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# **Armed Forces 2002 Sexual Harassment Survey**



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# **Armed Forces 2002**

# **Sexual Harassment Survey**

**Rachel N. Lipari**  
**Anita R. Lancaster**



**Defense Manpower Data Center**  
**1600 Wilson Boulevard, Arlington, Virginia 22209**

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# Executive Summary

The Department of Defense (DoD) conducted sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force, and Coast Guard in 1988, 1995, and 2002. This report provides results for the *2002 Status of Armed Forces: Workplace and Gender Relations Survey (2002 WGR)*. The overall purpose of the 2002 WGR is to document the extent to which Service members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs.

## Background

The 2002 WGR survey items that measure unprofessional, gender-related behaviors are those required for use in DoD surveys and are generally referred to as the "core measure" (see Appendix B & C). These items consist of 19 behaviorally based items, a write-in item where respondents can describe other behaviors they experienced, and a question that asks them if what they experienced constituted sexual harassment. This report contains results for five behavioral categories: Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, Sexist Behavior, and Sexual Assault. Results for three of these categories—Crude/Offensive Behavior, Unwanted Sexual Attention and Sexual Coercion—also were combined to produce the Department's 2002 Sexual Harassment findings. A copy of the survey instrument is in Appendix A.

Because a similar survey was conducted in 1995, this report contains 1995 and 2002 comparisons. Although the 1995 behavioral list was somewhat longer than that used in 2002, it was possible to recalculate the 1995 behavioral rates to be parallel to the method used in calculating the 2002 results. As in 1995, the 19 behaviorally based items represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment.

The 2002 WGR was fielded between December 2001 and April 2002. Respondents could fill out the survey via either a paper-and-pencil or Web format. A total of 19,960 eligible Service members returned usable survey results and the adjusted, weighted response rate is 36%.

## Major Findings

### *How do active-duty Service members' 2002 reports of unprofessional, gender-related behavior compare to those obtained in 1995?*

Overall, unprofessional, gender-related behaviors declined significantly between 1995 and 2002. For the category of Crude/Offensive Behavior (e.g., repeatedly told sexual stories or jokes that were offensive to you?), 63% of women in 1995 checked one or more of these behaviors on the survey, while 45% did so in 2002, an 18 percentage-point decline. Men's rates also declined from 31% in 1995 to 23% in 2002.

For the category of Unwanted Sexual Attention (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said "No"?), women's rates declined from 42% in 1995 to 27% in 2002, a 15 percentage-point decline. Men's rates were statistically unchanged, with 8% reporting in this category in 1995, and 5% doing so in 2002.

For the category of Sexual Coercion (e.g., made you feel threatened with some sort of retaliation for not being sexually cooperative—for example, by mentioning an upcoming review?), women's rates declined from 13% in 1995, to 8% in 2002. Sexual Coercion reporting rates for men were low—2% in 1995 and 1% in 2002.

For the category of Sexist Behavior (e.g., made offensive sexist remarks—for example, suggesting that people of your gender are not suited for the kind of work you do?), women's rates declined from 63% in 1995, to 50% in 2002, a 13 percentage-point decline. Men's rates were statistically unchanged, with 15% reporting in this category in 1995, and 17% doing so in 2002.

The Sexual Assault category consists of two behaviorally worded items that represent attempted and actual rape. Between 1995 and 2002, women's Sexual Assault rates declined from 6% to 3%, while men's rates were statistically unchanged—1% reported in this category in both 1995 and 2002.

### *How do the 2002 Sexual Harassment rates compare to those in 1995?*

Overall, the reported rate of Sexual Harassment of active-duty members declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%). For women, the Sexual Harassment rate declined by 16 percentage points or more in each of the Services. The largest decline occurred for Marine Corps women, whose rate decreased by 30 percentage points between 1995 and 2002 (57% vs. 27%). For men, there was at least a 4 percentage-point decline between 1995 and 2002 in each of the Services, excluding the Coast Guard.

## Other 2002 Findings

### *Who indicated they experienced unprofessional, gender-related behaviors in 2002?*

Women were more likely than men to indicate having experiences of unprofessional, gender-related behaviors. For the Military Services, Air Force women were least likely and Marine Corps women were the most likely to indicate having these experiences. By paygrade, junior enlisted women were more likely than women of other paygrade groups to report having experienced unprofessional, gender-related behaviors. Similarly, junior enlisted men were more likely than men of other paygrade groups to report having these experiences.

Across the five categories of behaviors, women reported experiencing Sexist Behavior (50%) at a higher rate than any other category of unprofessional, gender-related behaviors, although women's rates for Crude/Offensive Behavior (45%) were almost as high. Men reported at higher rates for Crude/Offensive (23%) than any other type of behavior, although their rates for Sexist Behavior (17%) were almost as high.

With regard to Sexual Harassment, more women than men reported experiencing these incidents (24% vs. 3%). Air Force women reported at the lowest rates (18%). Junior enlisted women and men reported experiencing sexual harassment at rates higher than other paygrade groups. The rate for junior enlisted women, however, was six times that of junior enlisted males (31% vs. 5%).

With regard to Sexist Behavior, women were far more likely to report having experiences than men (50% vs. 17%). For women, Air Force members reported at the lowest rate (40%) and Marine Corps women at the highest (64%). For women, junior enlisted members and junior officers reported having these experiences at higher rates than women in other paygrades (54% for both junior enlisted and officers vs. 42-26% for other paygrade groups).

For Sexual Coercion, more women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%). Air Force women reported the lowest rates (4%), compared to women in the other Military Services—Army (11%), Navy (10%), and Marine Corps (12%). Junior enlisted women reported at higher rates (12%) than women in other paygrade groups.

Women reported at higher rates (3%) for Sexual Assault than men (1%). There were no statistically significant differences across the Military Services. Junior enlisted women reported the highest rate of Sexual Assault (5%).

### *Who were the offenders?*

When asked to specify who the offenders were, 84% of women and 82% of men indicated the offenders were other military personnel. Over 60% of women and men indicated they were military coworkers.

In terms of the gender of the offender, the majority of women (85%) reported the gender of the offender as male(s). Many of the behaviors that women indicated they experienced involved, for example, Crude/Offensive Behaviors and Sexist Behaviors—which might have occurred in group situations. On this survey, 14% of women indicated the offenders were both men and women. Fifty-one percent of men reported the offender as one or more males;

this is largely because the majority of men's experiences were in the Crude/Offensive Behavior category. Twenty-seven percent of men reported the offenders included both men and women.

### *When and where did the unprofessional, gender-related behaviors occur?*

The majority of women and men reported some or all of the behaviors they experienced occurred during duty hours, at work, and at a military installation. The majority of women (84%) and men (76%) reported that all or at least some of the behaviors occurred during duty hours. In addition, 81% of women and 74% of men reported all or at least some of the behaviors occurred at work. Similarly, 86% of women and 75% of men reported all or at least some of the behaviors occurred on or at a military installation.

### *Did Service members report their experiences?*

The majority of women (76%) and men (83%) agreed that their Service's training made them feel it is safe to complain about unwanted, sex-related attention. Thirty percent of women and 17% of men indicated they reported experiences they had in the 12 months prior to filling out the survey.

### *To whom did Service members report their experiences?*

Members experiencing these behaviors most reported the incidents to members in their chain-of-command, such as their immediate supervisor (Women 21%; Men 12%), or to the supervisor of the offender (Women 16%; Men 10%).

### *What reasons were cited by Service members who did not report their experiences?*

The majority of women (67%) and men (78%) who did not report behaviors indicated they did not feel the situation was important enough to report. Many (63%) also indicated they "took care of it" themselves. Among Service members who did not report behaviors, women were more likely than men to identify retaliatory behaviors as a reason not to report. For women vs. men, some examples include being labeled a troublemaker (29% vs. 19%),

fear of retaliation from the offender (18% vs. 10%), fear of retaliation from friends of the offender (13% vs. 8%), and fear of retaliation from their supervisor (12% vs. 8%).

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

Of those who said they reported their experiences, 34% of women and 37% of men were satisfied with the outcome of their complaint, 32% of women and 39% of men were neither satisfied nor dissatisfied, while the remaining 34% of women and 24% of men were dissatisfied. Service members were more likely to be satisfied with the complaint process when the situation was corrected (Women 92%; Men 91%), the outcome of the complaint was explained to them (Women 69%; Men 70%), and some action was taken against the offender (Women 55%; Men 66%). Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when they thought nothing was done about it.

### *Did Service members experience problems at work as a result of their experiences?*

Some did. Overall, 29% of women and 23% of men who had experienced unprofessional, gender-related behaviors reported experiencing some type of problem at work as a result of the behaviors or how they responded to them. However, the problems experienced were far more likely to be social reprisals, such as being gossiped about by people in an unkind way, rather than job-related reprisals, such as being denied a promotion.

### *Did Service members report experiences that could be perceived as sex discrimination?*

In an effort to research the overall topic of gender issues in the workplace, new sex discrimination-related items (e.g., you were rated lower than you deserved on your last performance evaluation and your gender was a factor) were fielded in the 2002 WGR. Similar to the other five categories of unprofessional, gender-related behaviors measured in the 2002 WGR, these 12 items were behaviorally stated and members were asked if they had experienced

them in the 12 months prior to taking the survey. The vast majority of women (82%) and men (93%) reported they did not experience these behaviors.

### *Had Service members received training on topics related to sexual harassment and, if so, what was their opinion of the effectiveness of the training?*

The majority of women (77%) and men (79%) reported receiving sexual harassment training at least once in the 12 months prior to taking the survey. Junior enlisted members reported receiving the most training. When asked to assess the effectiveness of training, 90% of women and men agreed their training provided a good understanding of what words and actions are considered sexual harassment. Similarly, 92% of women and men agreed their training identified behaviors that are offensive to others and should not be tolerated, and 83% of women and 84% of men agreed that the training they received provided useful tools for dealing with sexual harassment.

### *What were Service members' opinions of the availability of information on sexual harassment policies and procedures, and the extent to which complaints were taken seriously?*

At both the unit/work group and installation/ship level, over 90% of Service members indicated policies forbidding, and complaint procedures related to sexual harassment were publicized, and that complaints about sexual harassment were taken seriously, no matter who files them. In the section of the survey, however, where those who had experienced behaviors could report on the details of one experience, only 44% of women and 42% of men were satisfied with the availability of information about how to file a complaint. Junior enlisted women were less satisfied than women in other paygrades with the availability of information on how to file a complaint.

### *What did Service members think of their leadership's efforts to stop sexual harassment?*

Overall, Service members' assessments of their leaders' efforts have improved since 1995. In 2002, the majority of Service members agreed that their

immediate leaders (75%), their installation/ship leaders (75%), and their Service leadership (74%) were making honest and reasonable efforts to stop sexual harassment. Similar to findings from 1995, women's assessments of their leaders were less favorable than men; however, in 2002, the difference between women's and men's assessments of their leaders narrowed.

## Summary

The 2002 WGR survey findings are encouraging. These results indicate a decline, between 1995 and 2002, in Service members' experiences of unprofessional, gender-related behaviors. The percentage of women reporting incidents of Sexual Harassment decreased from 46% to 24%—a 22 percentage-point decline. Reports of Sexual Assault by women declined from 6% to 3%, and reports of perceived sex discrimination, measured and reported for the first time, were low. The survey results indicated Service members were receiving training, they understood sexual harassment policies and the behaviors that constitute sexual harassment, and their ratings of their leaders for making honest and reasonable efforts to stop sexual harassment were significantly higher in 2002 than in 1995.

Large-scale surveys such as the 2002 WGR are designed to provide periodic benchmarks against which to measure progress. The 2002 survey results indicate that Defense officials and military leaders have taken the issue of sexual harassment seriously and significant improvements have occurred since 1995. Effective leadership (e.g., effective behaviors are modeled for others) and organizational climate (e.g., sexual harassment is not tolerated; offenders are punished) are the strongest predictors of whether or not sexual harassment will occur in any particular location. While the Military Services, overall, have made great advances in combating sexual harassment, it is clear that there are still some locations where it is still occurring. Finding those locations and taking corrective actions are logical follow-on actions to this survey effort.

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# Chapter 1

## Introduction

This report provides results for the gender issues section of the 2002 *Status of the Armed Forces: Workplace and Gender Relations Survey (2002 WGR)*, also known as the sexual harassment survey. The Department of Defense (DoD) has conducted three sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force and Coast Guard—in 1988, 1995, and 2002. The overall purpose of these surveys has been to measure the extent to which Service members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Service members’ perceptions of the effectiveness of sexual harassment policies and training programs.

This chapter provides a historical perspective of DoD’s efforts to combat sexual harassment—including early efforts that shaped the Department’s actions related to sexual harassment of its active-duty military members and Federal civilians. It also provides a summary of the Department’s considerable efforts to research, track, and better understand sexual harassment of Federal civilians and active-duty and Reserve component military members.

### DoD Sexual Harassment Overview

#### DoD Historical Perspectives: The 1970s and 1980s

The Department’s historical actions related to sexual harassment largely parallel those of other large, public and private-sector organizations. Until about 30 years ago, sexual harassment had no label—it had existed in the workplace but, lacking a name, no laws, policies or programs existed to address it. The passage of The Equal Employment Opportunity Act of 1972 brought the civilian employees of the Federal government under

coverage of Title VII of the Civil Rights Act of 1964, which outlawed sex discrimination in the workplace. During the mid-to-late 1970s, a number of other initiatives made people in our country, including Federal workers, much more aware of sexual harassment. For example, a widely read magazine, *Redbook*, published its sexual harassment survey results and, in 1976, a District court in Washington, DC recognized *quid pro quo* sexual harassment as discrimination in *Williams v. Saxbe*. In 1979, the National Commission on Unemployment Compensation held hearings on problems of working women, including sexual harassment, and the Commission heard results from yet another sexual harassment survey—that of the Michigan Employment Security Commission.

In October-November 1979, the U.S. House of Representatives also began its first investigation into sexual harassment in the Federal government. This resulted in the December 12, 1979 issuance of an Office of Personnel Management (OPM) memorandum, “Policy Statement and Definition on Sexual Harassment.” This document defined sexual harassment as “deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome” and was the first government-wide policy on sexual harassment. On December 31, 1979, the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) promulgated the OPM memorandum to the Military Departments and Defense Agencies.

In January 1980, Secretary of Defense Harold Brown received a letter from the Chairman of the House Post Office and Civil Service Committee, urging him to adopt a policy on sexual harassment. In February, Secretary Brown responded, indicating he had asked the Military Departments to investigate the problem of sexual harassment and to provide him with information. Also in February 1980, the

Subcommittee on Military Personnel, Committee on Armed Services, U.S. House of Representatives, held hearings on allegations of sexual harassment of women in the military.

During the Spring of 1980, a number of important events occurred. The Equal Employment Opportunity Commission (EEOC) released interim guidelines on sexual harassment to the Federal agencies, the House Subcommittee on Investigations issued its report on sexual harassment in the Federal government, and the U.S. Merit Systems Protection Board (USMSPB) released preliminary results of the first sexual harassment survey of Federal employees. On that survey, 42 percent of women and 15 percent of men indicated they had experienced one or more unwelcome sexual behaviors in the 24 months prior to filling out the survey (U.S. Merit Systems Protection Board, 1981).

In November 1980, the EEOC, under the guidance of Chair Eleanor Holmes Norton, issued its final and now-famous *Guidelines on Discrimination on the Basis of Sex*. The EEOC defined sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.”

Throughout the 1980s, a number of DoD policy documents that established and refined sexual harassment policies and programs were issued. Secretary of Defense Caspar Weinberger issued the Department’s first “Department of Defense Policy on Sexual Harassment” in July 1981. His subsequent December 24, 1986 memorandum, “Sexual Harassment and Discrimination,” acknowledged that problems still existed, urged everyone to help eliminate sexual harassment, and asked the chain of command to better address sexual harassment issues and complaints.

In 1986, the United States Supreme Court heard the case of *Meritor Savings Bank v. Vinson*. The decision helped to provide a clearer definition of what sexual harassment on the job is and the circumstances under which employers can be held accountable for the actions of their subordinates. In this case, Mechelle Vinson, who had progressed from teller-trainee to assistant branch manager between 1974 and 1978 and had, in September of 1978, taken an

indefinite sick leave, was fired by the bank for using her leave excessively. She sued her supervisor and the bank, claiming she had been subjected to sexual harassment. The Supreme Court held that “a claim of hostile environment sexual harassment is a form of sex discrimination that is actionable under Title VII.” Although the bank had a grievance procedure and the respondent failed to use it, the Supreme Court ruled this did not protect the bank from liability in this case.

A number of significant events occurred in 1988. As part of DoD’s continued efforts to combat sexual harassment, Defense Secretary Frank Carlucci issued numerous sexual harassment policy documents, including the “DoD Definition of Sexual Harassment” on July 20, 1988, and “Responsibility for Maintaining a Work Force Free of Sexual Harassment” on September 2, 1988. USMSPB also released the results of its second sexual harassment survey of Federal employees. The 1988 report indicated that although the Federal Departments and agencies had established sexual harassment policies and programs, the incidence of those reporting experiencing unwelcome sexual advances had not changed from USMSPB’s 1980 survey. The report indicated sexual harassment costs to the government over a two-year period were \$267 million (U.S. Merit Systems Protection Board, 1988).

During the 1980s, the use of surveys to gather information on sexual harassment was becoming a widely accepted practice. Surveys not only could establish self-reported sexual harassment incidence rates for organizations, but they could assess attitudes of employees toward sexual harassment policies, training, organizational climate, leadership, etc. By 1988, the Department of Defense had two sets of USMSPB sexual harassment survey results for its civilian workforce. In November 1988, the first sexual harassment survey of active-duty members was conducted. This survey was recommended by DoD’s Task Force on Women in the Military and was approved by Secretary of Defense Frank Carlucci. This survey was developed and conducted by Defense Manpower Data Center (DMDC), and was fielded November 1988 through June 1989. Sixty-four percent of females and 17 percent of males indicated they had experienced unwanted sexual attention in the 12 months prior to filling out

the survey. In response to the survey results, on July 12, 1991, Secretary of Defense Dick Cheney issued a memorandum that contained an eight-point program to eliminate sexual harassment titled “Department of Defense Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment.”

### DoD Historical Perspectives: The 1990s

Throughout the 1990s, sexual harassment scandals and individual and class action lawsuits against businesses were reported in hometown newspapers across America. The nation’s single watershed event, however, was Anita Hill’s allegations of sexual harassment against Clarence Thomas, nominee for Supreme Court Justice, claiming he had sexually harassed her from 1981 to 1983. Senate hearings were held in October 1991, and the publicity associated with these hearings was widespread and purportedly increased our nations’ awareness of sexual harassment to a great extent. The year 1991 also saw the Ninth Circuit Court expand the hostile environment “reasonable person” concept to “reasonable woman” as a standard test to be applied in *Ellison v. Brady*. In a groundbreaking 1993 U.S. Supreme Court decision, *Harris v. Forklift Systems Inc.*, it was ruled that hostile environment harassment could exist without a plaintiff having to prove psychological injury.

Sexual harassment scandals were not limited to the private section. Events during the 1990s led the Department of Defense to focus on the issue of sexual harassment, commit the Department to a zero tolerance approach, and search for solutions to eradicate this problem. The purpose of this section is to review, chronologically, the major DoD-related events related to sexual harassment during this decade.

**Naval Training Center, Orlando, Florida.** On May 14, 1990, a Navy Recruit Training Command (RTC) complaint was lodged by a former company commander that more senior noncommissioned officers received lesser punishments for sexual harassment than lower-ranking noncommissioned officers. A Navy investigation was conducted from July 9-12, 1990, and its three-member team reported that of 13 rape and indecent assault cases at the Naval Training Center (NTC) from January 1989 to June

1990, none had been referred for prosecution. The Navy investigation also concluded that sexual harassment and fraternization problems existed at NTC. In October 1990, a DoD Inspector General (DoD IG) investigation was undertaken at the request of the Subcommittee on Manpower and Personnel, Senate Committee on Armed Services, and the Subcommittee on Military Personnel and Compensation, House Committee on Armed Services. The DoD IG team surveyed approximately 2,000 women at the training center; interviewed 168 randomly selected women and men assigned to NTC; interviewed others involved in treating victims and resolving allegations; and reviewed NTC policies and procedures related to sexual harassment, fraternization, etc.

The DoD IG report, issued June 4, 1991, concluded that the vast majority of women assigned to NTC believed their commanding officers opposed sexual harassment and made reasonable efforts to stop it (DoD Inspector General, 1991). Also, the survey results indicated that the most common type of sexual harassment that occurred was in the category of sexual jokes and sexual teasing, etc. However, the DoD IG report also concluded that although those interviewed knew of policies prohibiting sexual harassment and fraternization, they also believed command policies were ineffective because higher ranking offenders were not punished as consistently as those of lower ranks. The DoD IG report concluded (1) adequate measures were in place at NTC, with only two exceptions, for handling rape and indecent assault allegations; and (2) policies and procedures to address sexual harassment and sexual assault were appropriate, but the fraternization policy was not entirely understood by those stationed at NTC.

**DoD Service Academies.** At the request of the Senate Committee on Armed Services, the General Accounting Office (GAO) conducted a review of sexual harassment of students at the three DoD Service academies during academic year 1990-91. The 1990-91 GAO review was undertaken due to incidents of sexual harassment that had received considerable media attention. In 1989, a female Midshipman at the Naval Academy was handcuffed to a urinal in a men’s restroom and other Midshipmen took photos; in 1992, the Air Force Academy’s

elite parachute team's incident of sexual harassment drew wide media attention; and in 1994, the groping of female cadets at a Military Academy football team pep rally occurred.

GAO's report found (1) the academies had not successfully met the 1991 DoD Human Goals Charter or the DoD zero tolerance policy for sexual harassment, and (2) none of the academies had developed systems to track and assess the effectiveness of their sexual harassment zero tolerance programs (U.S. General Accounting Office, 1994b). During academic year 1994-95, at the request of the Senate Committee on Armed Services, GAO conducted another review of the academies. GAO concluded that the existence or perception of sexual harassment at the academies had not diminished from the 1990-91 level earlier reported, despite efforts taken by the academies to heighten awareness of sexual harassment and prevent its occurrence (U.S. General Accounting Office, 1994a).

***The Tailhook Association Convention.*** On September 5-7, 1991, following the 35<sup>th</sup> annual symposium of the Tailhook Association, LT Paula Coughlin complained of being sexually assaulted at the meeting. Numerous allegations from others followed. Throughout 1991 and 1992, the Navy pursued a review of the Tailhook convention and those attending it (DoD Inspector General, 1993). The DoD Inspector General (IG) released reports on the Tailhook situation in September 1992 and April 1993. Among other things, the first report cited failures by Navy leaders to perform adequate investigations. The second report documented misconduct by those attending the convention, including the indecent assault of 90 victims; this report also concluded a breakdown in leadership occurred at the Tailhook Convention. As a result of the Tailhook investigations, the Navy undertook a sweeping review of its Equal Opportunity (EO) programs and instituted major changes to its EO policies and programs.

***New DoD-wide Initiatives.*** By 1994, a number of initiatives signaled the need for increased rigor in eliminating sexual harassment. First, the DoD IG had reviewed internal Equal Opportunity processes and released a report, "Review of Military Department Investigations of Allegations of

Discrimination by Military Personnel" (DoD Inspector General, 1994). The report yielded mixed findings. For example, the DoD IG team found that the majority of EO investigations were thorough enough to substantiate or refute the allegations. However, flaws in the process were noted (e.g., lack of feedback or follow-up after completion of an action). Second, the House Committee on Armed Services held hearings on "Sexual Harassment of Military Women and Improving the Military Complaint System" and testimony from these hearings was widely promulgated in the media.

