).

**Figure 58.**  
**Trust in the Military System for the Reserve Component**



## Chapter 7: Discussion and Conclusion

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The results of the *2023 Workplace and Gender Relations Survey of Military Members (2023 WGR)* reveal that although the U.S. Department of Defense (DoD) is still far from its goal of eliminating sexual assault, sexual harassment, and gender discrimination from the military, some progress has been made throughout the Services. The observed decreases in the sexual assault estimated prevalence rates, in particular among junior enlisted women and women under age 21, may reflect the recent emphasis both within the Department and across the Services on protecting our most at-risk Service members.

In September 2021, the Secretary of Defense approved the implementation of the 90-day Independent Review Commission on Sexual Assault in the Military (IRC-SAM) recommendations. The *2023 WGR* was the first survey administration to occur after implementation began across the DoD and the Military Services. Many of the activities undertaken to date have focused on creating and implementing a prevention workforce, professionalizing and strengthening the sexual assault response workforce, and readying the Offices of Special Trial Counsel. Although efforts have emphasized the response workforce and the bolstering of support services, Active component women who experienced unwanted sexual contact and used resources, for example a Sexual Assault Response Coordinator (SARC) or medical and mental health providers, did not report significantly different satisfaction or an increase in use of those resources compared to in 2021. However, Active component women and men both indicated higher levels of trust in the military system related to sexual assault in 2023, which could reflect the military's investment in changing the military justice system and in implementing the approved IRC-SAM recommendations. This report concludes with a summary of the key insights.

### Key Insights

The results of the *2023 WGR* provide the following key insights:

1. The estimated past year prevalence rates of unwanted sexual contact for Active component women decreased significantly, driven primarily by decreases among junior enlisted women under age 21. Given that Service members in these groups face heightened risk of unwanted sexual contact compared to other members of the population, observing significant decreases in the estimated prevalence of sexual assault could indicate that the Department is making progress in protecting our most at-risk members. Although sexual assault remains a persistent challenge across the Military Services, significant decreases in the estimated prevalence of unwanted sexual assault among Navy and Air Force women reflect progress for those groups.
2. In the Active component, the estimated past year prevalence rates of sexual harassment among women and men and of gender discrimination among women decreased significantly. Reductions in the estimated past year prevalence for these behaviors could point to improvements in the military climate. As these rates of

misconduct are highly correlated with the risk for sexual assault, reductions in sexual harassment and gender discrimination could mean that fewer Service members are at risk for sexual assault.

3. Although the estimated past year prevalence rates of unwanted sexual contact did not change in 2023 for the total DoD Reserve component, a significant decrease was observed for National Guard women. Another indicator of progress was observed for Reserve component women, whose estimated past year prevalence rates of sexual harassment and gender discrimination decreased significantly in 2023. These decreases were driven by significant decreases in sexual harassment and gender discrimination (Military Equal Opportunity (MEO) violations) observed for National Guard women in 2023 compared to in 2021. Aside from these important indicators of progress, few notable changes were observed for the Reserve component in areas of reporting, retaliation, and climate.
4. The common characteristics of the one worst incident of sexual assault and MEO violations were remarkably stable, including across the individual harmful behaviors. Alleged offenders were most often fellow military members of the same rank or some other higher ranking military member. For women victims, alleged offenders were typically men. For men victims, alleged offenders were frequently men or a mix of men and women.
5. Service members in both components who experienced unwanted sexual contact often also experienced sexual harassment and stalking by the same alleged offender both before and after the incident. The alleged offender often engaged in progressive boundary crossing before the incident, typically beginning a few months before the unwanted sexual contact. These patterns are consistent with those observed in 2021, with only 7% of Active component women and 6% of Active component men reporting that they made a complaint about the sexual harassment before the unwanted sexual contact incident.<sup>54</sup>
6. The estimated rates of filing a sexual harassment complaint increased for Active component men, whereas reporting behaviors regarding incidents of unwanted sexual contact and gender discrimination remained stable compared to in 2021. Reporting experiences of sexual harassment serves an important function, because it remains critically important to address and adequately respond to these lower-level behaviors to potentially prevent unwanted sexual contact or sexual assault.
7. Progress in the military climate was reported by both Active component women and men. Trust in the military system regarding sexual assault, trust in military leadership, and positive aspects of the psychological climate for sexual harassment increased, whereas negative aspects decreased. Given the important role of contextual influences with respect to the risk of sexual assault, sexual harassment, and gender discrimination, these positive changes may signal a reduction in Active

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<sup>54</sup> Complaints regarding sexual harassment by the same alleged offender before the unwanted sexual contact were not collected for the Reserve component.

component members' risk for unwanted behaviors. Few changes were observed in the Reserve component, and when changes were observed, they were primarily for women. For instance, certain negative aspects of the psychological climate for sexual harassment decreased in the Reserve component.

8. Retention intentions for the Active component appeared to decrease beginning in 2020 and remained at approximately 50% of Service members reporting they would be likely to stay on active duty if they could choose to do so on the *2021 WGR*. Although the retention intentions for men stayed the same in 2023, the retention intentions for women increased in 2023. This change could be related to other positive movements observed for trust in the military with regard to sexual assault and decreases in the rates for harmful behaviors.

## Conclusion

This overview report presents only the topline estimates from the *2023 WGR* related to the prevalence of unwanted sexual contact, sexual harassment, gender discrimination, the characteristics of those experiences, and climate in the military. The results of the *2023 WGR* described in this report demonstrate how the survey continues to fulfill a crucial surveillance role for the DoD. As the Department continues to implement the approved recommendations of the IRC, measuring progress through the continued estimation of prevalence, reporting behaviors, and attitudes toward the military system is crucial to capturing progress toward eliminating these harmful behaviors from our ranks.

The decreases observed in the estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination may warrant further analysis to explore these findings and examine the complex interplay of individual- and social-level risk and protective factors. Considerations for future analyses and research might include the following:

- **An exploration of the nature of the relationships between harmful behaviors, individual risk factors for victimization, and the role of military climate over time.** In 2018, the DoD Office of People Analytics (OPA) conducted a dominance analysis with the *2018 WGR* data to examine the contribution and relative importance of demographic risk factors in the prediction of sexual assault risk (Siebel et al., 2019).
- **A description of the broader social and generational contexts of Service members and their relationship to risk for harmful behaviors.** The ability of the Services to meet recruitment goals has been emphasized recently, and the Department has recognized generational differences, particularly among Generation Z or those born between 1997 and 2012, as a potential factor.<sup>55</sup> Generation Z is the most racially and ethnically diverse generational group,<sup>56</sup> and the extent to which differences in risk for harmful behaviors depend on both age and race or ethnicity

<sup>55</sup> See <https://www.defense.gov/News/News-Stories/Article/Article/3616786/dod-addresses-recruiting-shortfall-challenges/>.

<sup>56</sup> See <https://www.pewresearch.org/social-trends/2020/05/14/on-the-cusp-of-adulthood-and-facing-an-uncertain-future-what-we-know-about-gen-z-so-far-2/>.

demographics is worth further exploration. Additionally, it may be helpful to explore estimated rates of harmful behaviors, reporting behavior, and retaliation experiences in the broader context of workplaces and generational experiences. For example, according to the *2023 Ethical Culture Report*, survey findings revealed that Generation Z respondents were the least likely to report workplace misconduct compared to older generations, despite experiencing high levels of workplace bullying (Ethisphere, 2023). Respondents in this generation indicated that they did not report the workplace misconduct because they did not believe corrective action would be taken and they worried about retaliation for reporting misconduct.