Shortly after the hearings, Deputy Secretary of Defense John Deutch asked the Secretary of the Air Force, Sheila Widnall, and the Under Secretary of Defense for Personnel and Readiness, Edwin Dorn, to formulate a plan of action to eliminate sexual harassment in the Department. A month later, a plan was provided to the Deputy Secretary. It included establishing the Defense Equal Opportunity Committee (DEOC) Task Force on Discrimination and Sexual Harassment, fielding a new sexual harassment survey, mandating the training of senior military and civilian leadership on discrimination and sexual harassment, and issuing a new policy statement prohibiting sexual harassment. That policy statement was issued August 22, 1994, by Secretary of Defense William Perry. His "Prohibition of Sexual Harassment in the Department of Defense" revised the definition of sexual harassment and expanded former Secretary Cheney's 1991 seven-part program to 11 program elements.

The DEOC Task Force, co-chaired by Secretary Widnall and Under Secretary Dorn, and comprised of senior DoD leaders was chartered to review the discrimination complaints systems of the Military Services and to recommend changes, including establishment of Defense-wide standards, for ensuring equitable and prompt resolution of complaints. In May 1995, the Task Force issued its report. The report contained 48 recommendations which focused on how complaints were processed and how to improve those processes (Defense Equal Opportunity Council, 1995).

During 1994-1995, DMDC supported the DEOC Task Force on Discrimination and Sexual

Harassment by developing and conducting the second DoD-wide sexual harassment survey. Three surveys were actually fielded—one was a parallel version of DMDC’s 1988 survey and permitted comparisons between 1995 and 1988; a second, dramatically improved survey, was fielded for the purpose of increasing the Department’s understanding of sexual harassment and establishing a new baseline against which progress would be measured. A third, smaller, survey was fielded to support research objectives. Survey results indicated self-reports of sexual harassment declined significantly. In 1988, 64 percent of women reported one or more instances of unwanted, uninvited sexual attention while at work in the year prior to filling out the survey. In 1995, that number was 55 percent—a 9 percentage-point decline.

The improved survey, *Status of the Armed Forces Survey: 1995 Form B – Gender Issues*, was based on a well-known civilian sexual harassment research instrument, the *Sexual Experiences Questionnaire (SEQ)*. *Form B* incorporated new advances in sexual harassment survey measurement approaches and results indicated that sexual harassment of active-duty military personnel was occurring primarily at work, during duty hours, and on bases; the vast majority of offenders were other active-duty military personnel.

In 1994, USMSPB also fielded its third sexual harassment survey of Federal workers. In both 1980 and 1987, 42% of women reported experiencing one or more unwelcome sexual behaviors in the 12 months prior to filling out the survey. That number rose slightly to 44% in 1994 (US Merit Systems Protection Board, 1995).

#### *Army’s Aberdeen Proving Ground, Maryland.*

Shortly after the DMDC survey results were released in July 1996, an allegation of sexual impropriety was reported by a recruit at the Aberdeen Proving Ground, an Army Initial Entry Training (IET) installation. More allegations at Aberdeen and other recruit training bases followed. In an October 1996 press conference, Togo D. West, Jr., Secretary of the Army, formally announced that the Army was investigating this situation. The ultimate magnitude of the assault and rape allegations led the Army to acknowledge a breakdown in

discipline and good order and the Secretary of the Army commissioned both a “Senior Review on Sexual Harassment” and a Special Investigation Team. This Senior Review assessed the Army’s human relations environment, with an emphasis on climate and sexual harassment issues. The Special Investigation Team, from the Army Inspector General’s office, focused on these same issues for Initial Entry Training (Department of the Army Inspector General, 1997). The results of the Senior Review included four major findings (Secretary of the Army, 1997). First, the report indicated the Army’s equal opportunity program was flawed and soldiers distrusted it. Second, although the review found sexual harassment was an Army-wide problem, it found sex discrimination to be an even greater problem. Third, because trust is the basis for an environment of dignity and respect and the problem of sexual harassment and discrimination was so pervasive, the review concluded that Army leaders had failed to establish relationships of trust with their soldiers. Fourth, the Army core value of “respect” was not institutionalized across the IET process.

After release of the Senior Review and Special Investigation Team reports, another senior-level task force was formed. This task force developed the Army’s Human Relations Action Plan—which identified 318 actions and implemented over 200 initiatives to address the findings of the reports. Since then, the Army has pursued efforts to improve its human relations environment through a comprehensive strategy that integrates doctrine, policy, programs and training. This strategy builds trust and unit cohesion among soldiers, as well as promoting a safe environment that values accomplishing missions while also taking care of the people performing those missions. To track its efforts, the Army conducted another human relations study in 1999 and began another study in 2003.

***Other DoD-wide Initiatives.*** After the Army’s Aberdeen training situation surfaced, a number of initiatives were undertaken at the DoD-wide level. For example, victim assistance programs were developed and activated. Secretary William Perry met with representatives of the Defense Advisory Committee on Women in the Services (DACOWITS) and tasked them to visit Defense

training installations and report their observations. On November 13, 1996, Deputy Secretary John White directed the Military Services to explain how they were assessing the effectiveness of their programs to combat sexual harassment and unprofessional relationships (e.g., training programs, promulgation of policies). The DEOC Task Force on Discrimination and Sexual Harassment was reconvened and the Task Force established a Sexual Harassment and Unprofessional Relationships Process Action Team (SHURPAT) to develop a framework for the Services to use in responding to Deputy Secretary White's requirement. The SHURPAT, composed of representatives from the Military Services, Joint Chiefs of Staff, the Services' Reserve components, DMDC, and the Coast Guard, developed a common methodology for the Services to respond to the Deputy Secretary and a model for tracking future actions. Over a two-year time period, the SHURPAT also evaluated the Services' programs, policies, oversight offices, and monitoring systems.

### **DoD Historical Perspectives: The 2000s**

From 2000-2003, a number of major equal opportunity-related events and initiatives occurred. In 2000, senior officials established the Joint-Service Equal Opportunity Task Force to guide specific DoD equal opportunity efforts. In March and April 2002, the Department also issued its first policy guidance on how sexual harassment would be measured on personnel surveys. During that same time period, the Department began investigating allegations of sexual assault at the Air Force Academy.

Additionally, Section 561 of the National Defense Authorization Act of 2003 required the Secretary of Defense to conduct quadrennial surveys to identify and assess racial, ethnic and gender discrimination and related issues. The Department fielded its third DoD-wide sexual harassment survey from December 2001 through April 2002, and its first Reserve Component sexual harassment survey in early 2004. These efforts are described in some detail below.

***Joint-Service Equal Opportunity Task Force.*** On July 21, 2000, the Assistant Secretary of Defense for Force Management Policy established the Department of Defense Joint-Service Equal Opportunity Task Force. The Task Force was given three

requirements. First, it was asked to propose recommendations based on a review of two major studies that had just been completed – the Armed Forces Equal Opportunity Survey (AFEOS)—DoD's first joint-Services survey of racial/ethnic harassment and discrimination—and the Career Progression of Minority and Women Officers (Scarville et al., 1999; Office of the Under Secretary of Defense for Personnel and Readiness, 1999). Second, the Task Force was asked for recommendations for administering the next AFEOS. Third, it was asked to propose data automation procedures for promotion board results. The Task Force, co-chaired by the Assistant Secretary of the Air Force for Manpower and Reserve Affairs and Assistant Secretary of the Army for Manpower and Reserve Affairs, developed a seven-point plan to guide the actions of the Task Force. In January 2001, the Task Force issued its report.

***Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys.*** In 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity asked DMDC to host a Joint-Service working group to develop a standardized approach for measuring sexual harassment on personnel surveys. The need for standardized research approaches surfaced when the Department released findings from its 1995 sexual harassment survey and senior DoD officials and members of Congress became aware that sexual harassment rates on DoD-wide surveys were considerably higher than rates reported from Service-specific surveys. Standardization of survey research measures also was a recommendation of the SHURPAT, a group convened in the mid-to-late 1990s to review Service EO efforts.

Work on this project began in November 1998 and culminated in the issuance of DoD policy guidance in 2002 (see Appendix B & C). These two memoranda require the use of a specific sexual harassment survey measurement approach and a specific method of counting those who report having experiences.

The standardized or "core measure" consists of 19 behaviorally based items that represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—and an

open item for write-in responses of “other gender-related behaviors.” The continuum of behaviors includes items that comprise sexual harassment, sexist behavior (e.g., treated you differently because of your sex?), and sexual assault (e.g., attempted and actual rape). The sexual harassment items are divided into three types and are consistent with what our legal system has defined as sexual harassment. The three types are crude and offensive behaviors (e.g., repeatedly told sexual stories or jokes that were offensive to you?), unwanted sexual attention (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said ‘No?’) and sexual coercion (e.g., implied faster promotions or better treatment if you were sexually cooperative?). In addition to marking items on the behavioral list, survey respondents are asked if they considered the behaviors they checked to have been sexual harassment or not. To be “counted” as sexually harassed, a respondent must have checked one or more behavioral items in the three sexual harassment categories described above and they must have indicated that some or all of what they checked constituted sexual harassment. For more information, see Appendix C.

**Air Force Academy.** Over the years, there had been occasional reports of sexual harassment and assault problems at the Military Services’ academies. During 2002, reports of problems at the Air Force Academy surfaced and, in early 2003, the DoD Inspector General (DoD IG) was asked to investigate the allegations and to determine the magnitude of the problems at the Air Force Academy. Also, a law was enacted that required establishment of an oversight panel to review the issue of sexual misconduct at the United States Air Force Academy and to make recommendations. By May 2003, results of a DoD IG survey of female cadets at the academy were released. That study found that 7.4% of female cadets indicated they had experienced at least one rape or attempted rape while at the Academy. In addition, 18.8% reported they had experienced at least one instance of sexual assault during their time at the Academy.

On September 22, 2003, the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy issued its report, which contained 21 recommendations. These recommendations addressed a number of areas including (1)

conducting a review of the accountability of Academy and Air Force leadership for the problems at the Academy; (2) creating new policies, plans, and legislative proposals to improve command supervision and oversight at the Academy; (3) improving efforts that focus on organizational culture and character development; and (4) improving interventions and responses to sexual assault (Panel to Review Sexual Misconduct Allegation at the U.S. Air Force Academy, 2003).

## Equal Opportunity Surveys

During the 1990s, there had been interest by Congress in conducting DoD EO surveys. Section 561 of the National Defense Authorization Act of 2003 requires the Secretary of Defense to “carry out four quadrennial surveys (each in a separate year) in accordance with this section to identify and assess racial and ethnic issues and discrimination, and to identify and assess gender issues and discrimination, among members of the Armed Forces.”

These surveys, which enable the Department of Defense to track EO trends, will be fielded and analyzed by DMDC as part of the Under Secretary of Defense for Personnel and Readiness’ Human Resources Strategic Assessment Program. In accordance with the 2003 legal requirement, plans call for these surveys to be fielded on the following schedule: 2004 Sexual Harassment Survey – Reserves; 2005 Equal Opportunity Survey – Active Duty; 2006 Sexual Harassment Survey – Active Duty; and 2007 Equal Opportunity Survey – Reserves.

In addition to using personnel surveys to inform sexual harassment issues, the Department also fielded one Joint-Service survey of racial/ethnic harassment and discrimination from September 1996 through February 1997. This survey was titled *Status of the Forces Survey 1996 Armed Forces Equal Opportunity Survey (Form D)*. This survey assessed Service members’ perception of fair treatment and equal opportunity. It contained behaviorally worded items that were used to measure insensitive, discriminatory, harassing and violent racial/ethnic interactions that occurred to Service members and their families in the 12 months prior to filling out the survey. The survey also contained items that measured satisfaction with equal

opportunity policies and practices, the complaint process, etc. As noted above, plans call for this survey to be administered to active-duty members in 2005, and for the first time, to Reservists in 2006.

### Department of Defense and Civilian Sector Sexual Harassment Research

The last decade has seen a virtual explosion in research on sexual harassment in both military and civilian settings. Although in-depth research on sexual harassment began as early as 1985, over 1,000 articles on sexual harassment were published between 1992 and 2002, compared to slightly more than 200 for all previous years combined, according to an examination of Psyclit, a psychology research tool.

In 1994, the Defense Manpower Data Center chose to ground its sexual harassment research on the body of work conducted by scientists at the University of Illinois-Urbana Champaign (Fitzgerald, et al., 1988). Their research has shown that many women experience sexual harassment in the workplace, those who experience it suffer negative consequences (e.g., health, psychological well-being), and that leaders/organizations are responsible for the occurrence of sexual harassment and its consequences. A thorough discussion of this theoretical model and associated issues can be found in Fitzgerald, Drasgow, Hulin, Gelfand and Magley (1997), Lancaster (1999), and Fitzgerald, Collingsworth & Harned (2001).

Since the mid-1990s, researchers at DMDC and the University of Illinois-Urbana Champaign have applied civilian sector sexual harassment research methods to the active-duty military population. The earlier cited theoretical model, as well as other research issues, have now been validated for the military population and there is empirical evidence that what is known about sexual harassment in the civilian sector is also true for active-duty military members—that tolerance of sexual harassment by military leaders and managers are antecedents or precursors to sexual harassment and that those who experience harassment suffer negative outcomes (e.g., are more likely to want to leave the military,

experience health and psychological problems). A discussion of the application of military data to this model can be found in Williams, Fitzgerald, and Drasgow (1999).

The Department of Defense's sexual harassment efforts, modeled originally on civilian sector research, is now providing researchers with robust datasets to analyze issues (e.g., reprisal, severity of experiences) that will inform our understanding of sexual harassment in the workplace. In addition, other countries, such as Australia, have modeled their military sexual harassment efforts after those of DMDC—and research conducted in those countries also are providing valuable insights into this serious social issue (Holden & Davis, 2001).

# Chapter 2

## Survey Methodology

This chapter describes the methodology used for the 2002 WGR and the analytic procedures used in preparing this report. The first section explains the survey and sample design, survey administration, and data weighting for the survey. The second section describes the scales, analytic subgroups, and estimation procedures used in this report.

### Survey Design and Administration

#### Sample Design

A single-stage, stratified random sample of 60,415 Service members was used for the 2002 WGR. The population of interest for the survey consisted of all active-duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, below the rank of admiral or general, with at least 6 months of active-duty service.

The sampling frame was stratified by Service, gender, paygrade, race/ethnicity, and a measure of occupational tempo as an indicator of how likely the member was to be deployed. In addition to these stratification variables, the sample design also considered geographic location. Further details of the sample design are reported by Elig (2003).

#### Survey Administration

Data were collected by mail and Web<sup>1</sup> with procedures designed to maximize response rates. Beginning on December 10, 2001, a notification letter explaining the survey and soliciting participation was sent to sample members. The introductory letter was followed on December 26, 2001, by a package containing the questionnaire. Approximately 2 weeks later, a third letter was sent to thank individuals who had already returned the

questionnaire and to ask those who had not completed and returned the survey to do so. At approximately 2 weeks and 6 weeks after the reminder/thank you letter mailing, second and third questionnaires, with letters stressing the importance of the survey, were mailed to individuals who had not responded to previous mailings. The field closed on April 23, 2002. Details on survey administration are reported by Willis, Lipari, and Mohamed (2002).

#### Data Weighting

A total of 19,960 eligible members returned usable surveys. Data were weighted to reflect the active-duty population as of December 2001. A three-step process was used to produce final weights. The first step calculated base weights to compensate for variable probabilities of selection. The second step adjusted the base weights for nonresponse due to inability to determine the eligibility status of the sampled member and to the sampled member failing to return a survey. Finally, the nonresponse-adjusted weights were raked to force estimates to known population totals as of the start of data collection (December 2001). The responses represent an adjusted weighted response rate of 36%. Complete details of weighting and response rates are reported by Flores-Cervantes, Valliant, Harding, and Bell (2003) and Willis, Lipari, and Mohamed (2002).

#### Questionnaire Design

The 2002 WGR is the third active-duty sexual harassment study conducted in the Department of Defense (DoD). The Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988-89 (Martindale, 1990). The second survey effort

<sup>1</sup>Except for the first notification letter, each letter included an invitation to the respondent to take the survey on the Web, rather than completing the paper version of the survey. Twenty-five percent of female respondents and 32% of male respondents completed the Web version of the survey.

occurred in 1994-95. At that time, DMDC fielded three surveys (*Forms A, B, and C*). One survey, *Form A*, replicated the 1988 *DoD Survey of Sex Roles in the Active Duty Military*. The second, *Form B*, represented a complete redesign of the approach to inquiring about sexual harassment (*Department of Defense 1995 Sexual Harassment Survey* [CD ROM], 1997). The third, *Form C*, was designed as a linking form, to provide a way of equating the sexual harassment rate found in *Form A* with that of *Form B*.

The 1995 *Form B* differed from the 1988 survey (and the 1995 *Form A*) in three major ways. It provided: (1) an expanded list of potential unprofessional, gender-related behaviors that survey respondents could report that was based on extensive psychometric work; (2) an opportunity, for the first time, to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and, (3) measures of service members' perceptions of complaint processing, reprisal, and training (Bastian, Lancaster, and Reyst, 1996). Survey items measuring sexual harassment in 1995 *Form B* were largely based on work by Fitzgerald and were modeled after the *Sexual Experiences Questionnaire (SEQ)* developed by Fitzgerald, et al. (1988). The *SEQ* is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey and Cavanaugh, 1995).

The 2002 *WGR* was based on the 1995 *Form B* questionnaire and incorporated further psychometric and theoretical advances in sexual harassment research. A copy of the 16-page, 90-item questionnaire is provided in Appendix A.

The survey assessed several areas including (1) types, frequency, and effects of unprofessional, gender-related behavior and sexual harassment; (2) circumstances under which experiences occurred; and (3) perceptions of discriminatory behaviors. In addition to the sexual harassment information, the survey asked for demographics and information on several outcomes that might be affected by the military climate. These outcomes

include physiological and psychological well-being and workplace characteristics and work attitudes. Multiple item scales were constructed where possible to measure the constructs of interest. For details of the psychometric analyses used to confirm the properties of the measures, please see Ormerod et al. (2003).

***Unprofessional, gender-related behaviors.*** To assess the prevalence of sexual harassment and other unprofessional, gender-related behaviors, the Department used two questions referred to as the DoD Core Measure of Sexual Harassment. The first, Question 55, consists of 19 behavioral items, which are intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of “other gender-related behaviors.” In Question 55, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from “Never” to “Very often.”

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single-step process. More specifically, did the individual indicate experiencing at least one of the behaviors indicative of a category at least once (response options “Once or twice” to “Very often”) in the previous 12 months. The categories and corresponding items are as follows: Sexist Behavior (Q55*b,d,g,i*), Crude/Offensive Behavior (Q55*a,c,e,f*), Unwanted Sexual Attention (Q55*h,j,m,n*), Sexual Coercion (Q55*k,l,o,p*), and Sexual Assault (Q55*q,r*).

The counting algorithm for the DoD Sexual Harassment Incident Rate is a two-step process. First, the respondent indicates experiencing any of 12<sup>2</sup> sexual harassment behaviors at least once in past 12 months; and second, indicates that at least some of the behaviors experienced were sexual harassment. In order to be counted as having experienced sexual harassment, the respondent must have experienced one of the following types of unprofessional, gender-related behavior:

<sup>2</sup>Two types of unprofessional, gender-related behavior are not included in the calculation of the Sexual Harassment rate: Sexist Behavior and Sexual Assault. Sexist Behavior is considered a precursor to sexual harassment. In contrast, Sexual Assault is a criminal offense and is not considered sexual harassment.

Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated in Question 56 that she/he considered any of the behaviors experienced as sexual harassment. The 12 sexual harassment behaviors included in Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment, others that represent *quid pro quo* harassment, etc.).

The 19 behavioral items are a shortened version of the 25 items used in the 1995 survey. Over a 2-year developmental process, DMDC staff and Service representatives on the Inter-Service Survey Coordinating Committee (ISSCC) worked on revising the 1995 survey. A pilot study was conducted and information on the scales and measures included in the study are available in Ormerod et al. (2000).

**Characteristics of unprofessional, gender-related behaviors.** By examining specific occurrences, this survey sought to identify circumstances that correspond to the most commonly occurring unprofessional, gender-related behaviors in the Services. To obtain this level of detail, Service members who experienced unprofessional, gender-related behavior were asked to think about the one situation, 12 months prior to filling out the survey, which had the greatest effect on them.

A series of questions pertaining to this event were then presented in order to gather specific details about the circumstances that surrounded the experience. These details provide answers to questions such as:

- What were the unprofessional, gender-related experiences Service members reported had occurred during the situation that had the greatest effect?
- Who were the offenders?
- Where did the experiences occur?
- How often did the behaviors occur?
- How long has the situation been going on?
- Was the situation reported, and if so, to whom?
- Were there any repercussions from reporting the incident?

**Perceptions of sex discrimination behaviors.** A new question was incorporated into the 2002 WGR to address discrimination as a construct separate from sexual harassment. The 12 items comprising Question 54 were designed to be indicative of unprofessional, discriminatory behaviors or situations that could occur in a military environment. To assess perceptions of discrimination in the workplace, Service members were asked to indicate if they had recently experienced any of the 12 behaviors or situations. In addition, Service members were asked to indicate if they thought gender was a motivating factor. Question 54 used a three-level response scale, which was designed to give Service members the opportunity to differentiate between discrimination in the workplace (non-gender-based) and gender-based discrimination.

The items form three factors: Evaluation (Q54a-d), Assignment (Q54e,f,g,lm), and Career (Q54h-k). It is anticipated that assessing the prevalence of discrimination that the survey participant identifies as motivated by gender provides insight into the sexual harassment climate in the military. However, unlike the DoD Core Measure of Sexual Harassment, the measurement of sex discrimination in the 2002 survey did not include a labeling item. As such, the survey participants were not required to specify if they believed the situation or behavior was discriminatory. Aggregating behavioral items in Question 54 provided estimates of the upper bounds of the incident rate of sex discrimination. However, unless the respondent considered his/her experiences to be discriminatory, calculating a rate from responses to behavioral items may overestimate the rate.

**Perceptions of organizational climate.** Empirical research has found that organizational tolerance is related to both the incidence of sexual harassment and negative outcomes on individuals. Based on this work, three new items (Q76–78) were incorporated into the 2002 WGR that assess an individual's perception of their organization's tolerance for Crude/Offensive Behaviors, Unwanted Sexual Attention, and Sexual Coercion. The 2002 WGR also assesses Service members' perceptions of several additional concepts that directly affect organizational climate, to include personnel policies, leadership practices, and training.

**Assessment of progress.** In addition to changes in measures of interest (e.g., changes in rates of unprofessional, gender-related behaviors), it is also important to assess the individual's perceptions of organizational improvement. To this end, the 2002 WGR included measures that assess the Service members' opinions as to whether sexual harassment occurs more or less frequently in the military today; whether sexual harassment is more or less of a problem in the military today than a few years ago; whether sexual harassment is more or less of a problem in the nation today than a few years ago; and finally, whether sexual harassment is more of a problem inside or outside the military.

## Analytic Procedures

### Subgroups

Survey results are tabulated in this report as a DoD total by gender, and for the subgroups Service by gender, and paygrade group by gender. In cases where the member's Service, paygrade, or gender was missing, data were imputed using information from the member's administrative records. Subgroups were constructed as follows:

- **Gender** is defined by the response to Question 1, "Are you...?" Response options were male or female.
- **Service** is defined by Question 6, "In what Service are you?" The response options were Army, Navy, Marine Corps, Air Force, and Coast Guard.
- **Paygrade group** is based on Question 7, "What is your current paygrade?" The original 20 response options are collapsed to 5 categories for analysis: E1-E4, E5-E9, W1-W5, O1-O3, and O4-O6.

Service members in the W1-W5 paygrade group are not presented or analyzed in this report because estimates would be unstable due to low cell size.

## Estimation Procedures

The 2002 WGR used a complex sample design that required weighting to produce population estimates. This design and weighting means that standard statistical software underestimates standard errors and variances, which affect tests of statistical significance. This report uses margins of error calculated in SAS 8.0, by Taylor's linearization variance estimation. These SAS 8.0 procedures accommodate features of complex designs and weighting.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the random variation around population parameters, such as a percentage or mean. The analysis in this report used margins of error (95% confidence intervals) to represent the degree of uncertainty introduced by the nonresponse and weighting adjustments.<sup>3</sup>

In this report, pairs of percentage estimates were compared to see if they were statistically significant. When the margin of error of the first percentage estimate overlapped the margin of error of the second percentage estimate, the difference between the two estimates was assumed not statistically significant. When the two margins of error did not overlap, the difference was deemed statistically significant.

## Presentation of Results

The numbers for only differences that are statistically significant are presented in this report. The use of the word "significantly" is redundant and not used.

The tables and figures in the report are numbered sequentially within chapters. The titles describe the subgroup and dependent variables presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the end of the table.<sup>4</sup>

<sup>3</sup>The margin of error represents the degree of certainty that the percentage or mean would fall within the interval in repeated samples of the population. Therefore, if 55% of individuals selected an answer and the margin of error was  $\pm 3$ , in repeated surveyed samples from the population, in 95% of the samples, the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3).

<sup>4</sup>Tables were simplified in this report by reporting the largest margin of error for all the estimates reported in a column for the specified subgroup. Exact margins of error for specific estimates can usually be found in Greenlees et al. (2003a and 2003b).

Unstable estimates in table cells were suppressed or annotated. Estimates may be unstable because of a small denominator size for that cell or large variance in the data or weights. The following rules were used:

- A cell estimate was not published if the unweighted denominator size was less than 30. These cells are annotated “NR” (Not Reported).
- A cell estimate was published with an asterisk if the denominator size was 30 to 59.
- A cell estimate was also published with an asterisk if the relative standard error for that estimate was greater than 30%.



# Chapter 3

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

This chapter summarizes Service members' responses to questions about sex/gender-related issues. The first section provides survey results for five categories of unprofessional, gender-related behavior. The second section provides results specifically for sexual harassment.

### Unprofessional, Gender-Related Behavior

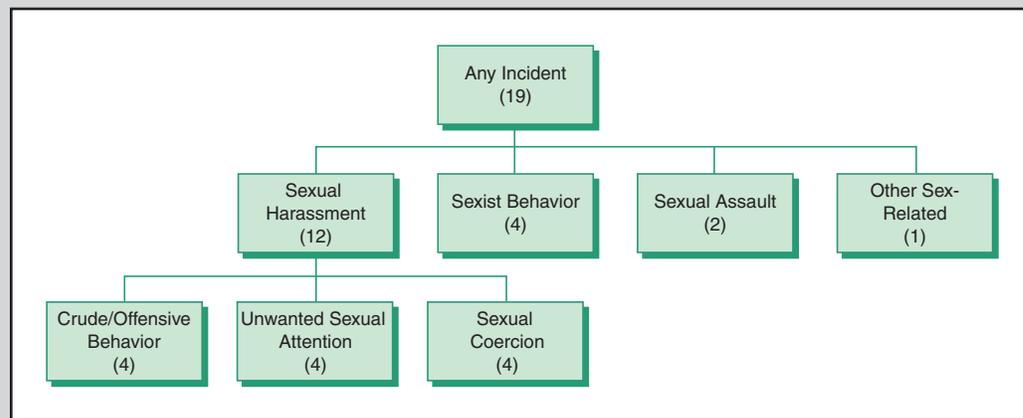
Service members' responses to questions pertaining to experiences of unprofessional, gender-related behavior in the 12 months prior to responding to the survey are examined in this section. Specifically, Question 55 assessed the frequency of Service members' reported experiences of unprofessional, gender-related behavior involving military personnel, on- or off-duty, and on- or off-installation or ship; and civilian employees/contractors, in their workplace, or on- or off- installation/ship. Question 55 contains 19 behaviorally based items intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of "other gender-related behaviors" (see Figure 3.1).

The 18 question sub-items can be grouped into three primary types of behaviors: 1) Sexist Behavior (Q55b,d,g,i), 2) Sexual Harassment (Q55a,c,e,f,h,j,k,l,m,n,o,p), and 3) Sexual Assault (Q55q,r). The sexual harassment behaviors

can be further categorized as Crude/Offensive Behavior (Q55a,c,e,f), Unwanted Sexual Attention (Q55h,j,m,n), and sexual coercion (Q55k,l,o,p). The 12 sexual harassment behaviors are consistent with the U.S. legal system's definition of sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

Question 55 asked Service members to indicate how often they had been in situations involving these behaviors. The response scale is a 5-point frequency scale ranging from "Never" to "Very often." The counting algorithm for reporting incident rates for each of the individual categories of unprofessional, gender-related behaviors is a single-step process. That is, did the individual indicate experiencing at least one of the behaviors in a category at least once (response options ranged from "Once or twice" to "Very often") in the previous 12 months? Results are reported for the following five categories of unprofessional, gender-related behaviors:

- **Sexist Behavior** - verbal/nonverbal behaviors that convey insulting, offensive, or condescending



**Figure 3.1**  
Survey Measure of Sexual Harassment and Other Unprofessional, Gender-Related Behaviors

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

attitudes based on the gender of the member (Q55b,d,g,i), and

- **Crude/Offensive Behavior** - verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing; whistling, staring, leering, ogling (Q55a,c,e,f),
- **Unwanted Sexual Attention** - attempts to establish a sexual relationship; touching, fondling (Q55h,j,m,n),
- **Sexual Coercion** - classic *quid pro quo* instances of job benefits or losses conditioned on sexual cooperation (Q55k,l,o,p),
- **Sexual Assault** - attempted and/or actual sexual relations without the member's consent and against his or her will (Q55q,r)

Incident rates are reported for each type of behavior. These rates are shown by gender and year in Figure 3.2. Rates by Service and year are provided in Table 3.1 for women and Table 3.2 for men.

### By Service

Women reported experiencing Sexist Behavior (50%) at a higher rate than any other type of unprofessional, gender-related behavior, although the category of Crude/Offensive Behavior (45%) was almost as high. Within-Service comparisons indicate this trend was present for women in each of the Services except the Coast Guard. In contrast,

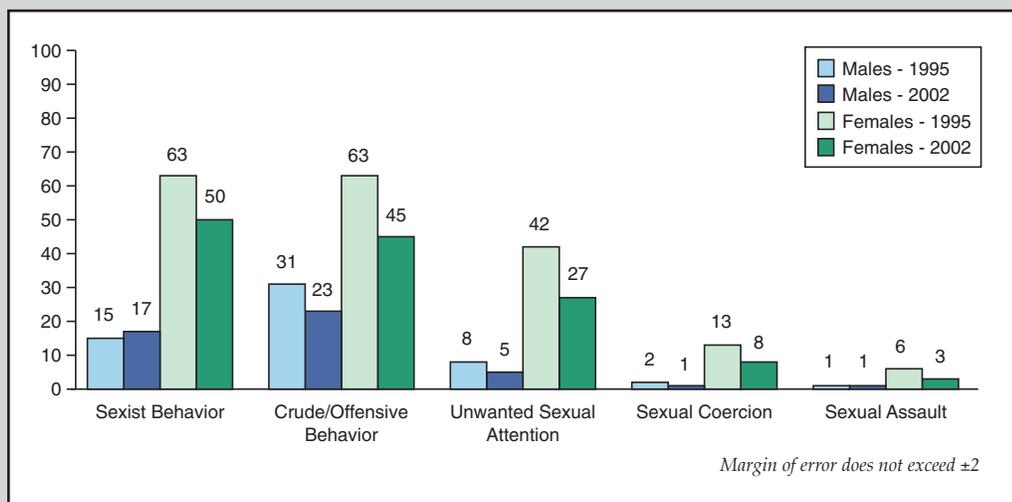
men reported higher rates of Crude/Offensive Behavior (23%) than any other type of unprofessional, gender-related behavior, although Sexist Behavior (17%) was almost as high. This trend was present for men in each of the Services except the Marine Corps, where the rates of Sexist Behavior and Crude/Offensive Behavior were not significantly different.

**Sexist Behavior.** Fifty percent of women reported experiencing Sexist Behavior, whereas 17% of men reported experiencing incidents of this type. Women in the Air Force reported the lowest rate of Sexist Behavior (40%), while Marine Corps women reported the highest rate (64%). For men, there were no significant Service differences in the Sexist Behavior rate.

Comparisons across years indicate that the Sexist Behavior incident rate for women declined between 1995 and 2002 (63% vs. 50%). It also declined for women in each of the Services, with the exception of the Coast Guard. The largest percentage-point decline between 1995 and 2002 occurred for Air Force women (59% vs. 40%). There were no significant Service differences between 1995 and 2002 for men.

**Crude/Offensive Behavior.** Forty-five percent of

women reported experiencing Crude/Offensive Behavior. Nearly twice as many women than men reported experiencing these types of behaviors (45% vs. 23%). For women, Air Force members reported experiencing the lowest rate of Crude/Offensive Behavior (36% vs. 48-53%). For men, there were



**Figure 3.2**

Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002

no significant Service differences in the Crude/Offensive Behavior rate.

The rates of Crude/Offensive Behavior for women and men declined between 1995 and 2002. The rate for women declined from 63% in 1995 to 45% in 2002. The rate also declined in each

of the Services, with the exception of the Coast Guard. The largest decline in Crude/Offensive Behavior occurred for Air Force women (57% vs. 36%). Similarly, the incident rate of Crude/Offensive Behavior for men declined from 31% in 1995 to 23% in 2002, with the greatest declines occurring for Army and Air Force men.

**Unwanted Sexual Attention.** Twenty-seven percent of women reported experiencing Unwanted Sexual Attention. More women reported experiencing Unwanted Sexual Attention compared to men (27% vs. 5%). Air Force (20%) and Coast Guard (23%) women reported lower rates of Unwanted Sexual Attention than women in the other Services (30-33%). For men,

there were no significant 2002 Service differences (see Table 3.2).

Between 1995 and 2002, incidents of Unwanted Sexual Attention declined for both women (42% vs. 27%) and men (8% vs. 5%). For each of the Services, women’s rates of Unwanted Sexual Attention declined by at least 10 percentage-points. While Marine Corps women reported the highest rate of Unwanted Sexual Attention in 2002, the largest

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	95	02	95	02	95	02	95	02	95	02	95	02
Sexist Behavior	63	50	67	53	62	56	77	64	59	40	65	56
Crude/Offensive Behavior	63	45	68	48	61	49	72	53	57	36	58	52
Unwanted Sexual Attention	42	27	48	31	40	30	53	33	35	20	34	23
Sexual Coercion	13	8	18	11	11	10	17	12	8	4	8	6
Sexual Assault	6	3	9	3	6	3	9	5	4	2	4	2
<i>Margin of Error</i>	±2	±2	±2	±3	±3	±3	±5	±5	±2	±3	±6	±6

**Table 3.1**  
Percentage of Females Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Service

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	95	02	95	02	95	02	95	02	95	02	95	02
Sexist Behavior	15	17	16	18	14	18	15	17	15	14	14	18
Crude/Offensive Behavior	31	23	32	23	32	24	30	22	30	21	30	27
Unwanted Sexual Attention	8	5	9	6	8	6	8	5	7	4	5	4
Sexual Coercion	2	1	3	2	2	1	3	2	1	1	1	1*
Sexual Assault	1	1	2	1*	1*	1*	1*	1*	1*	1	0*	1*
<i>Margin of Error</i>	±2	±2	±3	±3	±3	±3	±5	±3	±3	±2	±5	±4

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 3.2**  
Percentage of Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Service

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

percentage-point decline between 1995 and 2002 (53% vs. 33%) occurred for Marine Corps women. For men in each of the Services, the decline was only significant for men in the Army and Air Force.

**Sexual Coercion.** Eight percent of women reported experiencing Sexual Coercion. More women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%). Air Force and Coast Guard women reported the lowest rates (4-6% vs. 10-12%). For men, there were no significant Service differences in Sexual Coercion rates.

The 2002 rate of Sexual Coercion for women was significantly lower than the 1995 rate (8% vs. 13%). For women, the largest declines occurred in the Army (18% vs. 11%) and in the Marine Corps (17% vs. 12%). For men, there were no significant Service differences between 1995 and 2002 in the rate of Sexual Coercion.

**Sexual Assault.** Three percent of women and one percent of men reported experiencing incidents of Sexual Assault. There were no significant Service differences for either men or women in the 2002 rate of Sexual Assault.

The Sexual Assault rate for women declined by half between 1995 and 2002 (6% vs. 3%). Excluding the Coast Guard, this decrease was significant for

women in each of the Services, with the greatest decline occurring for the Army (9% vs. 3%). For men, there were no significant Service differences in the rate of Sexual Assault.

### By Paygrade

Women in paygrades other than junior enlisted reported higher Sexist Behavior rates than any other type of unprofessional, gender-related behavior (see Table 3.3). Comparisons within paygrades indicate that men in each of the paygrades experienced Crude/Offensive Behavior at a higher rate than other type of behavior (see Table 3.4).

**Sexist Behavior.** For women, junior enlisted members and junior officers reported higher rates of Sexist Behavior (both 54%) than women in the other paygrades (42-46%). For men, junior enlisted members reported a higher rate of Sexist Behavior than men in the other paygrades (21% vs. 10-15%).

Comparisons between 2002 and 1995 indicate that the rate of Sexist Behavior for women declined by at least 10 percentage points in each of the paygrades. The largest decline occurred among female senior officers, whose rate decreased from 64% in 1995 to 42% in 2002. In 2002, the Sexist Behavior rate for junior enlisted men was higher than in 1995 (21% vs. 17%).

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	95	02	95	02	95	02	95	02
Sexist Behavior	66	54	60	46	64	54	64	42
Crude/Offensive Behavior	71	53	57	39	56	42	44	26
Unwanted Sexual Attention	53	36	34	22	31	20	16	8
Sexual Coercion	19	12	9	6	4	4	2	1*
Sexual Assault	10	5	3	1	2	1*	1	0*
Margin of Error	± 2	± 3	± 2	± 2	± 3	± 4	± 4	± 4

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 3.3**  
Percentage of Females Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Paygrade

**Crude/Offensive Behavior.** Paygrade comparisons show that junior enlisted women (53% vs. 26-42%) and men (27% vs. 16-21%) reported the highest rates of Crude/Offensive Behavior—with the rate reported by women higher than men (53% vs. 27%). For women, senior officers reported the lowest rate of Crude/Offensive Behavior (26% vs. 39-53%).

The rate of Crude/Offensive Behavior for women declined by at least 14 percentage points in each of the paygrades between 1995 and 2002. For female enlisted members, there was an 18 percentage-point decline in the Crude/Offensive Behavior incident rate. In each paygrade, the rate of Crude/Offensive Behavior for men declined by at least 5 percentage points between 1995 and 2002. This decline was not significant for junior officers.

**Unwanted Sexual Attention.** Junior enlisted women (36% vs. 8-22%) and men (8% vs. 2-4%) reported the highest rates of Unwanted Sexual Attention—with the rate reported by women higher than that reported by men (36% vs. 8%). For women, senior officers reported the lowest rate of Unwanted Sexual Attention (8% vs. 20-36%). Male junior (3%) and senior (2%) officers reported lower rates of Unwanted Sexual Attention than men in the other paygrades (4-8%).

Although the Unwanted Sexual Attention rates declined for women in all paygrades between 1995

and 2002, the largest decline occurred for junior enlisted women (53% vs. 36%). Male senior enlisted members reported a lower rate in 2002 than in 1995 (4% vs. 7%).

**Sexual Coercion.** Paygrade comparisons show that, regardless of gender, junior enlisted members reported the highest rate of Sexual Coercion—with the rate for women higher than for men (12% vs. 3%). The incident rate of Sexual Coercion for women decreased as paygrade increased—with junior enlisted members reporting the highest rate (12%) and senior officers reporting the lowest (1%).

Between 1995 and 2002, the rate of Sexual Coercion declined for junior (19% vs. 12%) and senior (9% vs. 6%) enlisted women. There was also a small but significant decline in the rate reported by female senior officers (2% vs. 1%). There were no significant changes in the rate of Sexual Coercion for men between 1995 and 2002.

**Sexual Assault.** Junior enlisted women reported a higher rate of Sexual Assault than women in the other paygrades (5% vs. 0-1%), although the rate declined significantly from 1995 to 2002 for both junior enlisted (10% vs. 5%) and senior enlisted women (3% vs. 1%). For men, there were no significant paygrade differences in the Sexual Assault rate between 1995 and 2002.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	95	02	95	02	95	02	95	02
Sexist Behavior	17	21	14	15	17	12	12	10
Crude/Offensive Behavior	36	27	30	21	25	20	23	16
Unwanted Sexual Attention	10	8	7	4	5	3	5	2
Sexual Coercion	3	3	2	1	1*	0*	1*	0*
Sexual Assault	1	1	1	0	0*	0*	0*	0*
Margin of Error	±3	±3	±3	±2	±4	±3	±4	±3

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 3.4**  
Percentage of Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Paygrade

## Sexual Harassment

This section includes a summary of findings and comparisons to results reported in 1995. The 2002 and 1995 rates were calculated according to the DoD Sexual Harassment Core Measure specifications (for more details, see Chapter 2). To be included in the calculation of the rate, Service members must have experienced one behavior defined as Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated that they considered any of the behaviors experienced to be sexual harassment.<sup>5</sup>

### By Service

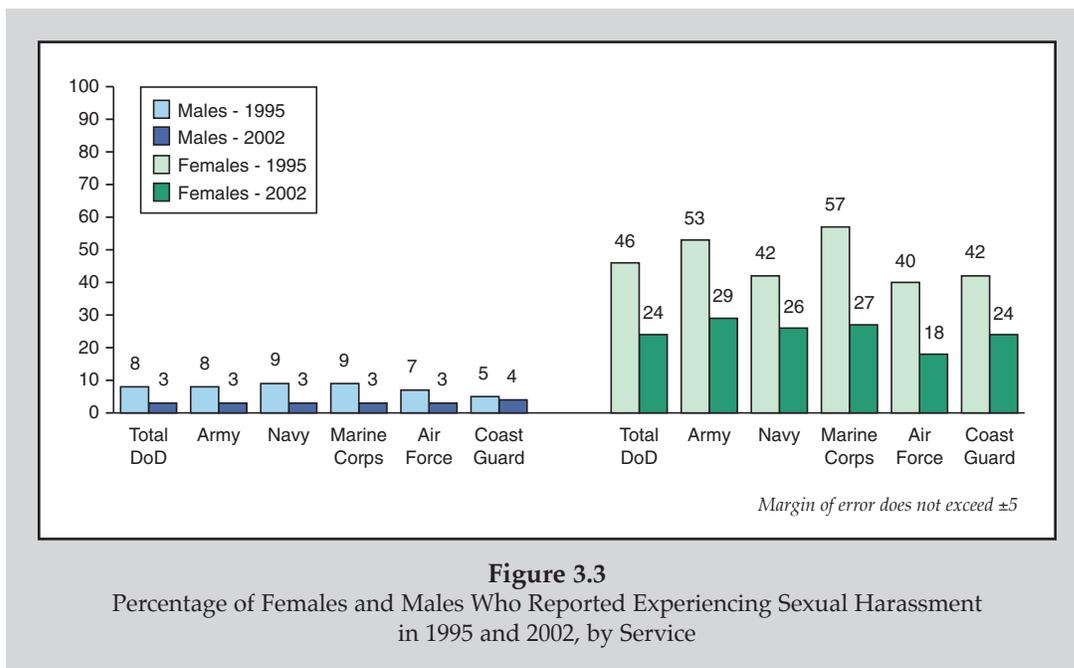
Nearly a quarter of women in the military reported experiencing at least one incident of Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion and considered at least some of what they experienced to be Sexual Harassment (see Figure 3.3). Air Force women reported the lowest Sexual Harassment incident rate (18% vs. 24-29%). For men, there were no

Service differences in the Sexual Harassment incident rate.

The Sexual Harassment rate declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%). For women in each of the Services, the Sexual Harassment rate declined by at least 16 percentage points. The largest decline occurred for Marine Corps women, whose rate decreased by 30 percentage points (57% vs. 27%). For men, there was at least a 4 percentage-point decline in the rate between 1995 and 2002 in each of the Services, excluding the Coast Guard.

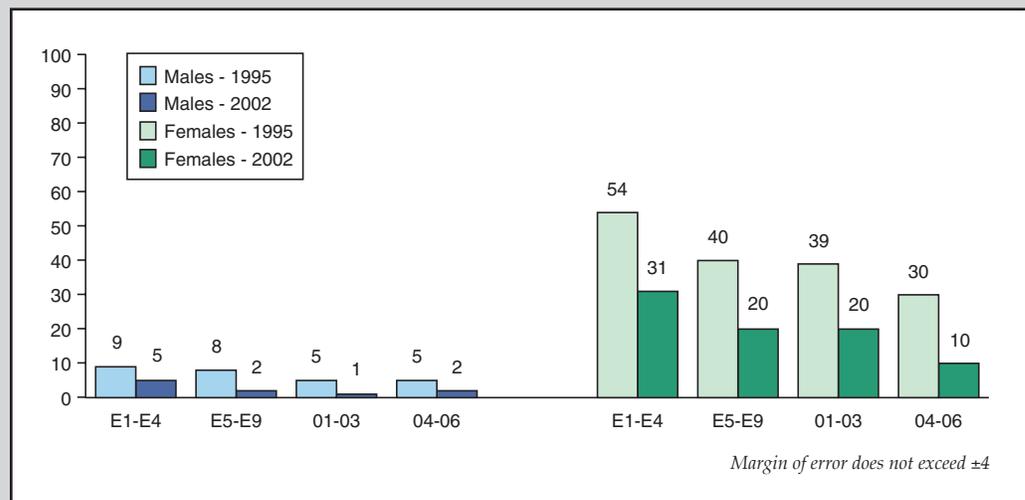
### By Paygrade

Across paygrades, junior enlisted women (31% vs. 10-20%) and men (5% vs. 1-2%) reported the highest rates of Sexual Harassment, although the rate for female junior enlisted members was six times that of males (31% vs. 5%). Compared to other women, senior officers reported the lowest Sexual Harassment incident rate (10% vs. 20-31%) (see Figure 3.4).



<sup>5</sup>When those who experienced at least one of the behaviors in Question 55 were asked about those experiences, 51% of females and 85% of males reported that none of the behaviors they reported experiencing constituted sexual harassment. For complete details on these findings, refer to tables 56.1-56.4 in Greenlees et al. (2003b).

Similar to Service results, the Sexual Harassment rate also declined between 1995 and 2002 for all gender-by-paygrade groups. For each paygrade group, there was at least a 19 percentage-point decline for women.



**Figure 3.4**  
Percentage of Females and Males Who Reported Experiencing Sexual Harassment in 1995 and 2002, by Paygrade

## Summary

Chapter 3 presents findings for Service members' experiences of unprofessional, gender-related behaviors in the 12 months prior to filling out the 2002 WGR survey. These behaviors are categorized as Sexist Behavior, Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, and Sexual Assault.