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# Appendix A. Frequently Asked Questions

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## Frequently Asked Questions

### ***2023 Workplace and Gender Relations Survey of Military Members***

The Office of People Analytics (OPA) has been conducting surveys of gender issues for the military since 1988. OPA uses scientific, state-of-the-art statistical techniques to draw conclusions from random, representative samples of the Active component and Reserve component populations. To construct estimates for the *2023 Workplace and Gender Relations Survey of Military Members (2023 WGR)*, OPA used complex sampling and weighting procedures to ensure the accuracy of the estimates to the full population of interest (Active component or Reserve component). This approach is widely accepted as the standard method to construct generalizable estimates. The following details provide answers to some common questions about our methodology as a whole and the *2023 WGR* specifically.

#### **1. What was the population of interest for the 2023 WGR?**

- The target population for the Active component consisted of members from the Army, Navy, Marine Corps, Air Force, Space Force, and the Coast Guard.<sup>57</sup> Sampled military members were below flag rank and had been in the Active component for at least five months.
- 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.<sup>58</sup> Sampled military members were below flag rank and had been in the Reserve component for at least five months.
- Historically, the surveys of the Active and Reserve components have been conducted separately and in opposite years. However, the National Defense Authorization Act (NDAA) for Fiscal Year 2021 required administration updates to the workplace and gender relations surveys, including simultaneous administration to both the Active and Reserve components, after no surveys were conducted in 2020 due to the coronavirus pandemic. The *2023 WGR* administration continued the precedent set in 2021.
- The weighted total response rate for the *2023 WGR* was 14.0%, inclusive of the Coast Guard. The weighted response rates were 13.9% for the U.S. Department of Defense (DoD) Active component and 14.0% for the DoD Reserve component.

#### **2. The 2023 WGR uses “sampling” and “weighting.” Why are these methods used and what do they do?**

<sup>57</sup> Although members of the Coast Guard were included in the target population, the focus of this report is on the U.S. Department of Defense, and the results for the Coast Guard will be reported in separate products.

<sup>58</sup> See Footnote 56.

- 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 *2023 WGR*, these methods allow OPA to generalize to the full population of Active *or* Reserve component members that meet the criteria listed above.
  - In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Reserve personnel in one group, all female Army Reserve personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled compared to their proportion of the population, so there will be enough responses to provide reliable estimates for population subgroups.
  - OPA scientifically weights the data, so findings can be generalized to the full population of interest (Active component or Reserve component members). Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn, which ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates and also properly adjusts to account for survey nonresponse.
  - This methodology meets industry standards used by government statistical agencies, including the U.S. Census Bureau, U.S. Bureau of Labor Statistics, National Agricultural Statistics Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms, including RAND, Westat, and RTI, use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.
3. **Are survey estimates valid with only a 13.9% weighted response rate for the Active component or 14.0% weighted response rate for the Reserve component?**
- The *2023 WGR* response rates (13.9% and 14.0% for the DoD Active and Reserve components, respectively), although lower than prior *WGR* response rates, are consistent with recent large-scale military surveys. OPA’s access to administrative record data supports a rigorous sampling and weighting process that provides for the reliability of the estimates despite lower response rates.
  - 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.

- In addition, OPA routinely conducts nonresponse bias analyses on the gender relations surveys. This type of analysis measures 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 2023 WGR nonresponse bias analyses are included in the *2023 Workplace and Gender Relations Survey of Military Members—Active Component: Statistical Methodology Report (2023 WGRA SMR; OPA, 2024a)* and the *2023 Workplace and Gender Relations Survey of Military Members—Reserve Component: Statistical Methodology Report (2023 WGRR SMR; OPA, 2024b)*.

#### **4. Are these response rates common for military or civilian surveys?**

- Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has an additional advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. These data, rarely available to survey organizations administering surveys in the civilian sector, are used to reduce bias associated with the weighted estimates and to increase the precision and accuracy of estimates.

#### **5. Can you provide some examples of other studies with similar response rates that were used by DoD to understand the military populations and to inform policy?**

- The *2018 Health Related Behaviors Survey (2018 HRBS)* conducted by the RAND Corporation had an overall weighted response rate of 9.6% (for the Active and Reserve components combined; Meadows et al., 2021). The *HRBS* is the DoD’s official survey for describing the overall health and well-being of military members.

#### **6. What about surveys that study the total U.S. population? How do they compare?**

- Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the *2016/2017 National Intimate Partner and Sexual Violence Survey (NISVS)*, conducted by the Centers for Disease Control and Prevention (CDC),



calculated population estimates on a variety of sensitive measures and had a weighted response rate of 7.6% (Kresnow et al., 2022).

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# Appendix B. Survey Instrument

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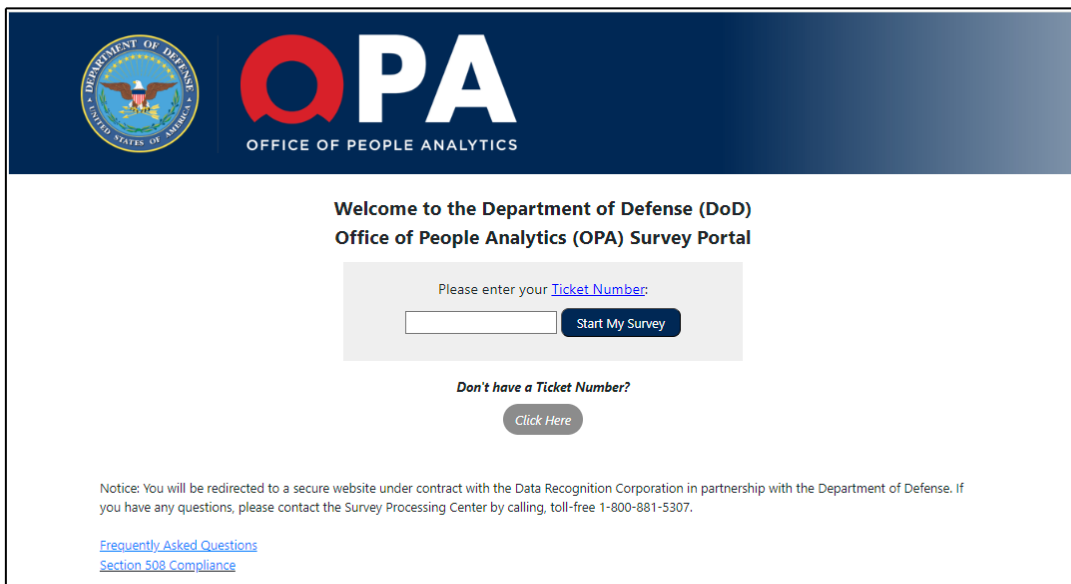


**2023 Workplace and Gender Relations  
Survey of Military Members**  
Survey Instrument

DATA  
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2023 Workplace and Gender Relations Survey of Military Members



The screenshot shows the OPA Survey Portal interface. At the top left is the Department of Defense seal, followed by the OPA logo (a red circle with a white 'O' and 'PA' in white) and the text 'OFFICE OF PEOPLE ANALYTICS'. Below this is a dark blue header with the text 'Welcome to the Department of Defense (DoD) Office of People Analytics (OPA) Survey Portal'. The main content area is white and contains a form with the text 'Please enter your Ticket Number:' above a text input field and a 'Start My Survey' button. Below the form is the text 'Don't have a Ticket Number?' and a 'Click Here' button. At the bottom of the form area, there is a notice: 'Notice: You will be redirected to a secure website under contract with the Data Recognition Corporation in partnership with the Department of Defense. If you have any questions, please contact the Survey Processing Center by calling, toll-free 1-800-881-5307.' Below the notice are two links: 'Frequently Asked Questions' and 'Section 508 Compliance'.

## 2023 Workplace and Gender Relations Survey of Military Members



**2023 Workplace and Gender Relations Survey of Military Members**

**Welcome**

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

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

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

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

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

All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The OMB license for this survey is 0704-0615, expiring 05/31/2024.

[How is this different than the Defense Organizational Climate Survey \(DEOCS\)?](#)

You may encounter similar questions on the DEOCS and Workplace and Gender Relations Survey (WGR), however, the information you provide will be used by different leaders and for different purposes. The DEOCS is a tool for your commander to understand and take action to address climate within your unit. The WGR is a congressionally mandated survey used by the Department's senior leaders to understand the health and well-being of military members and shape future policies. These surveys are both critical opportunities for you to provide your input. The surveys are independent from one another—your responses on the DEOCS will not be included in the WGR and your responses on the WGR will not be included on the DEOCS, even if you accessed this survey from the prompt at the end of the DEOCS. It is important that your voice be heard on both surveys.

[Security Protection Advisory](#)

**WEBSITE PRIVACY:** Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the [Privacy Advisory](#) at the beginning of the survey.

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

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

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

[Section 508 Compliance](#)

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\)](#), as amended in 1999

Send feedback or concerns related to the accessibility of this website to: [DoDSection508@osd.mil](mailto:DoDSection508@osd.mil)

For more information about Section 508, please visit the [DoD Section 508 website](#)

Last Updated: 03/31/2021

2023 Workplace and Gender Relations Survey of Military Members

**PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION****AGENCY DISCLOSURE NOTICE (ADN)**

The public reporting burden for this collection of information, OMB Control Number: 0704-0615, is estimated to average 30 minutes per response, including the time for reviewing the instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or burden reduction suggestions to the Department of Defense (DoD), Washington Headquarters Services, at [whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil](mailto:whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil) (OMB Control Number: 0704-0615). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

**PRIVACY ADVISORY**

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

**ADDITIONAL INFORMATION**

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

The data collection procedures are not expected to involve any risk or discomfort to you. OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender).

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

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

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

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

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

## 2023 Workplace and Gender Relations Survey of Military Members

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

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

**If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307.**

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to November 30, 2023. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

### HOW TO CONTACT US

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

- **Call:** 1-800-881-5307
- **E-mail:** [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)

### FREQUENTLY ASKED QUESTIONS

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

The Health & Resilience (H&R) Division within the Office of People Analytics (OPA) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).

These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

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

All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is 0704-0615, expiring 05/31/2024.

#### **How did you pick me?**

OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, gender).

This year, Service members who are not part of the randomly selected sample may still elect to participate in an abbreviated version of the survey. The abbreviated survey takes less than five minutes to complete.



**Why should I participate?**

This is your chance to be heard on issues that directly affect you and your unit, including policies and practices regarding unit culture, unit climate, and gender-related issues.

Your responses on this survey **make a difference**.

**How is this different than the Defense Organizational Climate Survey (DEOCS)?**

You may encounter similar questions on the DEOCS and Workplace and Gender Relations Survey (WGR), however, the information you provide will be used by different leaders and for different purposes. The DEOCS is a tool for your commander to understand and take action to address climate within your unit. The WGR is a congressionally mandated survey used by the Department's senior leaders to understand the health and well-being of military members and shape future policies. These surveys are both critical opportunities for you to provide your input.

The surveys are independent from one another—your responses on the DEOCS will not be included in the WGR and your responses on the WGR will not be included on the DEOCS, even if you accessed this survey from the prompt at the end of the DEOCS. It is important that your voice be heard on both surveys.

**What is wgr-survey@mail.mil?**

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

**Why am I being asked to use the web?**

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

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

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

**Do I have to answer all questions?**

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

**Why does the survey ask personal questions?**

OPA reports overall results, as well as results by certain characteristics, such as Service, gender, or race/ethnicity. To complete these analyses, we must ask respondents for these types of demographic information.

Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.

Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

**Will my answers be kept private?**

Your response will be kept confidential to the extent permitted by law.

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

All data will be reported in the aggregate and no individual data will be reported.

We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

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

If you wish to withdraw your answers, please notify the Survey Processing Center prior to November 30, 2023 by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

2023 Workplace and Gender Relations Survey of Military Members

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**Will I ever see the results of the survey?**

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

2023 Workplace and Gender Relations Survey of Military Members

**GLOSSARY**

<b>Term</b>	<b>Description</b>
OPA	The Office of People Analytics (OPA) was established in 2016 to develop cutting-edge analytical methods and solutions for more effective personnel management in the Department of Defense (DoD). OPA's divisions comprise experts in various fields such as statistics, psychology, applied social science, information technology, and marketing outreach.
[Ask if....]	All [Ask if] text refers to the survey skip logic. Any question that has this text will only be shown to those who meet the criteria within the brackets based on their previous responses. Any question that does not have [Ask if] text was seen by all respondents.
Day of Week	The web survey was programmed to display the current day of the week for each individual participant based on when they first accessed the survey.
X Date	The web survey was programmed to display the current date minus one year to accurately reflect the previous 12 months for each individual participant based on when they first accessed the survey.
[workplace][military workplace]	The web survey used dynamic text tailored to each respondent based on the population. The first bracket contains the text shown to members in the Active component and the second bracket contains the text shown to members in the Reserve component.
MEO_FLAG	Flag created from positive endorsement of at least one of the following questions, including meeting [Ask if] criteria to see these questions: Q23, Q29, Q30, Q31, Q32, Q33, Q34, Q35, Q36, Q37, Q38, Q39, Q40, Q41, Q42, Q43, Q44, Q45, Q46, Q47, Q48a, Q48b, Q48c, Q49, Q50a, Q50b, Q50c, Q51, Q52, Q53, Q54, or Q55. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered sexual harassment or gender discrimination.
USCFLAG	Flag created from positive endorsement of at least one of the following items: Q70a, Q70b, Q70c, Q70d, or Q70e. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered unwanted sexual contact.
USCCOUNT	Flag created from positive endorsement of at least one of the following items to denote how many different behaviors were endorsed: Q70a, Q70b, Q70c, Q70d, or Q70e.
USCRPTFLAG	Flag created from positive endorsement of at least one of the following questions to denote an unwanted event reported to a military authority: Q84 or Q85.