- Crude/Offensive Behavior (Females 45%; Males 23%) and Sexist Behavior (Females 50%; Males 17%) were the two most frequently reported types of unprofessional, gender-related behavior for women and men.
  - ♦ Women reported higher rates of Sexist Behavior than any other type of behavior (50% vs. 3-45%); men reported Crude/Offensive Behavior at a higher rate than any other type of behavior (23% vs. 1-17%)—these findings remained consistent across Services and paygrades.

## Sexist Behavior

- Fifty percent of women reported experiencing Sexist Behavior, whereas 17% of men in the military reported experiencing incidents of this type.
  - ♦ Between 1995 and 2002, the Sexist Behavior incident rate declined for women (63% vs. 50%)—across all Services, with the exception of the Coast Guard.

- Compared to women in the other Services, Air Force women reported the lowest rate of Sexist Behavior (40%), while Marine Corps women reported a higher rate (64%).
- Female junior enlisted members and junior officers reported higher rates of Sexist Behavior than women in the other paygrades (both 54% vs. 42-46%).
  - ♦ The rate of Sexist Behavior for women declined by at least 10 percentage points in each of the paygrades.
- Junior enlisted men reported a higher rate of Sexist Behavior than men in the other paygrades (21% vs. 10-15%).
  - ♦ Between 1995 and 2002, the Sexist Behavior rate for junior enlisted men increased (17% vs. 21%).

## Crude/Offensive Behavior

- Nearly twice as many women than men reported experiencing incidents of Crude/Offensive Behavior (45% vs. 23%).
  - ♦ Between 1995 and 2002, the rates of Crude/Offensive Behavior for women (63% vs. 45%) and men (31% vs. 23%) declined.
- Air Force women reported a lower rate of Crude/Offensive Behavior than women in the other Services (36% vs. 48-53%).
  - ♦ The largest decline in Crude/Offensive Behavior occurred for Air Force women (57% vs. 36%).

- ◆ The greatest declines for men occurred for the Army (32% vs. 23%) and Air Force (30% vs. 21%).
- Junior enlisted women (53% vs. 26-42%) and men (27% vs. 16-21%) reported higher rates of Crude/Offensive Behavior than women and men in the other paygrades.
- Female senior officers reported a lower rate of Crude/Offensive Behavior than women in the other paygrades (26% vs. 39-53%).
  - ◆ The rate of Crude/Offensive Behavior for women declined by at least 14 percentage points in each of the paygrades between 1995 and 2002.
  - ◆ Between 1995 and 2002, the rate of Crude/Offensive Behavior for men declined by at least 5 percentage points in all paygrade groups, although this decrease was not significant for junior officers.

### Unwanted Sexual Attention

- Women reported experiencing Unwanted Sexual Attention at higher rates than men (27% vs. 5%).
  - ◆ Between 1995 and 2002, incidents of Unwanted Sexual Attention declined for both women (42% vs. 27%) and men (8% vs. 5%).
- Air Force and Coast Guard women reported lower rates of Unwanted Sexual Attention than women in the other Services (20-23% vs. 30-33%).
  - ◆ For women, the rate of Unwanted Sexual Attention decreased by at least 10 percentage points in each of the Services between 1995 and 2002.
  - ◆ For men, there was a slight but significant decline in Unwanted Sexual Attention within each of the Services, with the exception of the Coast Guard.
- Junior enlisted women (36% vs. 8-22%) and men (8% vs. 2-4%) reported higher rates of Unwanted Sexual Attention than women and men in the other paygrades.
- As paygrade increased for women, the incident rate of Unwanted Sexual Attention decreased—with female senior officers reporting the lowest rate of Unwanted Sexual Attention (8% vs. 20-36%).
  - ◆ Between 1995 and 2002, the Unwanted Sexual Attention rate declined by at least 8 percentage points for women in all paygrade groups.

### Sexual Coercion

- More women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%).
  - ◆ Between 1995 and 2002, the Sexual Coercion rate declined for women (13% vs. 8%).
- Air Force and Coast Guard women reported lower rates of Sexual Coercion than women in the other Services (4-6% vs. 10-12%).
  - ◆ Between 1995 and 2002, rates of Sexual Coercion for Army (18% vs. 11%) and Marine Corps (17% vs. 12%) women declined.
- Junior enlisted women (12% vs. 1-6%) and men (3% vs. 0-1%) reported higher rates of Sexual Coercion than women and men in the other paygrades.
- The incident rate of Sexual Coercion for women decreased as paygrade increased—with junior enlisted members reporting the highest rate (12%) and senior officers reporting the lowest (1%).
  - ◆ Between 1995 and 2002, the rate of Sexual Coercion declined for both junior (19% vs. 12%) and senior (9% vs. 6%) enlisted women.

### Sexual Assault

- Three percent of women and one percent of men reported experiencing incidents of Sexual Assault.
  - ◆ Between 1995 and 2002, the Sexual Assault rate for women declined by half (6% vs. 3%).
- In each of the Services, the Sexual Assault rate was less than 5%.
  - ◆ Excluding the Coast Guard, this decrease was significant for women in each of the Services—with the greatest decline occurring in Army women (9% vs. 3%).
- Junior enlisted women reported a higher rate of Sexual Assault than women in the other paygrades (5% vs. 0-1%).
  - ◆ The rate of Sexual Assault for women declined significantly for junior enlisted (10% vs. 5%) and senior enlisted (3% vs. 1%).

### Sexual Harassment

- More women than men reported experiencing Sexual Harassment than men (24% vs. 3%).
  - ◆ The Sexual Harassment rate declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%)—across all paygrades.
- Air Force women reported a lower rate of Sexual Harassment than women in the other Services (18% vs. 24-29%).

- ◆ For women, the Sexual Harassment rate declined by at least 16 percentage points in each of the Services.
- ◆ There was at least a 4 percentage-point decline for men between 1995 and 2002 in each of the Services, excluding the Coast Guard.
- Junior enlisted women (31% vs. 10-20%) and men (5% vs. 1-2%) reported higher rates of Sexual Harassment than women and men in the other paygrades.



# Chapter 4

## One Situation

Chapter 4 provides information on the circumstances in which unprofessional, gender-related behaviors occur. On the survey, Service members who indicated they experienced at least one unprofessional, gender-related behavior (Q55) were asked to consider the “one situation” occurring in the year prior to taking the survey that had the greatest effect on them. With that “one situation” in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions such as:

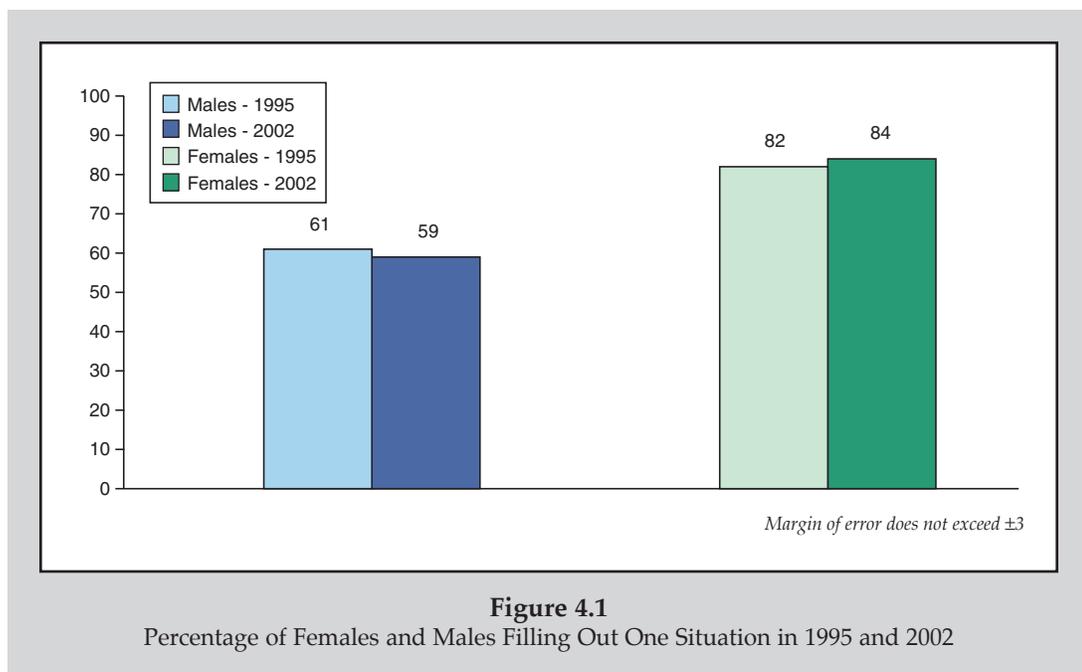
- What was the unprofessional, gender-related experience?
- Who were the offenders?
- Where did the experience occur?
- How often did the behaviors occur?
- How long did the situation last?
- Was the situation reported, and if so, to whom?
- Were there any repercussions due to reporting the incident?

### Behaviors Experienced in One Situation

All members who reported experiencing any unwanted or uninvited, unprofessional, gender-related behavior in the past year (Q55) were asked to provide details about the situation that had the greatest effect on them. Not all of them completed this section of the survey. As Figure 4.1 shows, in 2002 and 1995, four-fifths of women and three-fifths of men who checked behaviors responded to this section of the survey.

### Types of Behaviors in One Situation

Service members who responded to the questions regarding the one situation with the greatest effect on them were asked to first specify which behaviors occurred during the situation. The list of behaviors for the one situation was the same as the list for Question 55 that measured unprofessional, gender-related behavior. Figure 4.2 presents the frequency distribution of each type of behavior in the one



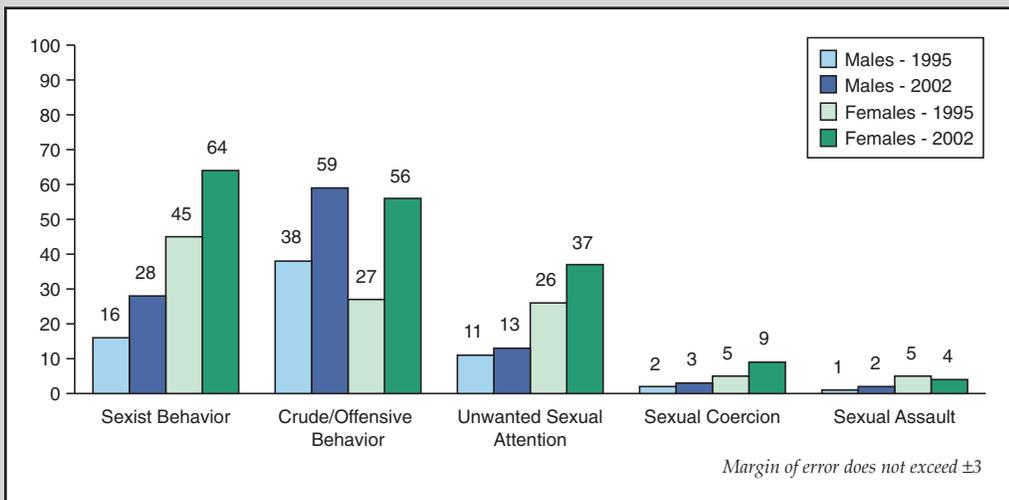
## One Situation

situation reported by women and men in 2002 and in 1995.

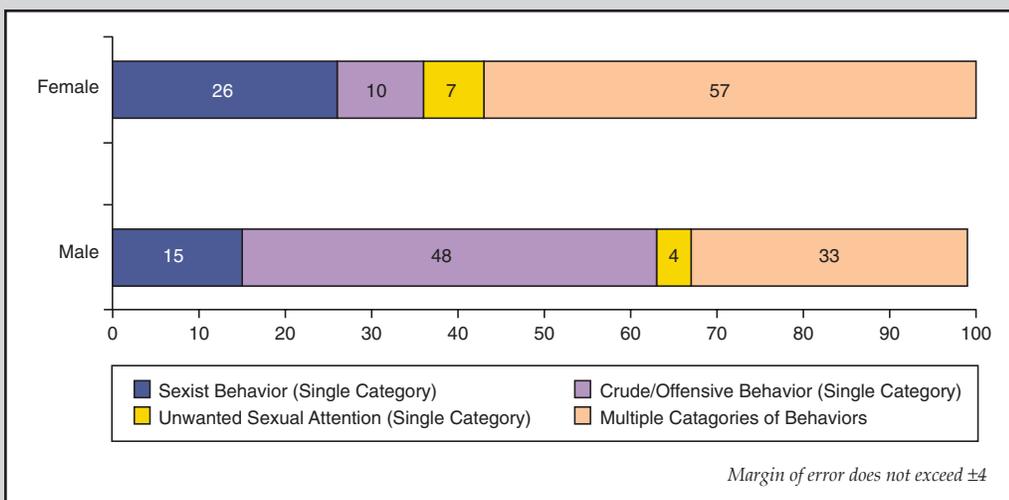
In 2002, there is a noticeable overall increase in the numbers of behaviors reported for the one situation compared to those reported in 1995. This increase in behaviors reported in the one situation is most likely at least partially attributable to a change in question format.

In 1995, respondents were presented with only a grid of letters that corresponded to the list of unprofessional, gender-related behaviors. Using these “lettered bubbles,” respondents were asked to identify behaviors that had occurred in the one situation by marking the applicable bubbles. In 2002, respondents were presented the entire list of behaviors a second time and were asked to indicate individually whether someone in the one situation

“did this” or “did not do this” for each behavior. While the proportion of the increase attributable to changing formats cannot be calculated, it is understandable that a person’s likelihood of indicating a behavior occurred would increase when each behavior is considered individually vice selecting from a grid of letters.



**Figure 4.2**  
Percentage of Females and Males Reporting Each Type of Behavior in One Situation in 1995 and 2002



**Figure 4.3**  
Percentage of Females and Males Reporting a Single Category of Behavior or Multiple Categories of Behaviors in One Situation in 2002

Despite the format change, the pattern of findings from 2002 parallel those from 1995 because they confirmed that the situation with the greatest effect for women is typified by some combination of Sexist Behavior (64%), Crude/Offensive Behavior (56%), and Unwanted

Sexual Attention (37%), while the one situation for men is typified primarily by Crude/Offensive Behavior (59%) and, to some extent, Sexist Behavior (28%) (see Figure 4.2).

Service members can experience one or more behaviors within a single category of behavior (e.g., Sexist Behavior), and they can indicate behaviors that are across multiple categories of behaviors (e.g., Sexist Behavior and Crude/Offensive Behavior). Figure 4.2 shows 56% of the women reported experiencing Crude/Offensive Behavior. Figure 4.3 shows 10% of women reported experiencing only Crude/Offensive Behavior (without indicating other behaviors). Figure 4.3 shows over half of the women and approximately one-third of the men indicated that multiple types of behaviors occurred in the one situation. Both women and men reported experiencing Sexual Coercion and Sexual Assault only in combination with other behaviors. Sexist Behavior was the most commonly experienced type of behavior occurring alone for women (26%), whereas Crude/Offensive Behavior was most commonly experienced alone by men (48%).

### Frequency of Experiences

The frequency of each type of behavior for women and men is shown by gender/Service in Table 4.1, and gender/paygrade in Table 4.2. Compared to women in the other Services, excluding the Coast Guard, fewer Air Force women reported experiences of Sexist Behavior (59% vs. 64-75%) and Sexual Coercion (5% vs. 8-12%). For men, there were no significant Service differences.

For women, as might be expected, more junior enlisted members than women in the other paygrades reported experiences of Crude/Offensive

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Sexist Behavior	64	28	64	29	68	27	75	24	59	28	67	29
Crude/Offensive Behavior	56	59	59	57	55	59	57	57	53	61	55	54
Unwanted Sexual Attention	37	13	40	12	37	14	35	14	31	13	26	9
Sexual Coercion	9	3	12	3	8	2	11	3	5	3	4	3
Sexual Assault	4	2	5	1*	4	2*	7	4*	3	2*	3	3*
Margin of Error	±2	±3	±3	±6	±4	±6	±5	±7	±3	±5	±8	±8

**Table 4.1**  
Percentage of Females and Males Who Experienced Behavior in One Situation in 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Sexist Behavior	62	27	65	29	68	19	75	33
Crude/Offensive Behavior	63	60	52	56	48	67	32	56
Unwanted Sexual Attention	45	13	31	13	23	10	12	9
Sexual Coercion	12	4	7	2	3	1*	0*	2*
Sexual Assault	7	3	2	1	2*	1*	0*	2*
Margin of Error	±3	±5	±3	±4	±5	±7	±4	±7

**Table 4.2**  
Percentage of Females and Males Who Experienced Behavior in One Situation in 2002, by Paygrade

Behavior (63% vs. 32-52%), Unwanted Sexual Attention (45% vs. 12-31%), Sexual Coercion (12% vs. 0-7%), and Sexual Assault (7% vs. 0-2%) for the one situation with the greatest effect. For men, there were no significant paygrade differences.

### Characteristics of Offenders

To obtain information on the perpetrators of unprofessional, gender-related behavior, Service members were asked about the identity of the offender(s) in the situation that had the greatest effect on them. It should be noted that it was possible for single and multiple offenders to be involved in the one situation experience.

#### Gender of Offenders

As indicated in Figure 4.4, in 2002, the majority of women (85%) and men (51%) reported the offenders were male. Compared to 1995, in 2002, more women (14% vs. 6%) and men (27% vs. 16%) reported that the offenders included both males and females. Between the 1995 and 2002 surveys, there was no change, for women or men, in the percentage of those who said the offenders were solely of the same gender.

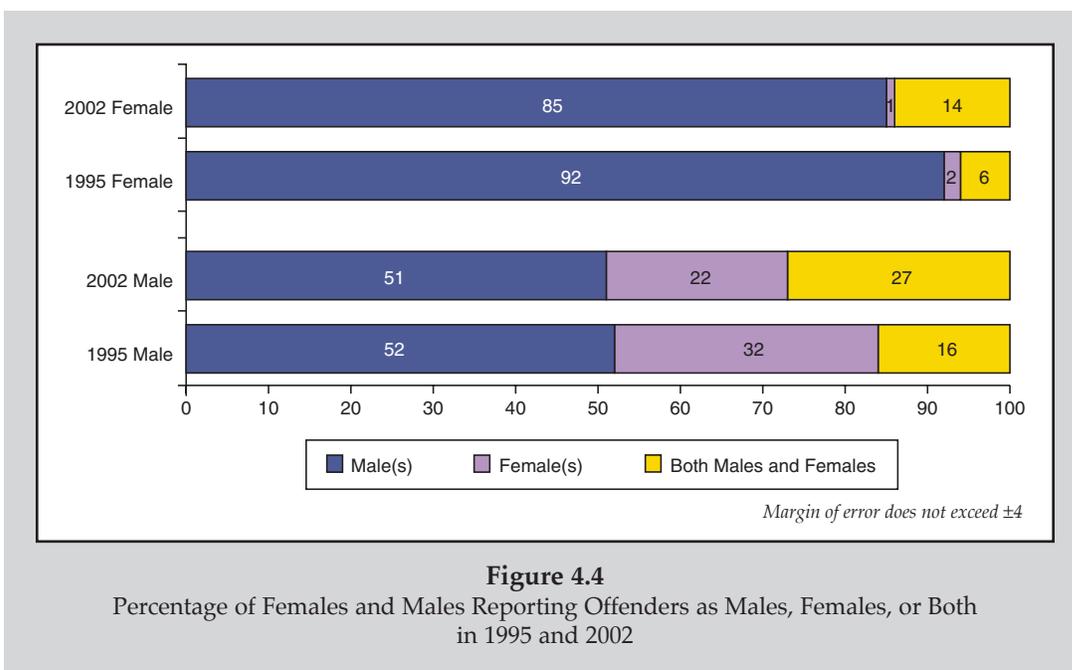
Over 80% of women, regardless of Service, reported the offenders were male. Among men in each of the Services, roughly half reported the offenders were male.

In 2002, there were no significant Service differences for women or men in the gender of the offenders. Except for the Coast Guard, there was at least a 5 percentage-point decline in 2002 from 1995 for women in each of the Services who reported that the offenders in the one situation were male (see Table 4.3). This change is attributable to an increase in the percentage of females reporting that the offenders included both men and women. Compared to men in the other Services, men in the Army (22% vs. 38%) and Marine Corps (16% vs. 35%) were less likely to report in 2002, than in 1995, that the offenders were female.

Consistent with the 2002 WGR Service results, over 80% of women and roughly 50% of men in each of the paygrades reported the offenders were male. In 2002, there were no significant paygrade differences for men or women regarding the gender of the offenders in the situation with the greatest effect on them. With the exception of senior officers, across paygrades, approximately twice as many women and men reported the offenders included both men and women in 2002 than in 1995 (see Table 4.4).

#### Organizational Affiliation of Offenders

Organizational affiliation is another characteristic of interest regarding perpetrators of unprofessional, gender-related behavior. Service members interact with other military personnel and DoD civilian



	DoD											
	Total DoD		Army		Navy		Marine Corp		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>												
Male(s)	92	85	92	83	91	86	95	88	93	86	93	84
Female(s)	2	1	1	2	2	1	1	1*	2	2	3*	1*
Both	6	14	7	16	7	13	4	11	6	12	4	14
<b>Males</b>												
Male(s)	52	51	44	48	60	54	49	59	54	48	59	58
Female(s)	32	22	38	22	28	19	35	16	30	27	22	13
Both	16	27	19	30	12	27	16	25	16	25	18	29
Margin of Error	±4	±3	±6	±6	±6	±6	±10	±8	±6	±6	±9	±8

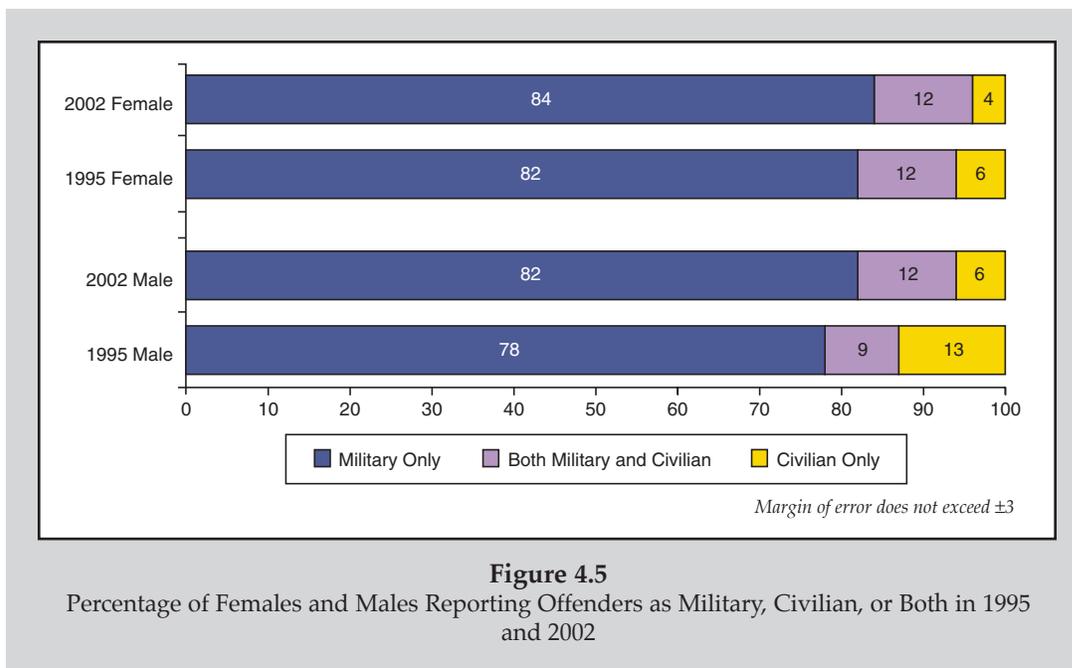
*\* Low precision and/or unweighted denominator size between 30 and 59.*

**Table 4.3**  
Percentage of Females and Males Reporting Offenders as Males, Females, or Both in 1995 and 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>								
Male(s)	92	85	92	83	92	89	93	89
Female(s)	2	1	1	1	3	2*	1	2*
Both	6	14	7	16	5	9	5	9
<b>Males</b>								
Male(s)	53	53	51	47	57	62	51	51
Female(s)	32	20	32	22	33	17	33	29
Both	15	26	17	30	10	21	17	20
Margin of Error	±5	±6	±6	±4	±9	±8	±11	±8

*\* Low precision and/or unweighted denominator size between 30 and 59.*

**Table 4.4**  
Percentage of Females and Males Reporting Offenders as Males, Females, or Both in 1995 and 2002, by Paygrade



**Figure 4.5**  
Percentage of Females and Males Reporting Offenders as Military, Civilian, or Both in 1995 and 2002

employees and/or contractors. On this survey, Service members were asked to identify whether or not the offenders in the situation that had the greatest effect on them were military members and/or civilians. Offenders were categorized as military personnel, civilians, or both military and civilian personnel.