2023 Workplace and Gender Relations Survey of Military Members

**BACKGROUND INFORMATION**

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

1. Were you [on active duty][a member of the National Guard or a Reserve component] on **July 31, 2023**?
  - Yes
  - No, I was separated or retired
2. Are you...?
  - Male
  - Female
3. [Ask if [POPFLG] = "Active Duty Member"] In the past 12 months, have you been deployed longer than 30 consecutive days?
  - Yes, currently deployed
  - Yes, deployed in the past 12 months, but not currently deployed
  - No
4. [Ask if [POPFLG] = "Active Duty Member" and (Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed")] Where are/were you deployed?
  - CONUS
  - OCONUS
5. What is your current relationship status? *Mark one.*
  - Married
  - Living with a romantic partner (for example, a boyfriend or girlfriend)
  - In a committed romantic relationship, but not living together
  - Divorced and not currently in a relationship
  - Widowed and not currently in a relationship
  - Never married and not currently in a relationship
  - Other or prefer not to say

**ACTIVATION STATUS**

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

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

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

**YOUR MILITARY WORKPLACE**

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

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**TIME REFERENCE**

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

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

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

8. Do you currently live in the same house or building that you did on [X Date]?

- Yes
- No
- Do not remember

9. Are you the same rank today that you were on [X Date]?

- Yes
- No
- Do not remember

10. Were you married or dating someone on [X Date]?

- Yes
- No
- Do not remember

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

**GENDER-RELATED EXPERIENCES IN THE MILITARY**

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

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

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

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

12. **Since [X Date]**, did someone from work repeatedly tell sexual "jokes" **that made you uncomfortable, angry, or upset?**

- Yes
- No

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

13. **Since [X Date]**, did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to? *For example, by calling you a fag or gay, a dyke or butch.*

- Yes
- No

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

14. **Since [X Date]**, did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

- Yes
- No

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

15. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? *Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).*

Yes  
 No

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

16. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

Yes  
 No

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

17. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

Yes  
 No

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

18. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

Yes  
 No

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

19. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

Yes  
 No

20. [Ask if Q19 = "Yes"] Did this make you uncomfortable, angry, or upset?

Yes  
 No

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

21. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? *These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."*

Yes  
 No

22. [Ask if Q21 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

Yes  
 No

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

23. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*

Yes  
 No

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

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

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

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

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

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

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

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

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

28. **Since [X Date]**, do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?
- Yes  
 No

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

29. [Ask if Q12 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?
- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No
30. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by these jokes if they had heard them? *If you are not sure, choose the best answer.*
- Yes  
 No

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

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

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

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

- Yes  
 No

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

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

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

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

- Yes  
 No

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

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

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

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

- Yes  
 No

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

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

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

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

- Yes  
 No

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

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

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

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

- Yes  
 No



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

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

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

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

- Yes
- No

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

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

- Yes
- No

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

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

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

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

- Yes
- No

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

46. [Ask if Q23 <> "Yes" and Q24 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

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

47. [Ask if Q23 <> "Yes" and Q24 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by this unnecessary touching? *If you are not sure, choose the best answer.*

- Yes
- No

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

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

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

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

- Yes
- No

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

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

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

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

Yes  
 No

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

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

Yes  
 No

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

Yes  
 No

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

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

Yes  
 No

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

Yes  
 No

**GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT**

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

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

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

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	No
	Yes
o. Mistreated, ignored, excluded, or insulted you because of your gender.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

57. [Ask if [MEO\_FLAG] = "True"] Was/Were the person(s) who acted this way...
- All men?
  - All women?
  - A mix of men and women?
58. [Ask if [MEO\_FLAG] = "True"] Was/Were the person(s) who acted this way a military member?
- Yes, they all were
  - Yes, some were, but not all
  - No, none were military
  - Not sure
59. [Ask if [MEO\_FLAG] = "True"] At the time of the upsetting situation, was/were any of the person(s) who acted this way... *Mark all that apply.*
- Your immediate military supervisor?
  - Someone else in your chain of command (excluding your immediate military supervisor)?
  - Some other higher ranking military member(s) in your unit?
  - Some other higher ranking military member(s) **not in your unit**?
  - Military member(s) of the same rank as you in your unit?
  - Military member(s) of the same rank as you **not in your unit**?
  - Subordinate(s) or someone you manage as part of your military duties?
  - DoD/Government civilian(s) working for the military?
  - Contractor(s) working for the military?
  - None of the above
  - Not sure
60. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation, about how long did this continue?
- It happened one time
  - About one week
  - About one month
  - A few months
  - A year or more

61. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation, did it ever occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."*

	No
	Yes
a. At a military installation/ship, armory, National Guard or Reserve unit site, or another military work location? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. [Ask if ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard") AND [MEO_FLAG] = "True"] While you were performing a drill period (inactive duty training [IDT])? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
e. [Ask if ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard") AND [MEO_FLAG] = "True"] While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
f. [Ask if ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard") AND [MEO_FLAG] = "True"] While you were activated in a Title 10 (Federal Authority) status? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
g. [Ask if [POPFLG] = "National Guard" AND [MEO_FLAG] = "True"] While you were activated for State Active Duty? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)? ..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
i. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
k. While you were completing military occupational specialty school/technical training/advanced individual training/ professional military education? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
l. While at an official military function (either on- or off-base)? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
n. Online on social media or via other electronic communications? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

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

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

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

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

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

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

64. [Ask if [MEO\_FLAG] = "True" and (Q63 a = "Yes" or Q63 b = "Yes" or Q63 c = "Yes" or Q63 d = "Yes" or Q63 e = "Yes" or Q63 f = "Yes")] What type of complaint did you make?

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

65. [Ask if [MEO\_FLAG] = "True" and (Q63 a = "Yes" or Q63 b = "Yes" or Q63 c = "Yes" or Q63 d = "Yes" or Q63 e = "Yes" or Q63 f = "Yes")] What actions were taken in response to your complaint? *Mark one answer for each item.*

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

66. [Ask if [MEO\_FLAG] = "True" and (Q63 a = "Yes" or Q63 b = "Yes" or Q63 c = "Yes" or Q63 d = "Yes" or Q63 e = "Yes" or Q63 f = "Yes")] How satisfied or dissatisfied were you with the following aspects of the complaint process? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to follow-up on a complaint .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Availability of information about the complaint process and timeliness .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

67. [Ask if [MEO\_FLAG] = "True" and (Q63 a = "Yes" or Q63 b = "Yes" or Q63 c = "Yes" or Q63 d = "Yes" or Q63 e = "Yes" or Q63 f = "Yes")] How satisfied or dissatisfied were you with the outcome of your complaint?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied
- Does not apply, it is still in process
- Does not apply, I do not know the outcome of my complaint

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

68. [Ask if [MEO\_FLAG] = "True" and (Q63 a = "No" or Q63 b = "No" or Q63 c = "No" or Q63 d = "No" or Q63 e = "No" or Q63 f = "No") and (Q63 a <> "Yes" and Q63 b <> "Yes" and Q63 c <> "Yes" and Q63 d <> "Yes" and Q63 e <> "Yes" and Q63 f <> "Yes")]

What were your reasons for **NOT** making a complaint about this upsetting situation? *Mark all that apply.*

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

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

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

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**UNWANTED EXPERIENCES**

Please read the following special instructions before continuing the survey.

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

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

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

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

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

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

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

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

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

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

				Time(s)
--	--	--	--	---------

72. [Ask if [USCFLAG] = "True" and Q71 > 1] Were all of these events done by the same person(s)?