The majority of both active-duty women (84%) and men (82%) reported the offenders in the situation that had the greatest effect on them were other Service members (see Figure 4.5). Both women (4% vs. 6%) and men (6% vs. 13%) were less likely in 2002, than in 1995, to report the offenders included only civilians (see Figure 4.5).

Among women, Air Force members were least likely to report the offenders were military members (79% vs. 85-90%). There were no significant differences by Service for men (see Table 4.5).

Compared to women and men in the other paygrades, female (68% vs. 82-88%) and male (57% vs. 80-87%) senior officers were the least likely to report the offenders were military members (see Table 4.6). Similarly, both female (14% vs. 3-6%) and male (23% vs. 2-7%) senior officers were more likely to report the offenders were solely civilians than women and men in the other paygrades.

### Military Status of Offenders in One Situation

Findings regarding the organizational affiliation of the offenders show that the majority were military personnel (see Figure 4.5). In addition to identifying the organizational affiliation of the offender (e.g., military, civilian), Service members were also asked to specify the position and the rank of the offenders in relation to themselves. For this analysis, the survey items in 1995 and 2002 were not similar enough to permit comparisons (2002 Q61, 1995 Q78).

In each of the Services, over 60% of women and men indicated that military coworkers were the offenders in the situation that had the greatest impact on them. Fewer Air Force women (13% vs. 19-21%) and men (9% vs. 17-19%) than women and men in the other Services reported the offender was their immediate military supervisor. Also, fewer Air Force women reported military subordinates were involved than women in the other Services (17% vs. 26-30%). For a complete tabulation of Service results, see Tables 61a.2-61n.2 in Greenlees et al. (2003b).

Consistent with the Service results and regardless of paygrade, both female and male members were most likely to report that their offenders were military coworkers. However, female (47% vs. 60-73%)

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Military only	84	82	85	85	87	85	90	82	79	73	87	80
Both military and civilians	12	12	12	10	9	10	7	13	14	18	10	15
Civilians only	4	6	3	4	4	5	3	5	7	9	4	5
<i>Margin of Error</i>	$\pm 2$	$\pm 3$	$\pm 2$	$\pm 4$	$\pm 3$	$\pm 4$	$\pm 3$	$\pm 7$	$\pm 3$	$\pm 5$	$\pm 5$	$\pm 6$

**Table 4.5**  
Percentage of Females and Males Reporting Offenders as Military, Civilian, or Both, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Military only	88	87	82	80	83	82	68	57
Both military and civilians	10	11	13	14	11	12	17	20
Civilians only	3	2	5	7	6	7	14	23
<i>Margin of Error</i>	$\pm 2$	$\pm 4$	$\pm 2$	$\pm 4$	$\pm 4$	$\pm 6$	$\pm 5$	$\pm 8$

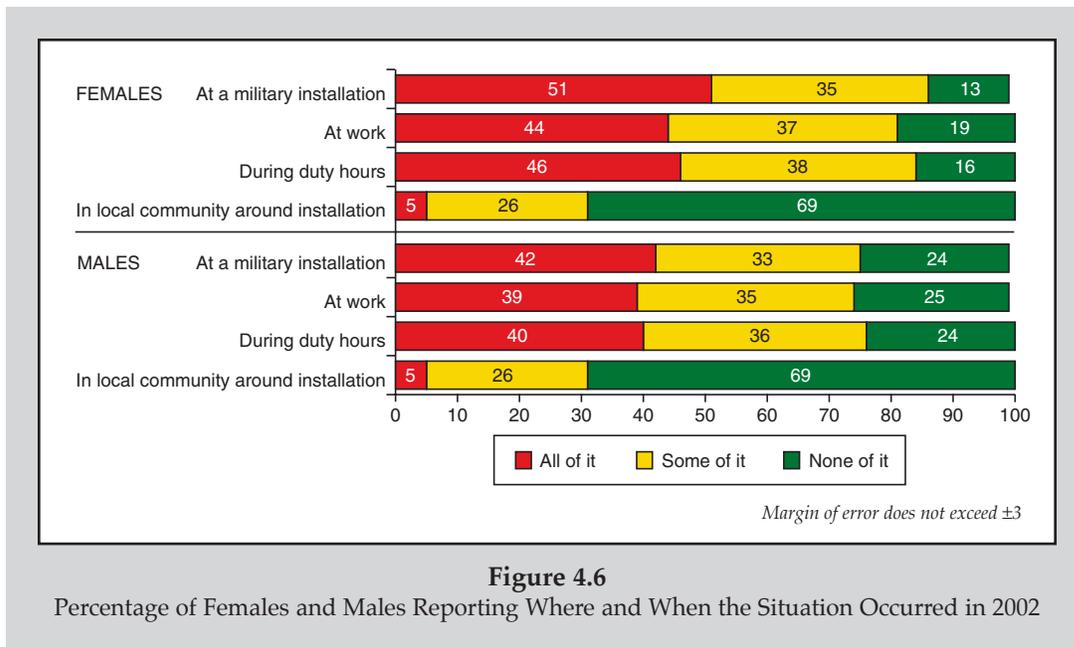
**Table 4.6**  
Percentage of Females and Males Reporting Offenders as Military, Civilian, or Both, by Paygrade

and male (53% vs. 66-74%) senior officers were less likely to report the offenders were one of their military coworkers than women and men in the other paygrades. Junior enlisted women (66% vs. 35-54%) and men (49% vs. 18-31%) were more likely than women and men in the other paygrades to report that the offenders included military persons of higher rank. For women, officers were more likely than enlisted members to report the offender in the situation was their unit commander (7-8% vs. 2-3%) and senior officers were the least likely to report that the offenders were their military subordinates (16% vs. 24-26%) or military training instructors (2% vs. 4-8%). Junior enlisted women were more likely

than women in the other paygrades to report that the offenders were other military persons (51% vs. 31-44%). For men, junior enlisted members were more likely than men in the other paygrades to report that their immediate military supervisor was an offender in the situation that had the greatest effect on them (20% vs. 10-13%). For specific details, see Tables 61a.4-61n.4 in Greenlees et al. (2003b).

### Civilian Status of Offenders in One Situation

Although the majority of Service members reported the offenders were other military personnel,



**Figure 4.6**  
Percentage of Females and Males Reporting Where and When the Situation Occurred in 2002

civilians were reported as a source of unprofessional, gender-related behavior by some Service women (4%) and men (6%) (see Figure 4.5). In addition to identifying whether the offenders were military, Service members were also asked to specify the position of the offenders in relation to themselves (e.g., supervisor, coworker, subordinate etc.). Data supporting the analysis reported here appear in Tables 61a.1-61n.4 in Greenlees et al. (2003b).

Excluding Coast Guard, Air Force women (11% vs. 3-8%) and men (15% vs. 3-8%) were more likely to report their offender was a civilian coworker than women and men in the other Services (see Tables 61a.3-61n.3 in Greenlees et al. (2003b)). More Air Force women reported their offender was another civilian person than women in the other Services (10% vs. 3-7%).

More female senior officers reported their offender was a civilian coworker or another civilian person than women in the other paygrades (both 15% vs. 6-9%) (see Tables 61a.4-61n.4 in Greenlees et al. (2003b)). In addition, more male senior officers reported the offenders were civilian subordinates than men in the other paygrades (13% vs. 2-4%).

## Characteristics of the One Situation

Service members were asked about the characteristics of the situation with the greatest effect. To understand this section, it is necessary to remember that these behaviors can happen in various locations, during multiple times in one single day, and can occur over long and short periods. An examination of these characteristics provides a clearer picture of details surrounding incidents of unprofessional, gender-related behavior.

### Place and Time One Situation Occurred

Service members were asked where and when they experienced unprofessional, gender-related behaviors. The majority of women and men reported some or all of the behaviors occurred at an installation (Females 86%; Males 75%); at work (Females 81%; Males 78%); and during duty hours (Females 84%; Males 76%) (see Figure 4.6). Approximately half as many women than men (13% vs. 24%) reported none of the behaviors occurred on an installation. A new question included in the 2002 WGR asked Service members if the behaviors they experienced had occurred in the local community around a military installation. Sixty-nine percent of women and men reported that none of the behaviors occurred in the local community.

	At a military installation		At work		During duty hours	
	F	M	F	M	F	M
None of it	4	13	14	21	10	19
Some of it	23	25	35	28	37	33
All of it	73	62	51	51	54	48
<i>Margin of Error</i>	$\pm 2$	$\pm 4$	$\pm 2$	$\pm 4$	$\pm 2$	$\pm 4$

**Table 4.7**  
Percentage of Females and Males Reporting Where and When the Situation Occurred in 1995

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>												
In the local community	---	5	---	5	---	5	---	4	---	5	---	4
At a military installation	73	51	74	53	71	48	72	51	73	53	73	49
At work	51	44	49	43	53	45	43	40	54	45	62	48
During duty hours	54	46	52	47	54	44	45	40	56	48	59	48
<i>Margin of Error</i>	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 4$	$\pm 8$	$\pm 5$	$\pm 2$	$\pm 4$	$\pm 4$	$\pm 7$
<b>Males</b>												
In the local community	---	5	---	6	---	5	---	2*	---	4	---	7*
At a military installation	62	42	62	46	65	39	56	36	61	45	63	49
At work	51	39	54	39	50	43	45	30	52	40	59	46
During duty hours	48	40	53	42	44	39	38	31	50	43	52	47
<i>Margin of Error</i>	$\pm 4$	$\pm 3$	$\pm 6$	$\pm 6$	$\pm 6$	$\pm 6$	$\pm 10$	$\pm 8$	$\pm 6$	$\pm 6$	$\pm 9$	$\pm 8$

**Table 4.8**  
Percentage of Females and Males Reporting All of the Behaviors Occurred at a Particular Time or Location, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>								
In the local community	---	6	---	5	---	5	---	4
At a military installation	70	47	76	55	71	53	76	61
At work	45	37	57	50	57	49	69	61
During duty hours	45	39	62	53	59	51	73	63
<i>Margin of Error</i>	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 6$	$\pm 5$
<b>Males</b>								
In the local community	---	4	---	5	---	7	---	8
At a military installation	57	43	66	40	62	47	61	50
At work	44	38	56	39	55	44	58	47
During duty hours	40	38	52	40	56	46	58	50
<i>Margin of Error</i>	$\pm 5$	$\pm 5$	$\pm 6$	$\pm 4$	$\pm 9$	$\pm 8$	$\pm 11$	$\pm 8$

**Table 4.9**  
Percentage of Females and Males Reporting All of the Behaviors Occurred at a Particular Time or Location, by Paygrade

Although, in 2002, the majority of Service members reported their experiences of unwanted, gender-related behavior occurred on an installation, at work and during duty hours, the survey results indicate there has been some improvement since 1995. The 1995 results for women and men are shown in Table 4.7. In 2002, women and men were less likely than in 1995 to report that all of the behaviors in the situation occurred during duty hours (Females 46% vs. 54%; Males 40% vs. 48%) and on a military installation (Females 51% vs. 73%; Males 42% vs. 62%) or at work (Females 44% vs. 51%; Males 39% vs. 51%) (see Figure 4.6 and Table 4.8).

There were no significant Service differences for either men or women in 2002 regarding where and when behaviors occur (see Table 4.8). However, trend analyses indicate that women in each of the Services were at least 20 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation. Similarly, excluding Coast Guard, men in each of

the Services were at least 16 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation. Women in the Army, Navy, Air Force, and Coast Guard were at least 6 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred at work. Similarly, men in the Army (39% vs. 54%) and Air Force (40% vs. 52%) were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work (see Table 4.8).

Junior enlisted women (37% vs. 49%-61%) were less likely to indicate that all of the behaviors occurred at work than women in the other paygrades (see Table 4.9). In contrast, female senior officers were more likely to indicate that all of the behaviors occurred at work than women in the other paygrades (61% vs. 37-50%). Among women, junior enlisted members (39%) were the least likely, and senior officers (63%) were the most likely, to indicate that none of the behaviors occurred during duty hours. Similarly, among women, junior enlisted members (62%) were the least likely, and

senior officers (83%) were the most likely, to indicate that none of the behaviors occurred in the local community surrounding an installation (see Tables 59a.4-59d.4 in Greenlees et al. (2003b)). For men, there were no significant differences by paygrade.

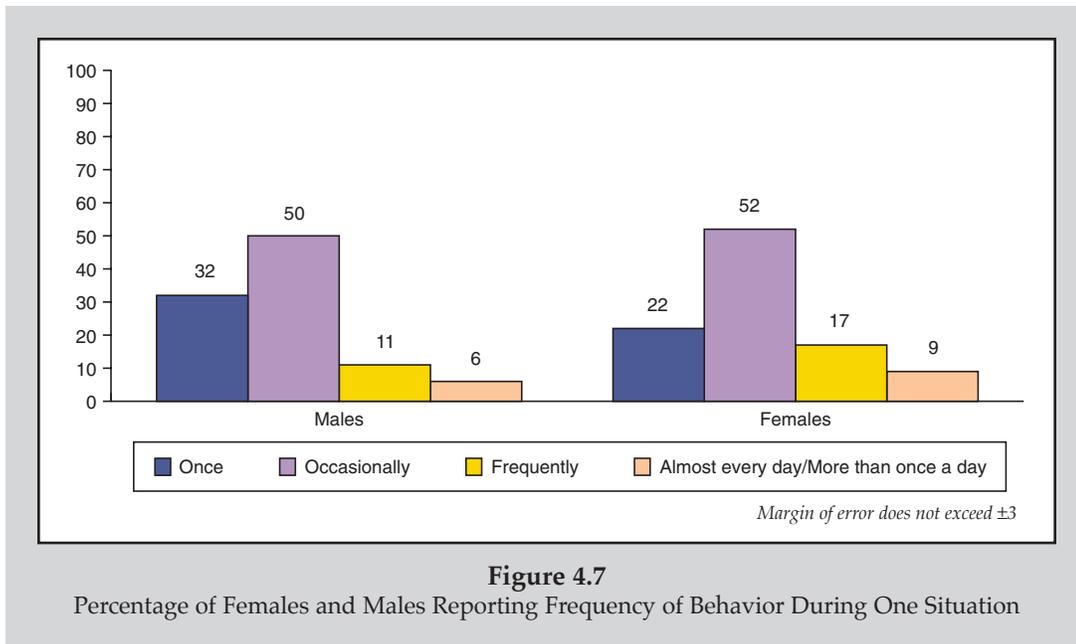
Similar to the Service results, women in each of the paygrades were at least 15 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation (see Table 4.9). For men, senior enlisted members were less likely to indicate in 2002, than in 1995, that all of the behaviors occurred at work (39% vs. 56%), or during duty hours (40% vs. 52%). Moreover, junior (43% vs. 57%) and senior (40% vs. 66%) enlisted men were less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation (see Table 4.9). For more detailed 2002 results, see Tables 59a.4-59d.4 in Greenlees et al. (2003b).

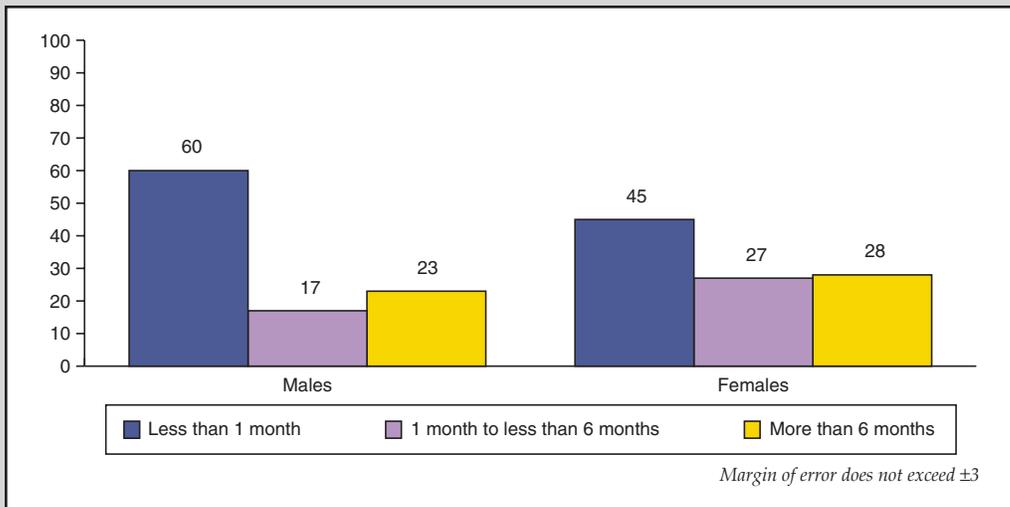
### Frequency and Duration of Sexual Harassment Incidents

When asked about the characteristics of the situation with the greatest effect on them, Service members were able to report how often they

experienced unprofessional, gender-related behaviors and the period of time during which the situation occurred. Regarding the frequency and duration of incidents of unprofessional, gender-related behavior, women were less likely than men to indicate that such incidents had only happened once (22% vs. 32%) and that the situation lasted for less than a month (45% vs. 60%) (see Figures 4.7 and 4.8). Twenty-six percent of women describing behaviors in the one situation indicated the behaviors occurred almost every day/more than once a day and 28% indicated the behaviors occurred for more than 6 months. There were no significant Service differences for either men or women (see Tables 62.3 and 63.3 in Greenlees et al. (2003b)).

Among women, junior enlisted members were the most likely to indicate that the incidents of unprofessional, gender-related behavior occurred almost every day or more than once a day (11% vs. 4-8%) (see Table 4.10). Among men, there were no paygrade differences in the frequency of behaviors. There were no significant paygrade differences for either men or women in the duration of the situation (see Table 4.11). Tables 62.4 and 63.4, in Greenlees et al. (2003b), contain the complete details of the findings reported here.





**Figure 4.8**  
Percentage of Females and Males Reporting Duration of the Situation

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Once	21	29	23	35	25	33	27	38
Occasionally	50	46	53	53	56	57	55	54
Frequently	19	16	17	8	15	9	14	3
Almost every day/ More than once a day	11	9	8	5	4	1	4	5
Margin of Error	±3	±5	±3	±5	±5	±8	±5	±8

**Table 4.10**  
Percentage of Females and Males Reporting Frequency of Behaviors During One Situation, by Paygrade

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less than 1 month	43	55	46	62	52	64	45	65
1 month to less than 6 months	30	19	24	16	25	15	20	15
More than 6 months	27	25	30	22	23	21	35	21
Margin of Error	±3	±5	±3	±4	±5	±8	±5	±8

**Table 4.11**  
Percentage of Females and Males Reporting Duration of the Situation, by Paygrade

## Reporting and Satisfaction With Reporting Process

A series of survey questions (Q66 – Q74) asked Service members to provide information regarding their reporting behavior. Those Service members who indicated they reported their experiences of unprofessional, gender-related behaviors to an installation, Service, and DoD official were asked to give a more detailed account of various aspects of the reporting process. These aspects include Service members’ reasons for not reporting their experiences, their satisfaction with information about how to report their experiences; and for Service members who do report, the final disposition of their complaint and their satisfaction with the outcome of their complaint.

Overall, 30% of women and 17% of men reported the situation to an installation/Service/DoD individual or organization responsible for follow-up, to include their supervisor or the supervisor of the offender (see Figure 4.9). However, comparisons of reporting rates from the 1995 and 2002 surveys indicate that fewer women reported their experiences of unprofessional, gender-related behavior in 2002 (38% vs. 30%). For men, there were no significant differences in the reporting behavior in the 1995 and 2002 surveys. There were no significant Service or paygrade differences for

either men or women in their reporting rates. For more details on reporting behavior, see Tables 66a.1-66e.4 and Tables 67.1-67.4 in Greenlees et al. (2003b).

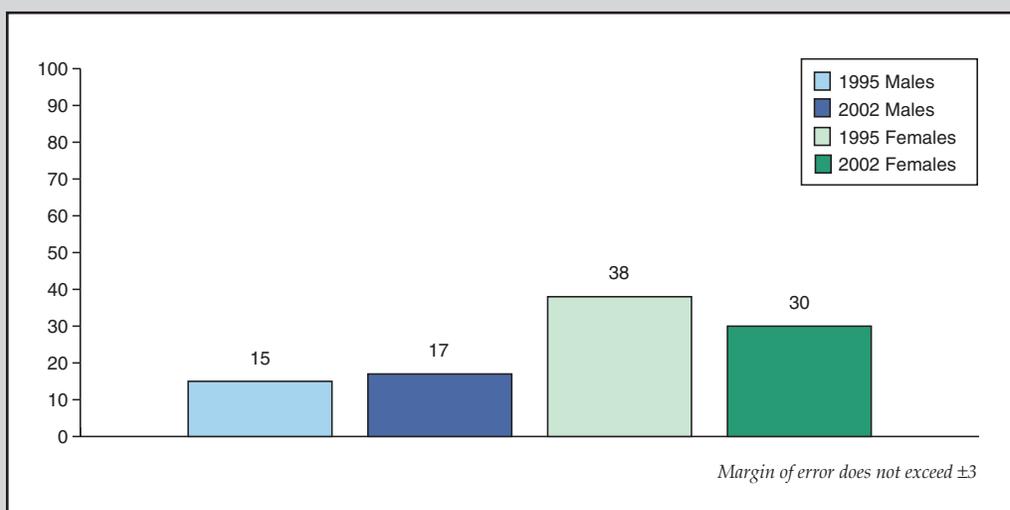
## To Whom Behaviors Are Reported

Service members were asked to specify which installation, Service, and DoD office/official they reported their experiences to during the situation with the greatest effect on them. Less than 10% of women and men indicated they chose to report unprofessional, gender-related behavior to either a special military office responsible for handling these types of complaints (for example, a Military Equal Opportunity or Civil Rights Office) or to another installation/Service/DoD official with responsibility for following-up on these types of complaints (see Tables 66a.1-66e.4 in Greenlees et al. (2003b)). Rather, Service members tended to report to members in their chain of command, such as:

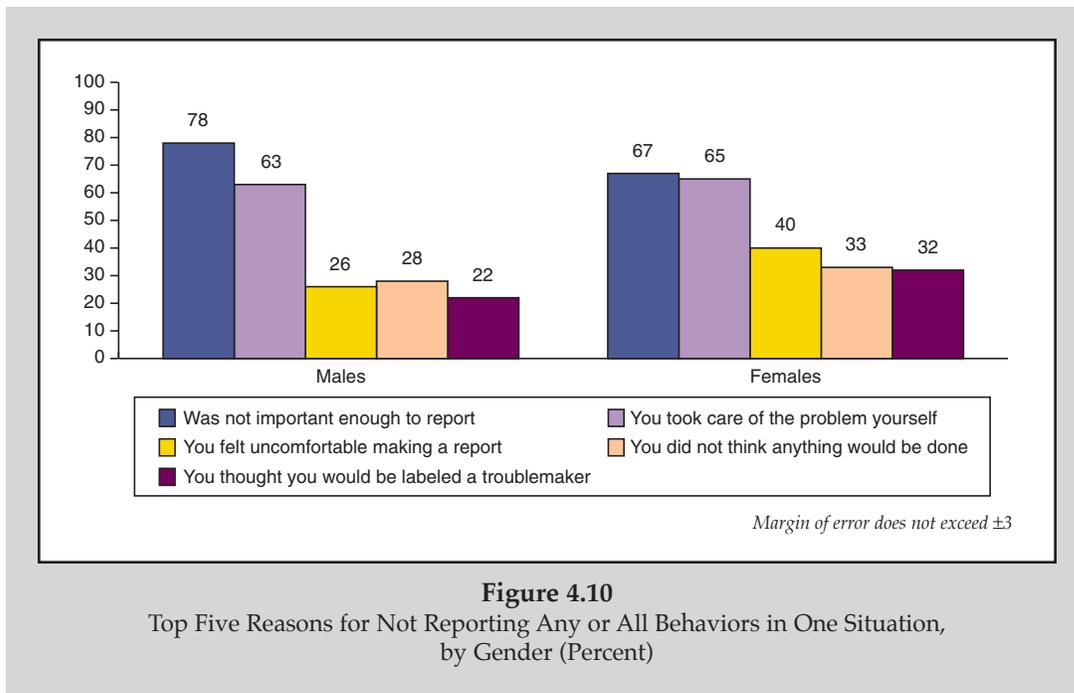
- their immediate supervisor (Females 21%; Males 12%),
- the supervisor of the offender (Females 16%; Males 10%), or
- someone else in their chain-of-command (Females 15%; Males 8%).

For women, enlisted members were more likely than officers to indicate they reported unprofessional, gender-related behavior to someone in their chain of command (15-17% vs. both 10%) or to a

special military office responsible for handling these types of complaints (7-8% vs. both 3%) (see Tables 66a.4-66e.4 in Greenlees et al. (2003b)).



**Figure 4.9**  
Percentage of Females and Males Reporting Behavior in One Situation to Any Supervisor or Person Responsible for Follow-up in 1995 or 2002



**Figure 4.10**  
Top Five Reasons for Not Reporting Any or All Behaviors in One Situation, by Gender (Percent)

### Reasons for Not Reporting Behaviors

Using a list of 19 possible reasons for not reporting, Service members were asked to identify their rationale for not reporting their unwanted, gender-related experiences to the installation, Service, and DoD officials available to them.

The five reasons Service members most frequently selected are shown in Figure 4.10. Women (67%) and men (78%) most often indicated that they did not report behaviors because they felt the situation was not important enough to report. Many women (65%) and men (63%) also indicated that they did not report their experiences of unprofessional, gender-related behaviors because they took care of the problem themselves. There were no significant Service differences for either men or women in any of the reasons for not reporting behaviors. For detailed information on all 19 items, see Tables 74a.1-74s.4 in Greenlees et al. (2003b).

Although there were no Service differences in Service members' reasons for not reporting, there were paygrade differences. Junior enlisted women were more likely than women in other paygrades to indicate they did not report behaviors because they felt uncomfortable (48% vs. 30-36%), thought they would not be believed (22% vs. 11-16%), thought

coworkers would be angry (31% vs. 16-20%), did not want to hurt the person (34% vs. 16-26%), or were afraid of retaliation from the offender (28% vs. 18-19%). In contrast, more junior enlisted men than men in the other paygrades indicated they did not report because it would take too much time (29% vs. 11-17%). For more detailed information, see Tables 74a.1-74s.4 in Greenlees et al. (2003b).

### Reasons for Not Reporting Behaviors by Reporting Category

A new question was incorporated into the 2002 WGR to address gradations in reporting unprofessional, gender-related experiences. This question assessed whether Service members choose not to report any of their experiences, only some of their experiences, or all of their experiences. The prevailing research model for reporting incidents of unprofessional, gender-related behaviors has operated under a dichotomous understanding of reporting—either Service members report or they do not report. However, when Service members experience multiple behaviors, as was indicated by 57% of women and 33% of men (see Figure 4.3), then the decision to report becomes more complex because Service members may choose to report only some of the behaviors to the installation, Service, and DoD officials available to them. Of Service women and men who reported their experiences, over half indicated

they chose not to report all of the behaviors they experienced (see Tables 73.1-73.4 in Greenless et al. (2003b)). For those Service members who reported either none of the behaviors or only some of the behaviors, this section includes an analysis of those Service members' reasons for not reporting any or only some of the behaviors. Table 4.12 shows the 19 reasons for not reporting by the Service member's reporting category.

The reasons Service members gave for not reporting differed between those who did not report any of the behaviors they experienced versus those who reported some of the behaviors. For example, both women (71%) and men (81%) who reported none of the behaviors were more likely than women (50%) and men (59%) who reported some of the behaviors to indicate that they did not believe their experience was important enough to report (see Table 4.12). Similarly, women who did not report any of the

Reasons For Not Reporting	Reported No Behaviors		Reported Some Behaviors	
	F	M	F	M
Was not important enough to report	71	81	50	59
You did not know how to report	13	9	26	21
You felt uncomfortable making a report	37	24	53	48
You took care of the problem yourself	67	63	57	58
You talked to someone informally in your chain-of-command	10	8	70	62
You did not think anything would be done if you reported	30	24	46	47
You thought you would not be believed if you reported	15	10	28	25
You thought your coworkers would be angry if you reported	23	17	29	33
You wanted to fit in	15	14	19	21
You thought reporting would take too much time and effort	23	21	28	29
You thought you would be labeled a troublemaker if you reported	29	19	45	48
A peer talked you out of making a formal complaint	2	1*	10	10*
A supervisor talked you out of making a formal complaint	1	1*	16	14
You did not want to hurt the person's feelings, family, or career	28	20	32	34
You thought your performance evaluation or chance of promotion would suffer	14	10	28	31
You were afraid of retaliation from the person(s) who did it	18	10	39	30
You were afraid of retaliation/reprisals from friends of the person(s) who did it	13	8	26	29
You were afraid of retaliation/reprisals from your supervisors	12	8	28	26
Some other reason	22	18	25	27
<i>Margin of Error</i>	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 11$

**Table 4.12**  
Percentage of Females and Males Indicating Reasons for Not Reporting the Behaviors, by Reporting Category

## One Situation

behaviors were more likely than women who reported only some of the behaviors to indicate that they took care of the problem themselves (67% vs. 57%).

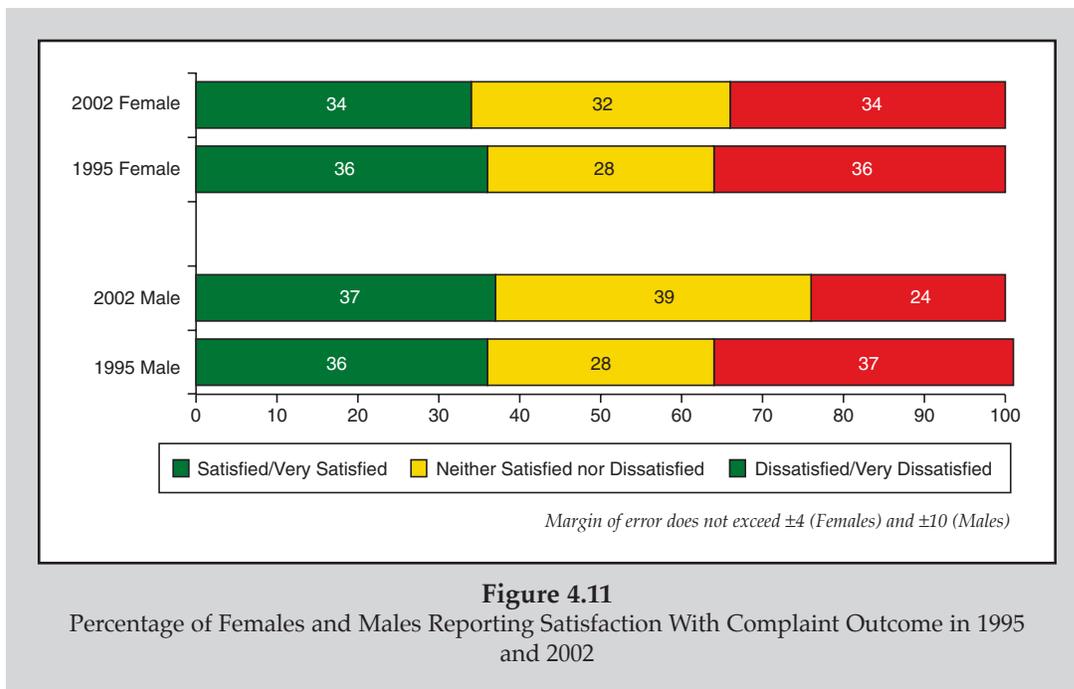
Service members who reported some of the behaviors were much more likely than Service members who did not report any of the behaviors to indicate that they had talked to someone informally in their chain-of-command (Females 70% vs. 10%; Males 62% vs. 8%). Similarly, women who reported only some of the behaviors they experienced were more likely than women who did not report any behaviors to indicate that either a peer (10% vs. 2%) or supervisor (16% vs. 1%) talked them out of making a formal complaint. Women and men who reported only some behaviors were more likely than those who did not report any behaviors to identify retaliatory actions as reasons not to report their experiences. These reasons included:

- being labeled a troublemaker (Females who reported some 45% vs. Females who did not report 29%; Males who reported some 48% vs. Males who did not report 19%),
- performance evaluation or chance of promotion would suffer (Females 28% vs. 14%; Males 31% vs. 10%),
- fear of retaliation from the offender (Females 39% vs. 18%; Males 30% vs. 10%),
- fear of retaliation from friends of the offender (Females 26% vs. 13%; Males 29% vs. 8%), and
- fear of retaliation from their supervisor (Females 28% vs. 12%; Males 26% vs. 8%).

Comparisons of women and men indicate that women were more likely than men to identify retaliatory behaviors as reasons not to report any of the behaviors (see Table 4.12). Women were more likely than men to choose not to report because they did not want to be labeled a troublemaker (29% vs. 19%), feared retaliation from the offender (18% vs. 10%), feared retaliation from friends of the offender (13% vs. 8%), and feared retaliation from their supervisor (12% vs. 8%). Men were more likely than women to report none (81% vs. 71%) of the behaviors because they believed the behaviors were not important enough to report.

### Satisfaction With Reporting Process

Service members were asked to rate their satisfaction with various aspects of the reporting process, including availability of information, the treatment they received, the timeliness of the process, being kept informed of progress, and the preservation of



their privacy. Women and men were equally satisfied with all aspects of the reporting process. Of all the aspects, women (44%) were most satisfied with the availability of information about how to file a complaint. There were no significant differences among men regarding satisfaction with aspects of the reporting process. In addition, there were no Service differences for women or men. For more details, see Tables 69a.1-69e.3 in Greenlees et al. (2003b).

Among women, fewer junior enlisted members reported satisfaction with the availability of information about how to file a complaint than women in the other paygrades (38% vs. 50-56%). Across the paygrades, men were equally satisfied with all aspects of the reporting process. For a more detailed account of the results, see Tables 69a.4-69e.4 in Greenlees et al. (2003b).

## The Complaint Process

### Satisfaction With Complaint Outcome

Service members were asked how satisfied they were with the outcome of their complaint. Approximately a third of women and men were

satisfied with the outcome. In 2002 and 1995, women (34% vs. 36%) and men (37% vs. 36%) were equally satisfied with the outcome of the complaint process (see Figure 4.11). For more detailed 2002 findings by gender, Service, and paygrade, see Tables 72.1-72.3 in Greenlees et al. (2003b).

### Complaint Outcome

In addition to asking Service members how satisfied they were with the outcome of their complaint, they were also asked to describe the outcome. This section includes an analysis of the complaint outcome by Service members' satisfaction with the outcome. As expected, Service members were most likely to be satisfied with the outcome of their complaint when the situation was corrected (Females 92%; Males 91%), the outcome of complaint was explained to them (Females 69%; Males 70%), and some action was taken against the offender (Females 55%; Males 66%). Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when nothing was done about it. For more detailed Service and paygrade findings regarding complaint outcomes, see Tables 71a.1-71h.4 in Greenlees et al. (2003b).

Outcome of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
They found your complaint to be true	78	85	33	48*
They found your complaint to be untrue	0*	0*	5	14*
They were unable to determine whether your complaint was true or not	8	6*	12	14*
The outcome of your complaint was explained to you	69	70	20	22*
The situation was corrected	92	91	12	12*
Some action was taken against the person(s) who bothered you	55	66	14	4*
Nothing was done about the complaint	9	10*	48	48*
Action was taken against you	0*	6*	19	17*
<i>Margin of Error</i>	$\pm 6$	$\pm 11$	$\pm 6$	$\pm 16$

**Table 4.13**  
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome

## Problems at Work

Regardless of whether or not Service members report their experiences of unprofessional, gender-related behavior to anyone in their military chain of command or to an installation/Service/DoD official, they may have problems at work after experiencing a situation involving these kinds of behaviors. The problems Service members experience happen as a result of the situation or how they responded to the situation. The problems Service members experience can be either personal (e.g., hostile interpersonal behaviors) or professional (e.g., behaviors that interfere with career advancement).

Overall, 29% of women and 23% of men who responded to this survey reported experiencing some type of problem at work because of their experience of unprofessional, gender-related behavior (see Figure 4.14). Service members were asked what types of problems occurred. The problems Service members most frequently indicated as having experienced as a result of the situation were personal in nature rather than professional (see Table 4.14). For example, the type of problem that was most common for both women and men was being gossiped about by people in an unkind way (15% and 20%). Women were more likely than men to report experiences of being ignored or shunned by others at work (10% vs. 6%),

blamed for the situation (9% vs. 6%), or mistreated in some other way (10% vs. 6%) (see Table 4.14). There were no significant differences between women and men in the prevalence of experiences of professional problems as a result of the situation or how they responded to it.

Excluding Coast Guard women, Air Force women were less likely than women in the other Services to report experiencing any type of problem at work (23% vs. 31-38%). Specifically, Air Force women were less likely than women in the other Services to report being given less favorable job duties (5% vs. 9-10%) or an unfair performance evaluation (3% vs. 7-10%) as a result of their experience of unprofessional, gender-related behavior (see Table 4.14). For men, there were no significant Service differences in either the overall prevalence of experiencing at least some kind of problem at work or in the specific kinds of problems men experienced at work.

Both junior enlisted women (33%) and men (31%) were more likely to report experiencing at least some kind of problem at work than women and men in the other paygrades (see Figure 4.15). Junior enlisted women (25% vs. 9-18%) and men (21% vs. 5-11%) were also more likely than women and men in the other paygrades to report being the brunt of unkind or negative gossip as a result of their

experience of unprofessional, gender-related behavior (see Tables 75a.4-75l.4 in Greenlees et al. (2003b)).

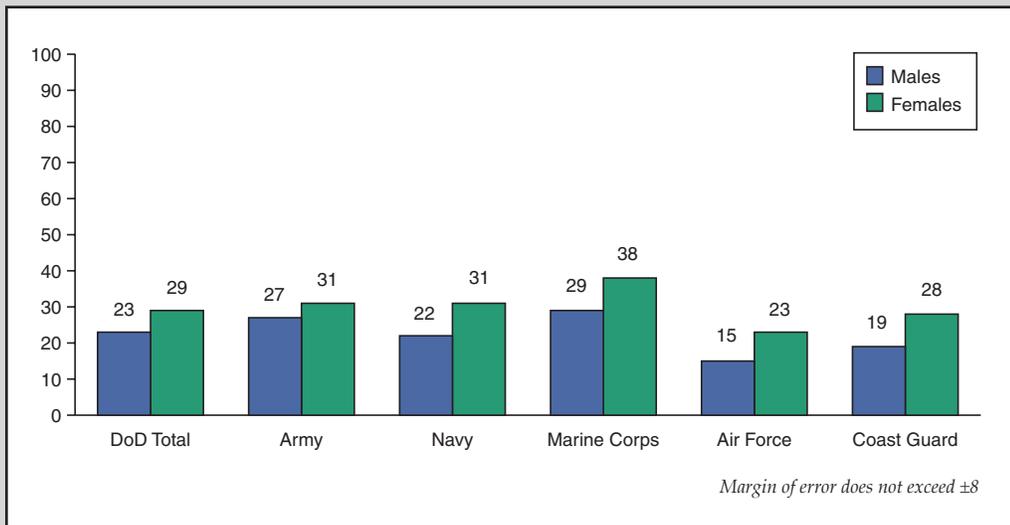


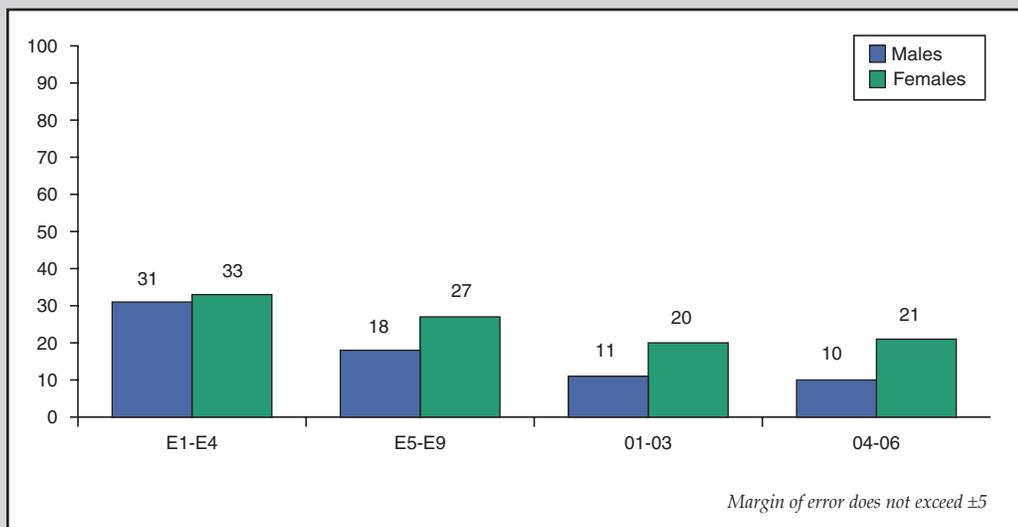
Figure 4.12

Percentage of Females and Males Who Experienced Any Type of Problems at Work, by Service

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
You were ignored/shunned by others at work	10	6	11	6	10	7	13	5*	8	5	12	11
You were blamed for the situation	9	6	10	6	10	5	13	12	7	5	10	3*
People gossiped about you in an unkind way	20	15	21	18	22	13	27	19	17	9	20	14
You lost perks or privileges	6	5	7	5	5	4	6	5*	4	4	7	2*
You were given less favorable job duties	8	8	10	10	10	7	9	11	5	5	10	5*
You were denied an opportunity for training	5	3	6	3	4	4	7	5*	3	2	6	2*
You were given an unfair evaluation	6	5	7	5	7	7	10	8	3	2	9	3*
You were unfairly disciplined	6	5	8	6	6	3	9	9	4	3	6	4*
You were denied a promotion	2	2	3	3*	1*	1*	4	3*	1*	1*	3*	3*
You were transferred to a less desirable job	4	3	4	4	4	3*	5	3*	3	2*	2	1*
You were unfairly demoted	1	0*	1	0*	1*	0	1*	0*	0*	0*	1*	0*
You were mistreated in some other way	10	6	11	6	10	6	12	10	7	5	9	6
<i>Margin of Error</i>	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 6$	$\pm 3$	$\pm 3$	$\pm 5$	$\pm 7$

*\* Low precision and/or unweighted denominator size between 30 and 59.*

**Table 4.14**  
Percentage of Females and Males Who Reported Experiencing Problems at Work, by Service



**Figure 4.13**  
Percentage of Females and Males Who Experienced Any Type of Problems at Work, by Paygrade

## Summary

Chapter 4 provides an assessment of the characteristics of situations of unprofessional, gender-related behavior that had the greatest effect on Service members. Table 4.13 provides a summary of findings from this chapter.

### Types of Behaviors in One Situation by Year, Service, and Paygrade

- For those who indicated having only one type of behavior, Sexist Behavior was the most commonly experienced by women (26%), whereas Crude/Offensive Behavior was the most commonly experienced alone by men (48%).
  - ♦ In 2002, over half of the women and one-third of the men indicated that multiple types of behaviors occurred in the one situation.
- More junior enlisted women reported experiences of Crude/Offensive Behavior (63% vs. 32-52%), Unwanted Sexual Attention (45% vs. 12-31%), Sexual Coercion (12% vs. 0-7%), and Sexual Assault (7% vs. 0-2%) than women in the other paygrades.

### Gender of Offenders by Year, Service, and Paygrade

- The majority of women (85%) and men (51%) reported the gender of the offenders as male in 2002.
  - ♦ More women (16% vs. 6%) and men (27% vs. 16%) reported the offenders included both men and women in 2002 than in 1995.
  - ♦ Men in the Army (22% vs. 38%) and Marine Corps (16% vs. 35%) were less likely to report in 2002, than in 1995, that the offender was a woman.

### Organizational Affiliation of Offenders by Year, Service, and Paygrade

- The majority of women (84%) and men (82%) reported the offenders were military personnel.
  - ♦ Both women (4% vs. 6%) and men (6% vs. 13%) were less likely in 2002, compared to 1995, to report the offenders in the situation included only civilians.
- Air Force women were less likely to report the offenders were military personnel than women in the other Services (79% vs. 85-90%)

- Female (68% vs. 82-88%) and male (57% vs. 82-87%) senior officers were less likely to report the offenders were military personnel than women and men in the other paygrades.
- Both female and male senior officers were more likely to report the offender was a civilian than women and men in other paygrades (Females 14% vs. 3-6%; Males 23% vs. 2-7%).

### Military Offenders by Service and Paygrade

- Air Force women were less likely to report the offenders included military supervisors (13% vs. 19-21%) or subordinates (17% vs. 26-30%) than women in the other Services.
- Regardless of gender, senior officers were the least likely to report the offenders were their military coworkers (Females 47% vs. 60-73%; Males 53% vs. 66-74%).
- Female (66% vs. 35-54%) and male (49% vs. 18-31%) junior enlisted were more likely to report that that the offenders were military members of higher rank than women and men in the other paygrades.
- Junior enlisted men were more likely than men in the other paygrades to report that their immediate military supervisor was an offender (20% vs. 10-13%).

### Civilian Offenders by Service and Paygrade

- Air Force women (11% vs. 3-8%) and men (15% vs. 3-8%) were more likely to report their offender was a civilian coworker than women and men in the other Services.
- Female senior officers were more likely to report the offender was a civilian coworker or other civilian person than women in other paygrades (both 15% vs. 3-7%).