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

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

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

**UNWANTED EXPERIENCE WITH BIGGEST EFFECT**

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

74. [Ask if [USCFLAG] = "True" and Q71 > 1 and [USCCount] > 1 and [MATCHING BEHAVIOR] = "Yes"] Which of the following experiences happened during the event you chose as the worst or most serious? *Mark "Yes" or "No" for each item.*

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

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

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

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

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

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

77. [Ask if [USCFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

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

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

	Yes	No	Do not know
a. Were you new to the unit (i.e., arrived within the prior 120 days)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were any of the persons who did this to you new to the unit (i.e., arrived within the prior 120 days)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

79. [Ask if [USCFLAG] = "True" and Q71 > 1] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

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

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

	Yes	No
a. At a military installation/ship, army, National Guard or Reserve unit site, or another military work location?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. [Ask if [USCFLAG] = "True" AND ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard")] While you were performing a drill period (inactive duty training [IDT])?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Yes	No
e. [Ask if [USCFLAG] = "True" AND ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard")] While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. [Ask if [USCFLAG] = "True" AND ([POPFLG] = "Reserve" OR [POPFLG] = "National Guard")] While you were activated in a Title 10 (Federal Authority) status?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. [Ask if [USCFLAG] = "True" AND [POPFLG] = "National Guard")] While you were activated for State Active Duty?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)?...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were in recruit training/basic training?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. While you were completing military occupational specialty school/technical training/advanced individual training/ professional military education?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. While at an official military function (either on- or off-base)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

82. [Ask if [USCFLAG] = "True"] Did the person(s) who did this to you... *Mark "Yes" or "No" for each item.*

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

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

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



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DoD provides two types of sexual assault reports.

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

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

- Yes
- No

DoD provides two types of sexual assault reports.

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

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

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

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

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Accurate up-to-date information on your case status .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Information to address your confidentiality concerns (for example, your right to privacy) ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/ Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Information on your right to request an expedited transfer .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Information about Victim's Rights (DD Form 2701) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	Not applicable					
	Not at all					
	Small extent					
	Moderate extent					
	Large extent					
	Very large extent					
i. Information about medical and/or behavioral healthcare and treatment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

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

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

89. [Ask if [POPFLG] = "Active Duty Member" and Q82 a = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were sexually harassed by the same person(s). Which of the following harassing behaviors did you experience? *Mark "Yes" or "No" for each item.*

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

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[Ask if [POPFLG] = "Active Duty Member" and [USCFLAG] = "True" and Q82 a = "Yes" and Q89 d = "Yes"] You indicated experiencing some other sexually harassing behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

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90. [Ask if [POPFLG] = "Active Duty Member" and [USCFLAG] = "True" and Q82 a = "Yes"] About how long before the unwanted event did the sexual harassment begin?

- The same day
- About one week
- About one month
- A few months
- A year or more

91. [Ask if [POPFLG] = "Active Duty Member" and Q82 a = "Yes"] Did you make a complaint about this sexual harassment experience to any of the following military individuals or offices? *Mark all that apply.*

- Someone in your chain of command
- Someone in the chain of command of the offender
- Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints
- [Ask if [POPFLG] = "Active Duty Member" and Q82 a = "Yes" and ([CSERVICE] = "Army" or [CSERVICE] = "Air Force")] SHARP/SARC staff or office
- Inspector General's office
- A military hotline or advice line dedicated to receive MEO or SHARP complaints
- No, I did not make a complaint to any of the above individuals

92. [Ask if [POPFLG] = "Active Duty Member" and [USCFLAG] = "True" and Q82 a = "Yes" and (Q91 = "Someone in your chain of command" or Q91 = "Someone in the chain of command of the offender" or Q91 = "Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints" or Q91 = "SHARP staff or office" or Q91 = "Inspector General's office" or Q91 = "A military hotline or advice line dedicated to receive MEO or SHARP complaints")] When did you make the sexual harassment complaint?

- Before the unwanted event
- After the unwanted event
- Do not recall

93. [Ask if [POPFLG] = "Active Duty Member" and [USCFLAG] = "True" and Q82 b = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were stalked by the same person(s). Which of the following stalking behaviors did you experience? *Mark "Yes" or "No" for each item.*

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

[Ask if [POPFLG] = "Active Duty Member" and [USCFLAG] = "True" and Q82 b = "Yes" and Q93 e = "Yes"] You indicated experiencing some other stalking behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

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**OUTCOMES ASSOCIATED WITH THE UNWANTED EVENT**

94. [Ask if [USCFLAG] = "True"] Thinking about the unwanted event, has your [leadership][military leadership], or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.*
- Demoted you or denied you a promotion
  - Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
  - Rated you lower than you deserved on a performance evaluation
  - Denied you an award you were previously eligible to receive
  - Reduced your pay or benefits without doing the same to others
  - Reassigned you to duties that do not match your current grade
  - Made you perform additional duties that do not match your current grade
  - Transferred you to a different unit or installation without your request or agreement
  - Ordered you to one or more command-directed mental health evaluations
  - Disciplined you or ordered other corrective action
  - Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
  - Some other action that negatively affected, or could negatively affect, your position or career
  - Does not apply, you have not experienced any of the above
95. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q94 = "Demoted you or denied you a promotion" or Q94 = "Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position" or Q94 = "Rated you lower than you deserved on a performance evaluation" or Q94 = "Denied you an award you were previously eligible to receive" or Q94 = "Reduced your pay or benefits without doing the same to others" or Q94 = "Reassigned you to duties that do not match your current grade" or Q94 = "Made you perform additional duties that do not match your current grade" or Q94 = "Transferred you to a different unit or installation without your request or agreement" or Q94 = "Ordered you to one or more command-directed mental health evaluations" or Q94 = "Disciplined you or ordered other corrective action" or Q94 = "Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress" or Q94 = "Some other action that negatively affected, or could negatively affect, your position or career"')] Do you have reason to believe that any of the actions you marked in the previous item were **only** based on your report of sexual assault (i.e., not based on your conduct or performance)?
- Yes
  - No
  - Not sure

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96. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q94 = "Demoted you or denied you a promotion" or Q94 = "Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position" or Q94 = "Rated you lower than you deserved on a performance evaluation" or Q94 = "Denied you an award you were previously eligible to receive" or Q94 = "Reduced your pay or benefits without doing the same to others" or Q94 = "Reassigned you to duties that do not match your current grade" or Q94 = "Made you perform additional duties that do not match your current grade" or Q94 = "Transferred you to a different unit or installation without your request or agreement" or Q94 = "Ordered you to one or more command-directed mental health evaluations" or Q94 = "Disciplined you or ordered other corrective action" or Q94 = "Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress" or Q94 = "Some other action that negatively affected, or could negatively affect, your position or career") and Q95 = "Yes"] Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.*
- They were trying to get back at you for making a report (unrestricted or restricted).
  - They were trying to discourage you from moving forward with your report.
  - They did not believe you.
  - They were mad at you for causing a problem for them.
  - They did not understand the situation.
  - They were trying to help you.
  - They were following established protocol by temporarily reassigning you during recovery.
  - They were friends with the person(s) whom you indicated committed the sexual assault.
  - They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (for example, underage drinking).
  - Some other reason
  - Not sure
97. [Ask if [USCFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*
- Made insulting or disrespectful remarks or made jokes at your expense in **public**
  - Excluded you or threatened to exclude you from social activities or interactions
  - Ignored you or failed to speak to you (for example, gave you "the silent treatment")
  - You did not experience any of the above
98. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q97 = "Made insulting or disrespectful remarks or made jokes at your expense in public" or Q97 = "Excluded you or threatened to exclude you from social activities or interactions" or Q97 = "Ignored you or failed to speak to you (for example, gave you "the silent treatment")")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?
- Yes
  - No
  - Not sure
99. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q97 = "Made insulting or disrespectful remarks or made jokes at your expense in public" or Q97 = "Excluded you or threatened to exclude you from social activities or interactions" or Q97 = "Ignored you or failed to speak to you (for example, gave you "the silent treatment")")] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*
- They were trying to discourage you from moving forward with your report or discourage others from reporting.
  - They were trying to make you feel excluded.
  - They were friends with the person(s) whom you indicated committed the sexual assault.
  - They did not believe you.
  - Some other reason
  - Not sure