### Place and Time of Occurrence of One Situation

- The majority of women and men reported some or all of the behaviors occurred at an installation (Females 86%; Males 75%), at work (Females 81%; Males 74%), during duty hours (Females 84%; Males 76%).
  - ♦ Women and men were less likely to report in 2002, than in 1995, that all of the behaviors in the situation occurred:

<i>Characteristics of One Situation with the Greatest Effect</i>	<b>Males</b>	<b>Females</b>
<i>Type of Behavior</i>	Crude/Offensive Behavior (59%)	Sexist Behavior (64%)
<i>Gender of Harasser</i>	Male (51%)	Male (85%)
<i>Organizational Affiliation of Harasser</i>	Military Personnel (82%)	Military Personnel (84%)
<i>Relationship to Harasser</i>	Military Coworker (69%)	Military Coworker (67%)
<i>Where/When Some or All Behaviors Occurred</i>	On Base (75%) At Work (74%) During Duty (76%)	On Base (86%) At Work (81%) During Duty (84%)
<i>Frequency of Behaviors</i>	Occurred Occasionally (50%)	Occurred Occasionally (52%)
<i>Duration of Situation</i>	Less Than One Month (60%)	Less Than One Month (45%)
<i>Reported the Experience</i>	Percent Who Reported (17%)	Percent Who Reported (30%)
<i>To Whom the Situation Was Reported</i>	Immediate Supervisor (12%)	Immediate Supervisor (21%)
<i>Satisfaction With Outcome of Complaint</i>	Very Satisfied/Satisfied (37%)	Very Satisfied/Satisfied (34%)

**Table 4.15**  
Summary of Characteristics of One Situation

- ♦ during duty hours (Females 46% vs. 54%; Males 40% vs. 48%)
- ♦ on a military installation (Females 51% vs. 73%; Males 42% vs. 62%)
- ♦ at work (Females 44% vs. 51%; Males 39% vs. 51%).
- In each of the Services, few women and men (both 5%) reported all the behaviors occurred in the local community.
  - ♦ Women in the Army, Navy, Air Force, and Coast Guard were at least 6 percentage points less likely to report in 2002, than in 1995, that all of the behaviors occurred at work.
  - ♦ Men in the Army (39% vs. 54%) and Air Force (40% vs. 52%) were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work.
  - ♦ Excluding Coast Guard, men in each of the Services were at least 16 percentage points less likely to report in 2002, than in 1995, that all of the behaviors occurred on a military installation.

## One Situation

- Among women, junior enlisted members were the least likely, and senior officers were the most likely, to report that all of the behaviors occurred during duty hours (39% vs. 63%) and at work (37% vs. 61%).
  - ♦ For men, senior enlisted members were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work (50% vs. 57%) or during duty hours (53% vs. 62%).
  - ♦ Junior (43% vs. 57%) and senior (40% vs. 66%) enlisted men were less likely to report in 2002, than in 1995, that all of the behaviors occurred on a military installation.

### Frequency and Duration of Sexual Harassment Incidents

- Twenty-six percent of women describing behaviors in the one situation indicated they occurred almost every day / more than once a day and 28% indicated the behaviors occurred for more than 6 months.
- Women were less likely than men to report the situation had only happened once (22% vs. 32%) and that the situation lasted for less than a month (45% vs. 60%).
  - ♦ Junior enlisted women were more likely than women in the other paygrades to report that the incidents of unprofessional, gender-related behavior in the situation they were describing occurred almost every day or more than once a day (9% vs. 1-5%).

### Reporting Behaviors for One Situation

- Overall, 30% of women and 17% of men reported the situation to an installation / Service / DoD individual or organization responsible for follow-up, to include their supervisor or the supervisor of the offender.
  - ♦ In 2002, fewer women reported behaviors than in 1995 (38% vs. 30%).

### To Whom Behaviors in One Situation Are Reported

- Female and male Service members were more likely to report to members in their chain of command, such as their immediate supervisor (Females 21%; Males 12%), or to the supervisor of the offender (Females 16%; Males 10%), than to either a special military office (Females 7%; Males

3%) or another installation / Service / DoD official (Females 4%; Males 2%).

- For women, enlisted members were more likely than officers to report unprofessional, gender-related behavior to someone in their chain of command (15-17% vs. both 10%) or to a special military office responsible for these types of behaviors (7-8% vs. both 3%).

### Reasons for Not Reporting Behaviors in One Situation

- Women (67%) and men (78%) most often indicated that they did not report their situation because they felt it was not important enough to report.
- Men were more likely than women to report either none (81% vs. 71%) or only some (59% vs. 50%) of their situation because they believed the behaviors were not important enough to report.
- Junior enlisted women were more likely than women in other paygrades to indicate they did not report behaviors because they:
  - ♦ felt uncomfortable (48% vs. 30-36%)
  - ♦ thought they would not be believed (22% vs. 11-16%)
  - ♦ thought coworkers would be angry (31% vs. 16-20%)
  - ♦ did not want to hurt the person (34% vs. 16-26%), or
  - ♦ were afraid of retaliation from the offender (28% vs. 18-19%).
- Women were more likely than men to identify retaliatory behaviors as reasons not to report any of the behaviors:
  - ♦ being labeled a troublemaker (29% vs. 19%),
  - ♦ fear of retaliation from the offender (18% vs. 10%),
  - ♦ fear of retaliation from friends of the offender (13% vs. 8%), and
  - ♦ fear of retaliation from their supervisor (12% vs. 8%).

### Satisfaction With Reporting Process

- Women and men were equally satisfied with all aspects of the reporting process.
- Of all the aspects of the reporting process, women (44%) were most satisfied with the availability of information about how to file a complaint.
- Fewer junior enlisted women reported satisfaction with the availability of information

about how to file a complaint than women in the other paygrades (38% vs. 50-56%).

### Satisfaction With Complaint Outcome

- One third of women and men were satisfied with the outcome of their complaint.
- Service members were most likely to be satisfied with the outcome of their complaint when:
  - ◆ the situation was corrected (Females 92%; Males 91%)
  - ◆ the outcome of complaint was explained to them (Females 69%; Males 70%)
  - ◆ some action was taken against the offender (Females 55%; Males 66%).
- Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when nothing was done about it.

### Problems at Work

- Overall, 29% of women and 23% men reported experiencing some type of problem at work because of unprofessional, gender-related behavior.
  - ◆ Women and men most often reported being gossiped about by people in an unkind way (15% and 20%).
  - ◆ Women were more likely than men to report experiences of being ignored or shunned by others at work (10% vs. 6%), blamed for the situation (9% vs. 6%), or mistreated in some other way (10% vs. 6%).
- Excluding Coast Guard women, Air Force women were less likely than women in the other Services to report experiencing any type of problem at work (23% vs. 31-38%), specifically being given less favorable job duties (5% vs. 9-10%) or an unfair performance evaluation (3% vs. 7-10%).
- Both junior enlisted women (33%) and men (31%) were more likely to report experiencing at least some kind of problem at work than women and men in the other paygrades.
  - ◆ Compared to women and men in other paygrades, junior enlisted women (25% vs. 9-18%) and men (21% vs. 5-11%) were the most likely to report being gossiped about in an unkind way.



# Chapter 5

## Perceptions of Sex Discrimination

In 1996, the Secretary of the Army commissioned a “Senior Review on Sexual Harassment” to assess the Army’s human relations environment. The results of the Senior Review were released in July 1997. One of four major findings of the Senior Review (Secretary of the Army, 1997) was that, although sexual harassment was an Army-wide problem, sex discrimination was an even greater one. In developing the 2002 WGR, DMDC researchers addressed this issue by adding a new question to the survey. Question 54 consists of 12 items modeled on DMDC’s effort to measure race/ethnic discrimination on the *Status of Forces Survey 1996 Armed Forces Equal Opportunity Survey (Form D)* (Scarville et al., 1999).

The behavioral items used in Question 54 are intended to be indicative of three distinct categories of discrimination seen in the workplace:

- **Evaluation** - Service members’ perceptions that they did not receive ratings or awards they deserved (Q54a-d),
- **Assignment** - Service members’ perceptions that they did not get assignments they want or ones that utilize their skills or facilitate career advancement (Q54e,f,g,l,m), and
- **Career** - Service members’ perceptions of having access to resources and mentoring that aid in career development (Q54h-k).

The 12 items were measured using a three-level response scale designed to allow Service members to indicate if their gender was a motivating factor. Response options for items Question 54a-l<sup>6</sup> of were:

- Yes, and your gender was a factor,
- Yes, but your gender was NOT a factor, and
- No, or does not apply.

<sup>6</sup>Q54m was a follow-on to Q54l and had “Yes” and “No” response options to indicate whether the job assignment (in Q54l) they were reporting was legally open to women. If the job assignment was not open to women, the Service member’s exclusion from the assignment was not considered to be motivated by gender.

The 12 items were scored dichotomously. Incidents were only counted as occurring if the Service member marked “Yes, and your gender was a factor.” All other responses were considered “No” responses. For example, if survey participants indicated, “Yes, but your gender was NOT a factor,” then they did not believe their experiences were gender-motivated and were coded as “No.” For the purpose of this analysis, a Service member was considered to have had a gender-motivated experience for item l only if they indicated “Yes, and your gender was a factor” and the assignment was legally open to women. For complete details on the development of measures, refer to Ormerod et al. (2003).

### Perceptions of Sex Discrimination

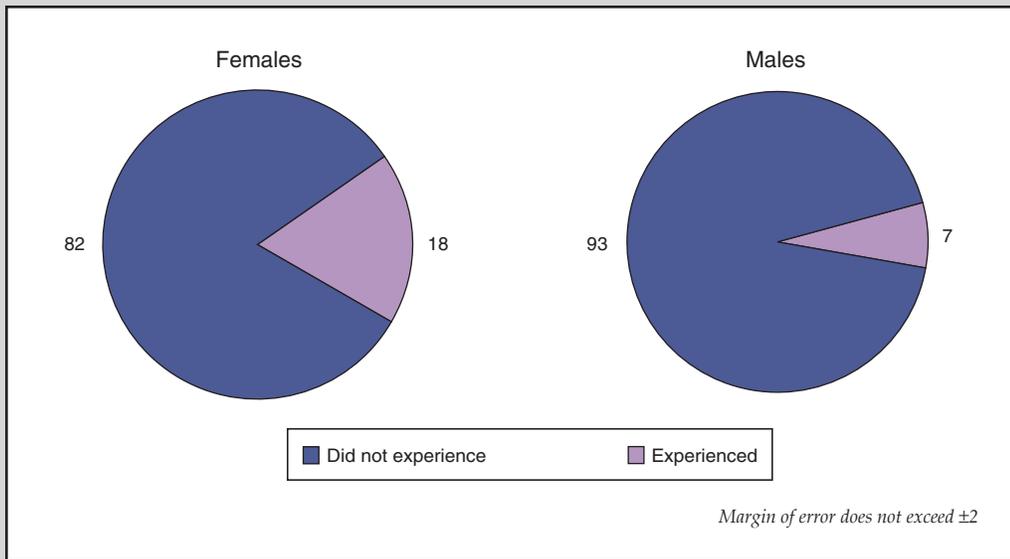
This section provides an overview of how Service members responded to the 12 items used to probe for sex discrimination. Service members were not asked if they thought the behaviors constituted sex discrimination—they were only asked if they experienced them and if gender was a motivating factor. The three incident rate categories (e.g., Evaluation, Assignment, and Career) are presented by gender and Service in Table 5.1, and by gender and pay-grade group, in Table 5.2.

#### Overall Rate

The majority of women (82%) and men (93%) reported they did not experience any of the 12 behaviors because of their gender. Figure 5.1 shows the percentage of Service members who experienced and did not experience these behaviors.

Data for the three categories of adverse behaviors, Evaluation, Assignment, and Career, are presented in Table 5.1 for women and men, by Service. The rate of adverse Evaluation behaviors was higher for

## Perceptions of Sex Discrimination



**Figure 5.1**  
Percentage of Females and Males Experiencing Any Behaviors

lower Assignment incident rate than women in the other Services (5% vs. 9-12%). In contrast, for men, there were no significant Service differences in the incident rate of adverse Assignment behaviors. Women also reported experiencing higher rates of adverse Career behaviors (9% vs. 2%) than men. Excluding

women than for men (11% vs. 5%). Compared to women in the other Services, excluding the Coast Guard, Marine Corps women (17%) reported experiencing the highest rate and Air Force women (8%) reported experiencing the lowest rate of adverse Evaluation behaviors. For men, there were no significant Service differences in Evaluation incident rates.

Women reported experiencing a higher rate of adverse Assignment behaviors than men (8% vs. 2%). Air Force women reported experiencing a

the Coast Guard, Air Force (6%) and Navy (8%) women reported experiencing lower rates of adverse Career behaviors than women in the other Services (11-13%). For men, there were no significant Service differences in adverse Career behaviors.

Regardless of paygrade, women reported higher rates of adverse Evaluation, Assignment and Career behaviors than men (see Table 5.2). There were no significant paygrade differences in the Evaluation incident rates for women. Compared to men in the

other paygrades, junior enlisted members reported the highest rates of adverse Evaluation behaviors (7% vs. 3-4%). For adverse Assignment behaviors, there were no significant differences rates among paygrade groups

	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Evaluation	11	5	12	6	12	5	17	3	8	4	12	5
Assignment	8	2	9	3	9	3	12	2	5	2	10	2*
Career	9	2	11	2	8	2	13	2	6	2	12	1*
Margin of Error	±1	±1	±2	±2	±2	±2	±3	±2	±2	±1	±4	±2

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 5.1**  
Percentage of Females and Males Experiencing Adverse Behaviors, by Service

for either women or men. For adverse Career behaviors, however, female senior officers had a higher rate than women in the other paygrades (13% vs. 7-9%). There were no significant differences by paygrade for men in Career rates (see Table 5.2).

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Evaluation	10	7	12	4	12	4	12	3
Assignment	8	3	8	2	6	1	9	2
Career	9	3	9	2	7	2	13	2
<i>Margin of Error</i>	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 1$	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 2$

**Table 5.2**  
Percentage of Females and Males Experiencing Adverse Behaviors, by Paygrade

## Summary

DMDC added a new question to the 2002 WGR containing items that probed for sex discrimination in the military workplace. Chapter 5 presents findings for Service members’ perceptions of gender-motivated Evaluation, Assignment, and Career behaviors in the workplace. The results of this chapter indicate that sex discrimination occurs at much lower rates than sexual harassment and other unprofessional, gender-related behaviors in the military.

- Eighteen percent of women and 7% of men indicated they experienced 1 or more of the 12 behaviors where gender was a motivating factor.
- Across all paygrades, women reported higher rates than men for the three categories of adverse behaviors: Evaluation (11% vs. 5%), Assignment (8% vs. 2%), and Career (9% vs. 2%).

## Evaluation

- Excluding the Coast Guard, women in the Marine Corps reported the highest incident rate of adverse Evaluation behaviors (17% vs. 8-12%), whereas Air Force women reported the lowest rate (8% vs. 12-17%).
  - ♦ Junior enlisted men had a higher rate of adverse Evaluation behaviors than men in the other paygrades (7% vs. 3-4%).

## Assignment

- Air Force women reported a lower rate of adverse Assignment behaviors than women in the other Services (5% vs. 9-12%).

## Career

- Air Force women reported a lower rate of adverse Career behaviors than women in the other Services (6% vs. 8-13%).
- Female senior officers reported a higher rate of adverse Career behaviors than women in the other paygrades (13% vs. 7-9%).



# Chapter 6

## Personnel Policies, Practices, and Training Related to Gender Relations

Recent research on sexual harassment in the workplace (Fitzgerald, Hulin, and Drasgow, 1995) has identified the importance of organizational factors—particularly tolerance of harassment by leaders and managers—as antecedents or precursors of sexual harassment. A new measure of organizational climate (Hulin et al., 1996) was included on the 2002 WGR and this chapter provides the first findings on organizational tolerance for sexual harassment for the military. Chapter 6 also provides results for Service members' views of sexual harassment policies and practices, the amount and effectiveness of their sexual harassment training, and their perceptions of military leaders' attempts to stop sexual harassment.

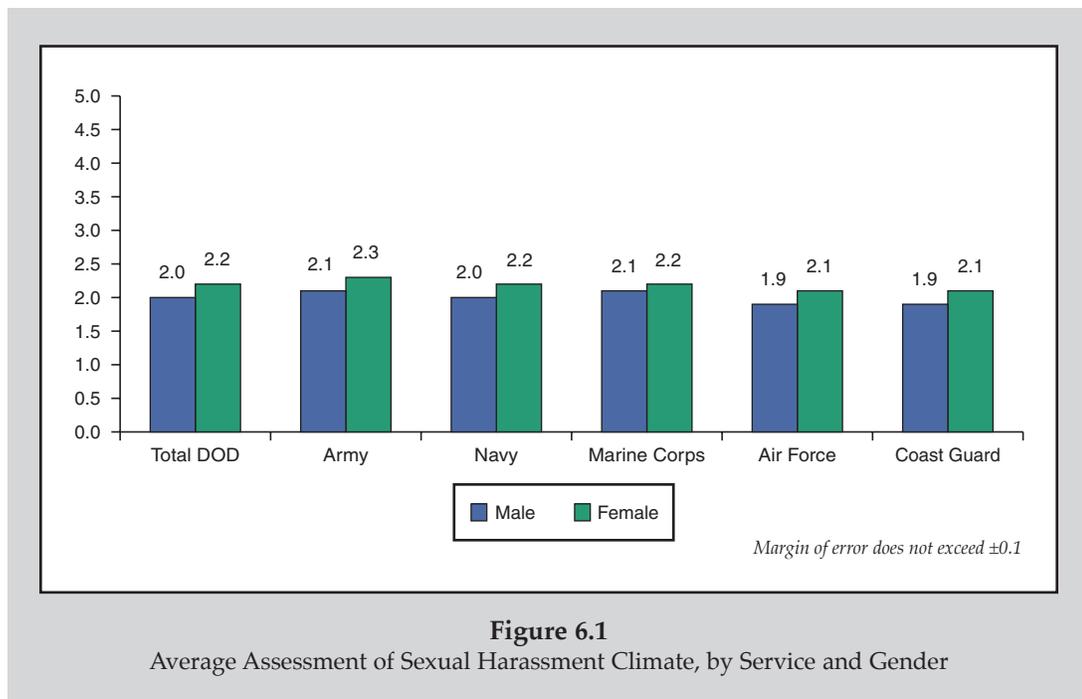
In the first section of this chapter, the Service members' overall perception of the sexual harassment climate in their duty station is examined. In subsequent sections, Service members' views of sexual

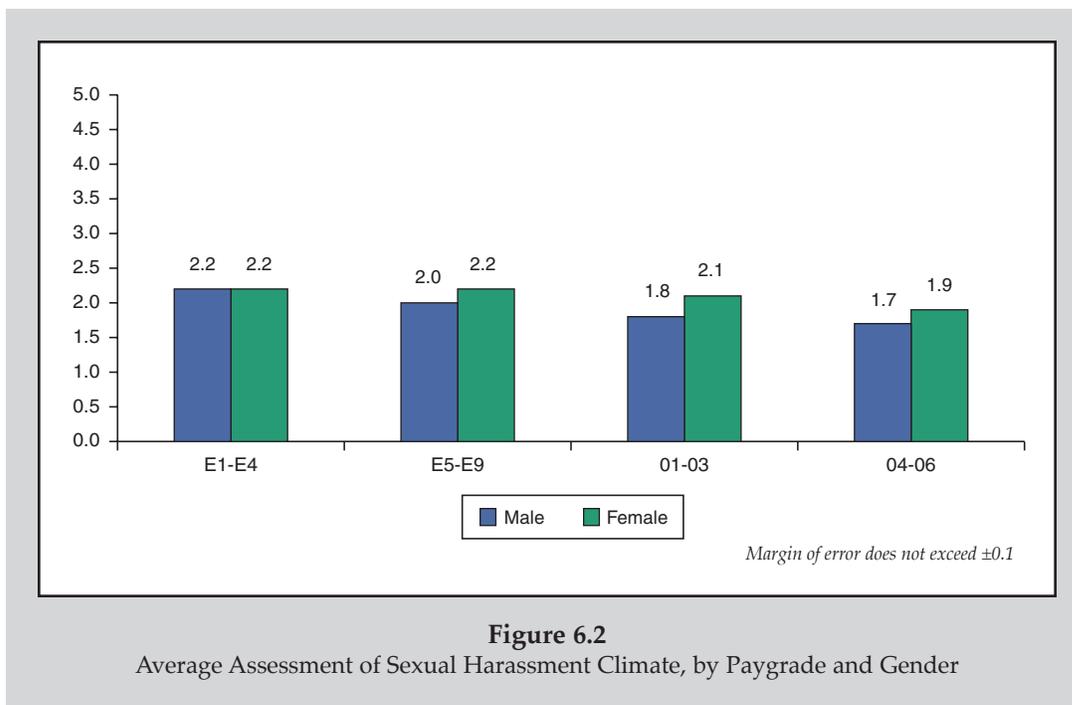
harassment policies and practices, the amount and effectiveness of their sexual harassment training, and their leaders' attempts to stop sexual harassment are examined.

### Sexual Harassment Climate

The behavior of leaders and coworkers plays a significant role in discouraging sexual harassment and encouraging members to feel free to report sexual harassment complaints. Also, how those who report are treated and how their complaints are processed shape and determine organizational climate.

The survey provided several hypothetical situations representing examples of Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion. Response options allowed Service members to indicate how they believed leaders and





**Figure 6.2**  
Average Assessment of Sexual Harassment Climate, by Paygrade and Gender

coworkers would respond to these hypothetical scenarios and whether they felt complaints about such types of behavior would be taken seriously. This section of the survey assessed Service members’ perceptions of the sexual harassment climate within their work groups and, consequently, provided an overall measure of the military’s organizational climate. For a complete tabulation of results from survey Questions 76-78, see Tables 76a.1-78i.4 in Greenlees et al. (2003b).

The Sexual Harassment Climate scale is a psychometrically valid measure used in both civilian and military research. The mean of the responses to items that comprise the scale (Q76-78<sub>e,f,g</sub>) is reported. For more details on scale interpretation, see Chapter 2; for more information on the history of the Sexual Harassment Climate scale, refer to Ormerod et al. (2003). In this chapter’s analysis, a lower scale score is indicative of a better climate.

Women’s Sexual Harassment Climate score was higher than men’s, indicating that women perceived a less positive climate than men (2.2 vs. 2.0) (see Figure 6.1). Air Force women’s Sexual Harassment Climate scale score was slightly lower than women in the other Services, excluding the Coast Guard

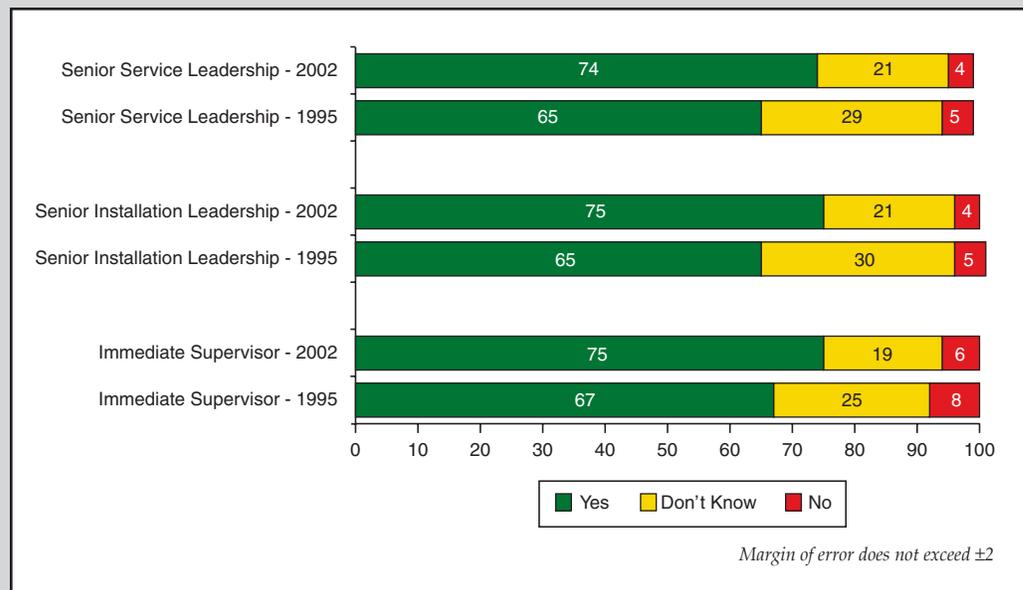
(2.1 vs. 2.2-2.3). Similarly, for men, Air Force and Coast Guard members’ Sexual Harassment Climate scale was slightly lower than the scores of men in the other Services, indicating a more positive sexual harassment climate for those organizations (both 1.9 vs. 2.0-2.1).