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

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

101. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q100 = "Made insulting or disrespectful remarks or made jokes at your expense to you in private" or Q100 = "Showed or threatened to show private images, photos, or videos of you to others" or Q100 = "Bullied you or made intimidating remarks about the assault" or Q100 = "Was physically violent with you or threatened to be physically violent" or Q100 = "Damaged or threatened to damage your property" or Q100 = "Some other negative action")] **Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- Yes
- No
- Not sure

102. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q100 = "Made insulting or disrespectful remarks or made jokes at your expense to you in private" or Q100 = "Showed or threatened to show private images, photos, or videos of you to others" or Q100 = "Bullied you or made intimidating remarks about the assault" or Q100 = "Was physically violent with you or threatened to be physically violent" or Q100 = "Damaged or threatened to damage your property" or Q100 = "Some other negative action")] **Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.***

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

103. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q100 = "Made insulting or disrespectful remarks or made jokes at your expense to you in private" or Q100 = "Showed or threatened to show private images, photos, or videos of you to others" or Q100 = "Bullied you or made intimidating remarks about the assault" or Q100 = "Was physically violent with you or threatened to be physically violent" or Q100 = "Damaged or threatened to damage your property" or Q100 = "Some other negative action")] **Were any of your military peers and/or coworkers (including DoD civilians) who took these actions in a position of authority/leadership over you?**

- Yes
- No
- Not sure

**UNWANTED EXPERIENCES**

104. [Ask if [USCFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] **Earlier in the survey you indicated that you experienced at least one unwanted event in which someone...**

	No
	Yes
a. <b>Sexually touched you</b> (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

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	Yes	No
b. <b>Attempted</b> to make you have sexual intercourse, but was not successful.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <b>Made you</b> have sexual intercourse.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <b>Attempted</b> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <b>Made you</b> perform or receive oral sex, anal sex, or penetration by a finger or object.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the past 12 months, and which events happened earlier.

105. [Ask if [USCFLAG] = "True"] Thinking about when the most recent event occurred, how certain are you that it occurred in the past 12 months? *If the event occurred over a long time, think about whether it has happened since [X Date].*

- Definitely occurred **SINCE** [X Date]
- Not sure if it occurred **BEFORE OR AFTER** [X Date]
- Definitely occurred **BEFORE** [X Date]

106. [Ask if [USCFLAG] = "True"] What was the date of your MOST RECENT unwanted event like this?

Month

Year

**PRIOR EXPERIENCES**

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened **more than one year ago, BEFORE [X Date]**. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

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

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

108. [Ask if Q107 a = "Yes" or Q107 b = "Yes" or Q107 c = "Yes" or Q107 d = "Yes" or Q107 e = "Yes"] Did any of these unwanted experiences happen... *Mark "Yes" or "No" for each item.*

	Yes	No
a. <b>Before</b> you joined the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>After</b> you joined the military?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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109. [Ask if ((Q107 a = "Yes" or Q107 b = "Yes" or Q107 c = "Yes" or Q107 d = "Yes" or Q107 e = "Yes") and Q108 b = "Yes")] Did you report any of these unwanted sexual experiences to the military? *Mark one.*

- Yes, a restricted report that remained restricted
- Yes, an unrestricted report
- Yes, a restricted report that I chose to convert to an unrestricted report
- Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway
- Yes, unsure what type of report I made
- No, I have never filed a report

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
b. A sexual harassment complaint would not be taken seriously.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A sexual harassment complaint would be thoroughly investigated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I would feel comfortable reporting a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Sexual harassment is not tolerated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Individuals who sexually harass others get away with it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I would be afraid to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Penalties against individuals who sexually harass others at work are strongly enforced.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Actions are being taken to prevent sexual harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**WORKPLACE CULTURE AND CLIMATE**

110. In the past 12 months, to what extent have you witnessed people in your unit... *Mark one answer for each item.*

Not at all				
Small extent				
Moderate extent				
Large extent				
Very large extent				
a. Promote a unit climate based on mutual respect and trust?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Refrain from sexist comments and behaviors?...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Recognize and immediately correct incidents of sexual harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

111. How much do you agree or disagree with the following statements regarding your current military workplace? *Mark one answer for each item.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. It would be risky for me to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

112. How much do you agree or disagree with the following statements? *Mark one answer for each item.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. If you are sexually assaulted, you can trust the military system to <b>protect your privacy</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. If you are sexually assaulted, you can trust the military system to <b>ensure your safety following the incident</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. If you are sexually assaulted, you can trust the military system to <b>treat you with dignity and respect</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



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113. [Ask if [POPFLG] = "Active Duty Member"] How much do you agree or disagree with the following statements about your **immediate supervisor**? *Mark one answer for each item.*

	Strongly disagree				
		Disagree			
			Neither agree nor disagree		
				Agree	
					Strongly agree
a.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

114. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] To what extent does your immediate supervisor... *Mark one answer for each item.*

	Not at all				
		Small extent			
			Moderate extent		
				Large extent	
					Very large extent
a.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

115. My immediate supervisor... *Mark one answer for each item.*

	Strongly disagree				
		Disagree			
			Neither agree nor disagree		
				Agree	
					Strongly agree
a.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

116. [Ask if [POPFLG] = "Active Duty Member"] Are you currently assigned to a military unit where women are less than 10% of your military coworkers?

- Yes
- No

**HOW ARE WE DOING?**

117. In your opinion... *Mark one answer for each item.*

	Do not know				
		More of a problem today			
			About the same as 2 years ago		
				Less of a problem today	
a.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2023 Workplace and Gender Relations Survey of Military Members

118. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] Have you had any military training during the **past 12 months** on topics related to... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sexual harassment?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**ADDITIONAL BACKGROUND INFORMATION**

119. Are you Spanish/Hispanic/Latino?  
 No, not Spanish/Hispanic/Latino  
 Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

120. What is your race? Mark one or more races to indicate what you consider yourself to be.  
 American Indian or Alaska Native  
 Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
 Black or African American  
 Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)  
 White

121. As a result of your race/ethnicity... Mark "Yes" or "No" for each item.

	Yes	No
a. Do you believe you have experienced <b>harassment</b> (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace in the past 12 months? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you believe you have experienced <b>discrimination</b> (someone from work treated you unfairly or they would have treated someone of a different race/ethnicity better) in your military workplace in the past 12 months?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

122. Do you consider yourself to be...? Mark one.  
 Heterosexual or straight  
 Gay or lesbian  
 Bisexual  
 I use a different term  
 Prefer not to answer

123. What sex were you assigned at birth, on your original birth certificate? Mark one.

Male  
 Female

124. How do you currently describe yourself? Mark all that apply.

Male  
 Female  
 Transgender, non-binary, or another gender

125. [Ask if [POPFLG] = "Active Duty Member" and ([CSERVICE] = "Air Force" or [CSERVICE] = "Space Force")] Are you currently serving as a member of the Space Force? Mark one.

Yes  
 No

**TAKING THE SURVEY**

126. [Ask if [USCFLAG] = "True" or Q108 b = "Yes"] The DoD is conducting a study to hear from survivors about their experiences and challenges with the military sexual assault response system. The goal of this study is to make this system better for you and others. Would you like to learn more about this study? If yes, we will e-mail you in the future with information about the new study.

Yes  
 No

127. Thank you for participating in the survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not enter personally identifiable information. Your feedback is useful and appreciated.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

128. [Ask if Q1 = "No, I was separated or retired"] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the "Previous" button and check your answer(s).

To submit your answers click Submit. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail wgr-survey@mail.mil.

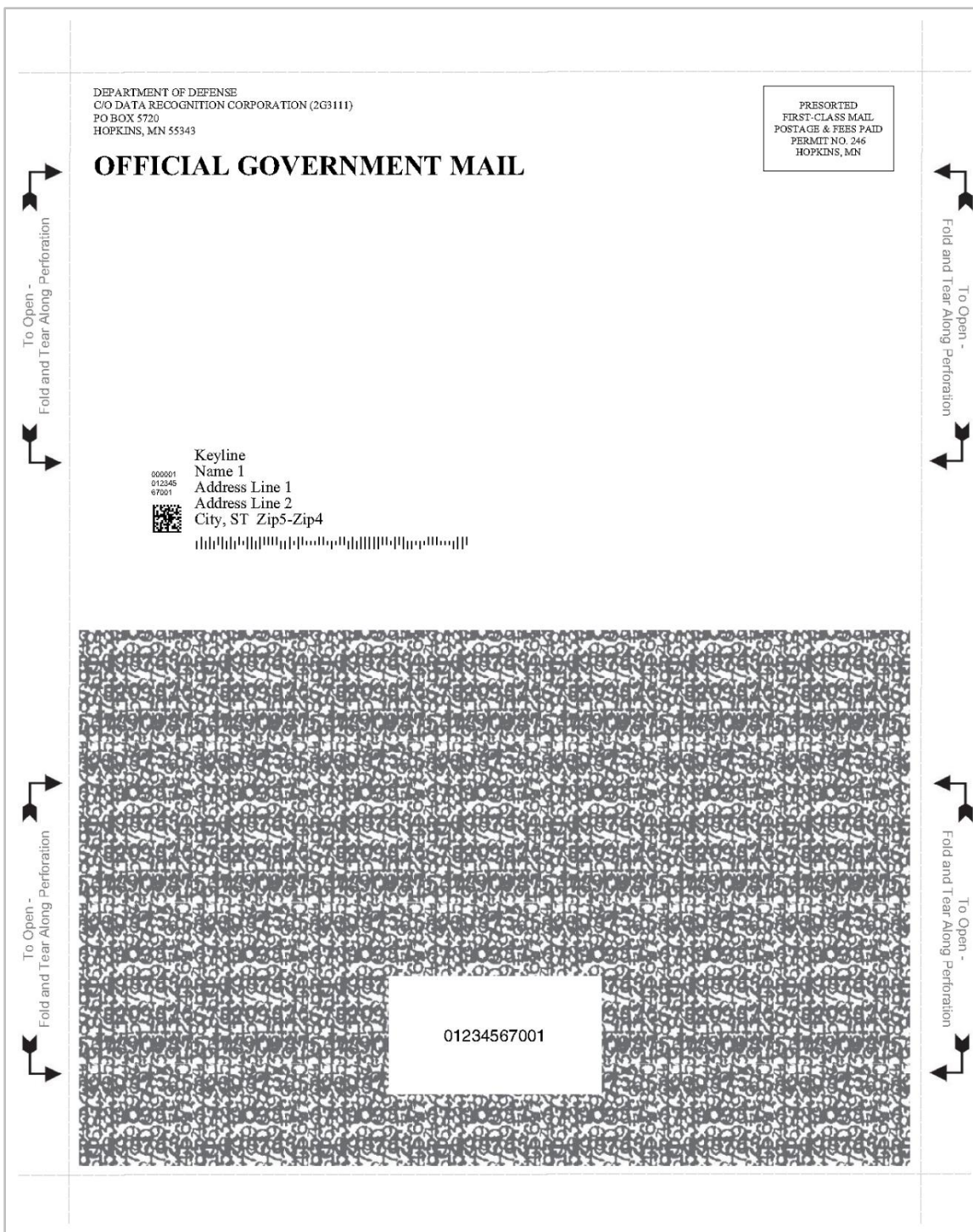


# Appendix C. Survey Outreach

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS








DEPARTMENT OF DEFENSE  
C/O DATA RECOGNITION CORPORATION (2G3111)  
PO BOX 5720  
HOPKINS, MN 55343

PRESORTED  
FIRST-CLASS MAIL  
POSTAGE & FEES PAID  
PERMIT NO. 246  
HOPKINS, MN

**OFFICIAL GOVERNMENT MAIL**

Keyline  
000001 Name 1  
012345 Address Line 1  
67001 Address Line 2  
 City, ST Zip5-Zip4  
|||||

01234567001



**DEPARTMENT OF DEFENSE  
DEFENSE HUMAN RESOURCES ACTIVITY  
OFFICE OF PEOPLE ANALYTICS**  
4800 MARK CENTER DRIVE, SUITE 06E22  
ALEXANDRIA, VA 22350-4000

July 31, 2023

Name 1  
Address Line 1  
Address Line 2  
City, ST Zip5-Zip4

Dear (Rank) Name,

People are the Department's number one priority, and I am committed to the health and well-being of all Service members. That is why I am personally contacting you to learn more about your experience serving in the military. Please take this opportunity to add your voice to help the work we are doing to improve the lives of every Service member.

To participate:



1. Go to **DoDSurveys.mil** on any computer, tablet, or smartphone
2. Log in with your **unique Ticket Number: UXXXXXX**
3. Complete the survey **by October 20, 2023** to be removed from the contact list

Your feedback is important and participation is considered **Official Business**. You can respond during the duty day, or any time convenient to you, on **any government or personal device**. Participation is voluntary and **your responses are confidential** and will not be shared with your commanders.

**Your response matters.** By responding, you help shape the policies, programs, and training that impact you and your fellow Service members. If we do not hear from you, we will contact you again by mail and e-mail to remind you of this opportunity.

I know that you are very busy, so I deeply appreciate you taking your time to complete this survey. Thank you for your service and your commitment to the military and our Nation.

Mark S. Breckenridge  
Director  
Defense Personnel Analytics Center  
Office of People Analytics

Title 10 U.S. Code Section 481 mandates that the DoD conducts a survey on workplace and gender issues of military members every 2 years. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 372-1034 from any DoD or other government telephone with DSN. If you do not have access to a DSN telephone line, and if you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil.

01234567001

DEPARTMENT OF DEFENSE  
C/O DATA RECOGNITION CORPORATION (2G3111)  
PO BOX 5720  
HOPKINS, MN 55343

000001  
012345  
67001



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FIRST-CLASS MAIL  
POSTAGE & FEES PAID  
PERMIT NO. 246  
HOPKINS, MN

**IMPORTANT: Response due October 31<sup>st</sup>**

I have contacted you several times to participate in an important survey. **Time is running out.** If you have not already done so, please do so **now**.



Scan the code or go to [DoDsurveys.mil](https://DoDsurveys.mil) on any computer, tablet, or smartphone.



We need to hear from you by October 31<sup>st</sup> for your responses to impact policy and life in your unit.

Thank you for completing this voluntary survey.

Mark S. Breckenridge, Director  
Office of People Analytics



TestOEL\*\*\*\*\*Test  
FIRST NAME1 LAST NAME1  
ADDRESS LINE 1  
ADDRESS LINE 2  
ADDRESS LINE 3  
CITY, ST 12345-6789

OMB No. 0704-0615: Approval Expires 05/31/2024

**Did you know?**  
Your participation helps us take care of military members and their families. We must. Our people deserve it, our strength depends on it.

Scan to visit [DoDsurveys.mil](https://DoDsurveys.mil) to confidentially share your opinion



From: Military Workplace Gender Relations <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, July 31, 2023 1:42 PM  
To: Sample, Pat  
Subject: OFFICIAL Notification: DoD call for feedback (ANNOUNC)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

The strength of our military comes from the people who serve. We must remain focused on reinforcing positive, constructive behaviors while eliminating behaviors that threaten our readiness or our ability to act as a unified, lethal fighting force. Ensuring our formations and military community are free from sexual harassment, sexual assault, and gender discrimination is vital.

To support our efforts in protecting the health and well-being of all who serve, I am writing to invite you to take the congressionally mandated Workplace and Gender Relations Survey.

To take the survey:

1. Go to <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: ANNOUNC
3. To have your voice heard we need your response!

Adding your voice to thousands of others across the military will help us better understand and address ongoing issues impacting you, your teammates, and your Service. Participation in the survey is voluntary. Survey results are reported for groups only, meaning your answers are combined with others to produce statistics, and not shared with your commanders or senior leadership. Your responses are kept confidential.

Because this effort is commissioned by Congress, we will send additional postal mail and e-mail reminders. As soon as you respond, I will remove you from our list of Service members scheduled to participate.

Thank you in advance for your time and providing honest feedback.

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 20, 2023.

From: Defense Personnel Analytics Center - Office of People Analytics <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, August 14, 2023 7:07 AM  
To: Sample, Pat  
Subject: Invitation to participate: Military Workplace and Gender Relations Survey (REMIND1)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

As you may have heard from your friends and fellow Service members, it is time to take the Workplace and Gender Relations Survey of Military Members. This survey is commissioned by Congress to help your senior leadership develop a better understanding of a variety of issues that directly impact you and those you serve with.

To participate, go to: <https://www.DoDsurveys.mil>  
Enter your unique Ticket Number: REMIND1

You can take the survey on any government or personal computer or mobile device. If you have experienced issues accessing the survey, I encourage you to try again. This survey is considered Official Business meaning you can take it either on- or off-duty.

Protecting your privacy is important to me. I want all Service members to have an opportunity to share their honest thoughts and opinions. I can assure you that your individual responses will be kept confidential and will not be shared with anyone in your organization, including your commander or senior leadership. When your responses are combined with others, it will help senior leaders make informed decisions that will help you and the people you serve with. Your participation is voluntary, but your participation will ensure that we gain the most accurate picture.

Thank you in advance for your time.

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 20, 2023.

From: Defense Personnel Analytics Center - Office of People Analytics <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, August 28, 2023 12:37 PM  
To: Sample, Pat  
Subject: Has Sexual Harassment in the military become more or less of a problem? (REMIND2)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

In your opinion, has sexual harassment in the military become more or less of a problem?

Now is your opportunity to confidentially share your opinions on this topic and more with your senior leaders, DoD leadership, and members of Congress to inform policy decisions, improve trainings, and address issues that impact you and those you serve with.

TO PARTICIPATE: Go to <https://www.DoDsveys.mil> from any personal or government computer or mobile device to add your voice to the thousands of Service members who have already responded. You can even respond from your smartphone.

Your personal and secure Ticket Number is REMIND2. Your responses will be kept confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

We rely on accurate information from people like you to know what is really going on throughout the Force. I hope you share your honest feedback with us today, both positive and negative.

Thank you for your time and for providing your honest feedback.

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 20, 2023.

From: Defense Personnel Analytics Center - Office of People Analytics <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, September 18, 2023 6:59 PM  
To: Sample, Pat  
Subject: Time is running out to impact DoD policy (REMIND3)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

As you may have heard from your friends and fellow Service members, it is time to take the Workplace and Gender Relations Survey of Military Members. This survey is commissioned by Congress to help your senior leadership develop a better understanding of a variety of issues that directly impact you and those you serve with. That is why I'm personally inviting you to share your thoughts and opinions about your experiences this past year serving in the military.

It's easy to participate:

Step 1: Go to <https://www.DoDsveys.mil> on any computer, tablet, or smartphone  
Step 2: Enter your unique Ticket Number: REMIND3  
Step 3: Provide your feedback

Your participation is so important to the Department that this effort is considered Official Business. You may provide feedback during the duty day using any government issued or personal computer or mobile device, including your smartphone.

Your participation is voluntary and greatly appreciated. Time is running out to help us achieve this important mission. I know you are very busy, so I truly appreciate you taking the time to complete this survey.

Thank you for your service.

Sincerely,

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 20, 2023.

From: Military Workplace Gender Relations <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, October 16, 2023 8:44 PM  
To: Sample, Pat  
Subject: OFFICIAL NOTICE: Response PAST DUE (REMIND4)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

OFFICIAL NOTICE: Response PAST DUE

Seaman Pat,

Because your feedback is important, we are providing an extension to participate in the Workplace and Gender Relations Survey of Military Members.

Thousands of Service members have already responded. Respond now to share your experiences and opinions.

To participate, go to: <https://www.DoDSurveys.mil>  
Your unique Ticket Number: REMIND4

Previous DoD surveys have been used to address important issues that affect you and other Service members like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions. In fact, the results will go all the way to Congress.

This effort is considered Official Business, meaning you can provide confidential feedback while on duty or during your free time using any government or personal computer or mobile device.

Your participation is voluntary and your responses will be kept confidential. No one in your organization, including your commander or senior leadership, will be able to identify you, or link you to the feedback you provide.

Thank you in advance for your time.

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 31, 2023.

From: Workplace and Gender Relations Survey <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Monday, October 30, 2023 2:19 PM  
To: Sample, Pat  
Subject: Immediate action requested (REMIND5)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

I'm writing to remind you that your opportunity to participate in the Workplace and Gender Relations Survey is running out. The survey is your opportunity to communicate directly with leaders in your Service, the DoD, and members of Congress about your experiences serving in the military.

To take the survey:

1. Go to <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: REMIND5
3. We've extended the deadline so that you can participate. Please do so by November 21, 2023

Your feedback is confidential. When your voice is added to the thousands of Service members that have already responded, senior leaders will be better informed to take actions that benefit you and those who serve alongside you.

This survey is considered Official Business and can be completed while on duty or during your free time. You can take the survey on any government or personal computer or mobile device. Thank you in advance for participating in this survey.

Very Respectfully,

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to November 21, 2023.

From: Mark Breckenridge SES DODHRA DPAC (USA) <dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil>  
Sent: Wednesday, November 15, 2023 6:48 PM  
To: Sample, Pat  
Subject: ACTION REQUESTED: Deadline approaching (REMIND6)  
Signed by: dodhra.mc-alex.dmdc.mbx.wgr-survey@mail.mil

Seaman Pat,

I'm writing you today because your opportunity to participate in the Workplace and Gender Relations Survey of Military Members is running out.

Thousands have already responded—this is your last chance to add your voice.

To participate, go to: <https://www.DoDsveys.mil>  
Your unique Ticket Number: REMIND6

Data from previous DoD surveys have been used to address important issues that affect you and others like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions about the appropriate policies and training to serve you better. Your participation matters.

Let me assure you that your responses are confidential. Your answers will never be linked to you, or identifiable by anyone in your chain of command. Your participation is voluntary, but this survey is considered Official Business, meaning you can complete it while on duty or during your free time on any government or personal computer or mobile device.

Thank you in advance for your time.

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

**ADDITIONAL INFORMATION:**

To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to November 21, 2023.

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