Mean scores for enlisted women were slightly higher than those for female officers (both 2.2 vs. 1.9-2.1). Mean scores for female and male junior enlisted members were the same (both 2.2). For men, the Sexual Harassment Climate scale score declined as paygrade increased (ranging from 2.2 to 1.7), indicating that men in higher paygrades perceived a more positive climate (see Figure 6.2).

### Proactive Leadership

Service members were asked to assess whether leaders made honest and reasonable efforts to stop sexual harassment. They provided feedback for three leadership levels—senior Service, senior installation, and their immediate supervisor. These identical leadership items were on both the 2002 and 1995 surveys.

In 2002, roughly 75% of Service members agreed that their immediate leaders, their installation/ship leaders, and their Service leadership were making honest and reasonable efforts to stop sexual harassment (see Figure 6.3). However, for every level of leadership, women were at least 7 percentage points less positive in their assessment than men (see Table 6.1).



**Figure 6.3**  
Percentage of Service Members Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002

Figure 6.3 shows that the majority of Service members indicated their leaders were making efforts to stop sexual harassment and the percent who agreed increased between 1995 and 2002. More members indicated in 2002, than in 1995, that their immediate supervisor (75% vs. 67%), their installation/ship leaders (75% vs. 65%), and their Service leaders (74% vs. 65%) were making honest and reasonable efforts to stop sexual harassment. Fewer members indicated in 2002, than in 1995, that they did not know whether their immediate supervisor (19% vs. 25%), their installation/ship leaders (21% vs. 30%), or Service leaders (21% vs. 29%) were making honest efforts to stop sexual harassment in 2002 than in 1995.

Table 6.1 shows that in 2002, men were more likely than women to indicate their leaders were making efforts to stop sexual harassment. With regard to women’s perceptions, Army women were less likely than women in the other Services to agree that their senior Service leadership (62% vs. 68-72%) and their installation/ship leadership (62% vs. 69-75%) were trying to stop sexual harassment. Air Force women were less likely than women in the other Services to

indicate that their senior Service leadership (3% vs. 6-8%), their installation/ship leadership (4% vs. 7-8%), and their immediate leadership (7% vs. 10-12%) were not making reasonable efforts to stop sexual harassment.

Table 6.1 indicates that, with regard to men’s perceptions of their leaders in 2002, Coast Guard men were more likely than men in the other Services to agree their installation/ship leadership was making honest and reasonable efforts to stop sexual harassment (84% vs. 74-78%). Across the Services, men consistently rated all three levels of their leadership high in trying to stop sexual harassment.

Comparing responses in 2002 to 1995, more women and men in each of the Services agreed that all categories of leadership were making reasonable efforts to stop sexual harassment. As Table 6.1 shows, of all the Services, the smallest increases in agreement occurred for women (increased 6 to 8 percentage points) and men (increased 5 to 6 percentage points) in the Navy.

With the exception of the Navy, the percentage of women in each of the Services who agreed that their installation/ship leadership was making

## Personnel Policies, Practices, and Training Related to Gender Relations

honest efforts to stop sexual harassment increased by over 10 percentage points between 1995 and 2002. In 1995, Army women were less likely than women in the other Services to agree that their installation/ship leaders (45% vs. 50-62%) were trying to stop sexual harassment. In contrast, in 2002, the percent of Army women who agreed with this statement had risen to 62%, which is similar to women in the other Services (69-75%).

Across all paygrades except junior enlisted, men were more likely than women to indicate their leaders were making efforts to stop sexual harassment (see Table 6.2). Overall, female and male junior enlisted members also were less likely than women and men in the other paygrades to agree that their Service leadership (Females 62% vs. 69-74%; Males 68% vs. 79-84%), their installation/ship leadership (Females 62% vs. 70-76%; Males 67% vs.

		DoD											
		Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
		95	02	95	02	95	02	95	02	95	02	95	02
<b>Females</b>													
Immediate Supervisor	No	15	10	17	11	14	11	17	12	12	7	16	10
	Yes	59	69	54	66	63	69	60	67	61	73	64	72
	Don't Know	26	21	29	23	23	20	23	21	27	21	21	18
Installation/Ship Supervisor	No	10	6	11	7	10	8	11	8	8	4	14	8
	Yes	52	67	45	62	62	70	50	69	51	70	62	75
	Don't Know	39	26	45	31	28	22	39	23	41	26	25	18
Service Leadership	No	9	6	12	8	8	6	11	8	8	3	12	7
	Yes	52	67	47	62	61	68	55	72	50	69	61	70
	Don't Know	38	27	41	29	30	25	33	20	42	27	27	24
<i>Margin of Error</i>		±2	±2	±2	±3	±3	±3	±5	±5	±2	±2	±4	±6
<b>Males</b>													
Immediate Supervisor	No	7	5	7	6	8	6	6	6	7	4	7	5
	Yes	68	76	66	75	70	76	67	75	69	78	70	81
	Don't Know	25	19	27	19	22	18	27	20	24	18	23	15
Installation/Ship Supervisor	No	4	4	5	4	4	4	5	4	3	3	4	3
	Yes	66	77	62	74	73	78	64	76	66	78	72	84
	Don't Know	29	20	33	22	23	17	32	20	30	19	23	13
Service Leadership	No	5	4	5	5	6	4	3	4	4	2	4	2
	Yes	67	76	64	73	70	76	70	77	67	78	72	81
	Don't Know	28	21	31	22	24	20	27	19	30	20	24	17
<i>Margin of Error</i>		±2	±2	±3	±3	±3	±3	±5	±3	±3	±2	±5	±4

**Table 6.1**  
Percentage of Females and Males Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002, by Service

**Personnel Policies, Practices, and Training Related to Gender Relations**

80-89%), and their immediate leadership (Females 64% vs. 72-78%; Males 66% vs. 81-90%) were making honest efforts to stop sexual harassment. This lower level of agreement can be partially accounted for by the higher levels of junior enlisted members who reported that they did not know whether honest efforts were being made to stop harassment at each level of leadership.

Table 6.2 provides information on how Service members' perceptions of their leaders changed between 1995 and 2002. For women across all paygrades, there was at least a 6 percentage-point increase between 1995 and 2002 regarding positive perceptions of leadership efforts to stop sexual harassment. Junior and senior enlisted men were more likely to agree in 2002, than in 1995, that their Service leadership, installation/ship leadership, and

		Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
		95	02	95	02	95	02	95	02
<b>Females</b>									
Immediate Supervisor	No	17	11	14	9	10	8	10	6
	Yes	54	64	62	72	67	73	71	78
	Don't Know	29	25	24	18	23	19	19	16
Installation/Ship Supervisor	No	10	7	10	6	8	5	10	5
	Yes	46	62	56	70	62	72	60	76
	Don't Know	45	31	34	24	30	22	31	19
Service Leadership	No	8	6	11	7	9	5	12	5
	Yes	47	62	56	69	61	72	62	74
	Don't Know	45	31	33	24	31	23	26	21
<i>Margin of Error</i>		$\pm 2$	$\pm 3$	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 5$	$\pm 3$
<b>Males</b>									
Immediate Supervisor	No	9	8	7	4	3	2	4	1
	Yes	55	66	74	81	80	83	87	90
	Don't Know	36	26	20	15	17	15	10	9
Installation/Ship Supervisor	No	5	5	4	3	2	2	2	2
	Yes	55	67	70	80	81	86	88	89
	Don't Know	40	28	26	16	17	12	10	10
Service Leadership	No	4	5	5	3	4	2	3	2
	Yes	56	68	71	79	79	82	86	84
	Don't Know	39	27	24	17	17	15	11	13
<i>Margin of Error</i>		$\pm 3$	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 4$	$\pm 3$	$\pm 4$	$\pm 3$

**Table 6.2**  
Percentage of Females and Males Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002, by Paygrade

immediate supervisors were making honest efforts to stop sexual harassment. For male officers, whose ratings of their leaders are exceptionally high, there were no changes between the 1995 and 2002 surveys in their perceptions of their leaders efforts to stop sexual harassment (see Table 6.2).

**Leadership Behaviors**

Leadership commitment to preventing sexual harassment must be visible and unequivocal, since leaders set the standard for acceptable behavior. Proactive leadership behaviors that create a positive climate include modeling respectful behavior to both male and female personnel. Question 83 asked Service members to assess whether or not leaders consistently model respectful behavior and if leaders handle situations involving female members appropriately (Q83f,g,n).

**Modeling respectful behavior.** Table 6.3 shows that over half of women and men report leaders model respectful behavior to women and men. Compared to women and men in the other Services, excluding the Coast Guard, Air Force members were more likely to rate their leaders higher on modeling respectful behavior to both male and female personnel in the unit/work group (Females 62% vs. 49-54%; Males 69% vs. 60-63%), or on their installation/ship (Females 62% vs. 47-55%; Males 70% vs. 59-64%).

More Marine Corps men than men in the other Services reported that their leaders did not consistently model respectful behavior to both male and female personnel on their installation/ship (8% vs. 3-5%). For complete details on these findings, refer to Tables 83f.3 and 83n.3 in Greenlees et al. (2003b).

Regardless of gender, junior enlisted members were the most likely to report that in their unit/work groups, or on their installation/ship, their leaders did not consistently model respectful behavior to both male and female personnel. Regardless of gender, officers were more likely than enlisted members to report that, to a large extent, their unit/work group and installation/ship leaders consistently modeled respectful behavior to both male and female personnel. For women, as paygrades increased, the percentage of women agreeing that, to a large extent, their unit/work group and installation/ship leaders modeled respectful behavior also increased. Tables 83f.4 and 83n.4 supporting the analysis reported here appear in Greenlees et al. (2003b).

**“Dealing with” female subordinates.** Only 19% of Service members reported that, to a large extent, in their unit/work group, male supervisors ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates, and 40% reported this does not happen at all (see Table 6.3). Air Force women were more likely than women in the other Services to agree that this does not happen at all (47% vs. 26-35%). There were no significant Service differences for men (see Table 83g.3 in Greenlees et al. (2003b)).

	Response Option	Total DoD	Total DoD Female	Total DoD Male
Leaders consistently modeling respectful behavior to both male and female personnel IN YOUR UNIT/WORK GROUP	Not at All	5	5	5
	Small/Moderate Extent	32	39	31
	Large/Very Large Extent	63	56	64
Leaders consistently modeling respectful behavior to both male and female personnel ON YOUR INSTALLATION/SHIP	Not at All	5	5	5
	Small/Moderate Extent	32	39	31
	Large/Very Large Extent	63	56	64
Male supervisors asking female officers to “deal with” problems involving female subordinates IN YOUR UNIT/WORK GROUP	Not at All	40	37	40
	Small/Moderate Extent	41	44	41
	Large/Very Large Extent	19	19	19
Margin of Error		± 2	± 2	± 2

**Table 6.3**  
Percentage of Gender Perceptions of Leadership Behaviors in Units and on Installations

Regardless of gender, enlisted members were more likely than officers to report that, to a large extent, female officers or NCOs/petty officers from other work groups were asked to “deal with” problems involving female subordinates. Female senior officers (52% vs. 34-41%) were more likely than women in the other paygrades to report that, in their unit/work group, male supervisors did not ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates (see Table 83g.4 in Greenlees et al. (2003b)).

### Sexual Harassment Policies and Practices

Other components of proactive leadership are ensuring information on sexual harassment policies are widely promulgated, programs and practices are in place and executed, and that sexual harassment complaints are handled appropriately. Question 83 asked Service members to report the extent to which, at both the unit/work group and installation/ship levels, sexual harassment policies and complaint procedures were publicized and whether complaints were taken seriously (Q83a,b,c,h,i,j).

**Policies publicized.** At both the unit work group (93%) and installation/ship (93%) level, the overwhelming majority of Service members indicated policies forbidding sexual harassment were publicized (see Table 6.4). Compared to women in the other Services, Army women were the most likely to report that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group (49% vs. 39-42%) and on their installation/ship (53% vs. 41-48%). For men, there were no significant Service differences at any level in policies forbidding the publication of sexual harassment findings. Tables 83a.3 and 83h.3 in Greenlees et al. (2003b) show complete details on these Service findings.

For women, there were no significant paygrade differences in reporting that policies forbidding sexual harassment were not publicized on their installation/ship. However, senior enlisted women were more likely than women in other paygrades to report that policies were publicized, to a large extent, in their unit/work group (49% vs. 39-43%). Almost twice as many junior enlisted men as men

in other paygrades were unaware that policies forbidding sexual harassment were publicized in their unit/work group (9% vs. 4-5%) or on their installation/ship (10% vs. 3-4%). Tables 83a.4 and 83h.4 in Greenlees et al. (2003b) show complete details on the findings reported here.

**Complaint procedures.** The vast majority of Service members indicated that the complaint procedures related to sexual harassment were publicized, to some extent, in their unit/work group (89%) and installation/ship levels (92%) (see Table 6.4). Compared to women in the other Services, Army women were most likely to report that complaint procedures related to sexual harassment were publicized, to a large extent, in their unit/work group (42% vs. 25-35%) and installation/ship (48% vs. 31-41%). For men, there were no significant Service differences in perceptions of the extent to which complaint procedures related to sexual harassment policies were publicized at either the unit/work group or installation/ship levels. For complete details on these Service findings, refer to Tables 83b.3 and 83i.3 in Greenlees et al. (2003b).

Junior enlisted women were more likely than women in the other paygrades to report complaint procedures were not publicized in their unit/work group (16% vs. 11-12%) or on their installation/ship (13% vs. 7-9%). Similarly, more junior enlisted men than men in the other paygrades indicated that complaint procedures were not publicized in their unit/work group (14% vs. 5-8%) or on their installation/ship (12% vs. 4-6%) (see Tables 83b.4 and 83i.4 in Greenlees et al. (2003b)).

**Complaints taken seriously.** The military has been successful in conveying to Service members that complaints about sexual harassment will be taken seriously, no matter who files them, as over 90% of women and men reported that this was true at the unit/work group and installation/ship levels (see Table 6.4). Over half of women in all Services reported that, to a large extent, complaints about sexual harassment, at the unit/work group or installation/ship levels, are taken seriously, no matter who files them. For men, there were no Service differences regarding whether complaints about sexual harassment, at the unit/work group or installation/ship levels, were taken seriously.

	<b>Response Option</b>	<b>Total DoD</b>	<b>Total DoD Female</b>	<b>Total DoD Male</b>
Policies forbidding sexual harassment publicized IN YOUR UNIT/WORK GROUP	Not at All	7	9	6
	Small/Moderate Extent	45	47	44
	Large/Very Large Extent	49	44	49
Policies forbidding sexual harassment publicized ON YOUR INSTALLATION/SHIP	Not at All	7	8	6
	Small/Moderate Extent	39	44	39
	Large/Very Large Extent	54	49	55
Complaint procedures related to sexual harassment publicized IN YOUR UNIT/WORK GROUP	Not at All	11	14	10
	Small/Moderate Extent	47	49	47
	Large/Very Large Extent	42	37	43
Complaint procedures related to sexual harassment publicized ON YOUR INSTALLATION/SHIP	Not at All	8	10	8
	Small/Moderate Extent	43	46	42
	Large/Very Large Extent	49	43	50
Complaints about sexual harassment taken seriously no matter who files them IN YOUR UNIT/WORK GROUP	Not at All	5	6	5
	Small/Moderate Extent	30	37	28
	Large/Very Large Extent	65	58	67
Complaints about sexual harassment taken seriously no matter who files them ON YOUR INSTALLATION/SHIP	Not at All	4	4	4
	Small/Moderate Extent	29	36	27
	Large/Very Large Extent	67	59	69
<i>Margin of Error</i>		$\pm 2$	$\pm 2$	$\pm 2$

**Table 6.4**  
Percentage of Females and Males Indicating Policy and Practices are in Place in Units and Installations

Tables 83c.3 and 83j.3 in Greenlees et al. (2003b) show the complete Service findings reported here.

More junior enlisted women than women in other paygrades reported that in their unit/work groups, complaints about sexual harassment were not taken seriously (7% vs. 3-5%). At the installation/ship level, junior enlisted women were less likely than women in the other paygrades to agree that complaints were taken seriously, to a large extent, regardless of who filed the report (55% vs. 61-69%). Similarly, compared to men in the other paygrades, over twice as many junior enlisted men reported that in their unit/work group (8% vs. 2-3%), or on their installation/ship (7% vs. 1-3%) complaints

about sexual harassment were not taken seriously, regardless of who filed them. For complete details on these findings, refer to Tables 83c.4 and 83j.4 in Greenlees et al. (2003b).

### **Sexual Harassment Support and Resources**

Proactive leaders take steps to ensure those who experience unprofessional, gender-related behaviors can easily obtain the help and assistance they need. Question 83 asked Service members to report the extent to which their installation provides a specific office for investigating sexual harassment complaints and the availability of advice/hotlines from their Service (Q83k,o).

**Complaint office.** The majority (92%) of Service members reported there is a specific office with the authority to investigate sexual harassment complaints on their installation/ship (see Table 6.5). Regardless of gender, Army and Air Force members were more likely than women and men in the other Services to agree that, to a large extent, there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship. Women and men in the Navy, Marine Corps, and Coast Guard were more likely than women and men in the other Services to report that, on their installation/ship, there was not a specific office with the authority to investigate sexual harassment complaints. Table 83k.3 in Greenlees et al. (2003b) shows complete Service findings.

More junior enlisted women (10% vs. 6-7%) and men (11% vs. 3-7%) than women and men in the other paygrades reported that, on their installation/ship, there was not a specific office with the authority to investigate sexual harassment complaints. Regardless of gender, senior officers were the most likely to report that, to a large extent, there was a specific office for sexual harassment. Table 83k.4 in Greenlees et al. (2003b) supports this analysis.

**Advice/hotline availability.** Overall, 87% of Service members reported that their Service provided an advice/hotline available for reporting sexual harassment complaints (see Table 6.5). Women were more likely than men to report their Service

did not provide a hotline (18% vs. 13%). For more information, see Table 83o.2 in Greenlees et al. (2003b). Excluding Coast Guard members, Marine Corps women (25% vs. 15-20%) and men (20% vs. 9-13%) were more likely than women and men in the other Services to report that their Service did not provide an advice/hotline available for reporting sexual harassment complaints. For complete Service findings, refer to Table 83o.3 in Greenlees et al. (2003b).

More junior enlisted women (23% vs. 11-17%) and men (18% vs. 5-11%) than women and men in the other paygrades reported that their Service did not have an advice/hotline available for reporting sexual harassment complaints than women and men in the other paygrades. Regardless of gender, senior officers were the most likely to report that, to a large extent, their Service provided an advice/hotline (see Table 83o.4 in Greenlees et al. (2003b)).

### Extent of Sexual Harassment Training

Service members were asked whether or not they had sexual harassment training in the 12 months prior to filling out the survey. If they had completed the training, they were asked to indicate the number of times they received training. The responses for number of times trained ranged from 0 to 9 and are reported as an average. The percentage of women and men who had received training

	Response Option	Total DoD	Total DoD Female	Total DoD Male
There is a specific office with the authority to investigate sexual harassment complaints ON YOUR INSTALLATION/SHIP	Not at All	8	8	8
	Small/Moderate Extent	33	35	32
	Large/Very Large Extent	59	57	60
There is an advice/hotline available for reporting sexual harassment complaints IN YOUR SERVICE	Not at All	13	18	13
	Small/Moderate Extent	34	36	34
	Large/Very Large Extent	52	46	53
Margin of Error		± 2	± 2	± 2

**Table 6.5**  
Percentage of Females and Males Indicating Specific Office and Hotline Exist

and the average amount of training received are reported in Figures 6.4 and 6.5.

**Training.** Most Service members indicated they received training on topics related to sexual harassment at least once in the 12 months prior to filling out the survey (see Figure 6.4). Women were slightly less likely to have had training related to sexual harassment than men (77% vs. 79%). Air Force women were less likely than women in the other Services to report having had training (65% vs. 79-85%). Excluding the Coast Guard, Army men (86%) were the most likely and Air Force men (66%) were the least likely to have received training.

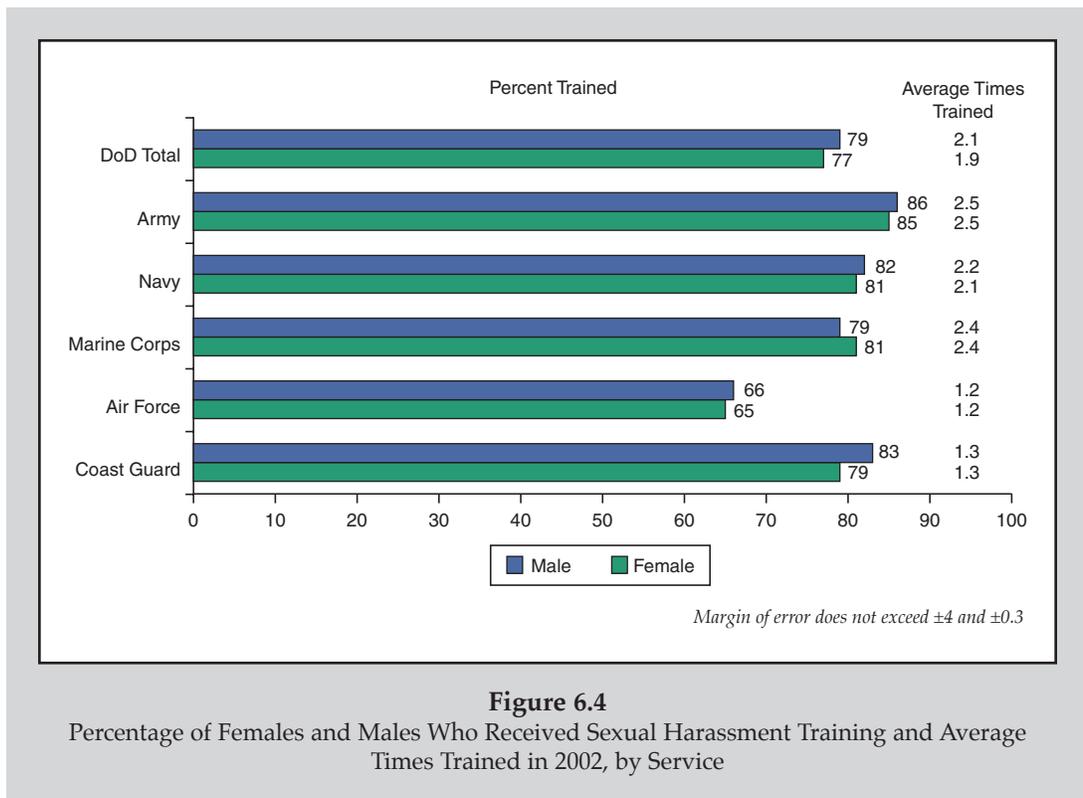
**Amount of training.** On average, Service members received sexual harassment training approximately twice in the 12 months prior to filling out the survey (see Figure 6.4). Women had, on average, slightly less sexual harassment training than men (1.9 vs. 2.1). Compared to women and men in the other Services, Air Force and Coast Guard members reported receiving less sexual harassment training (Females 1.2-1.3 vs. 2.1-2.5; Males 1.2-1.3 vs. 2.2-2.5).

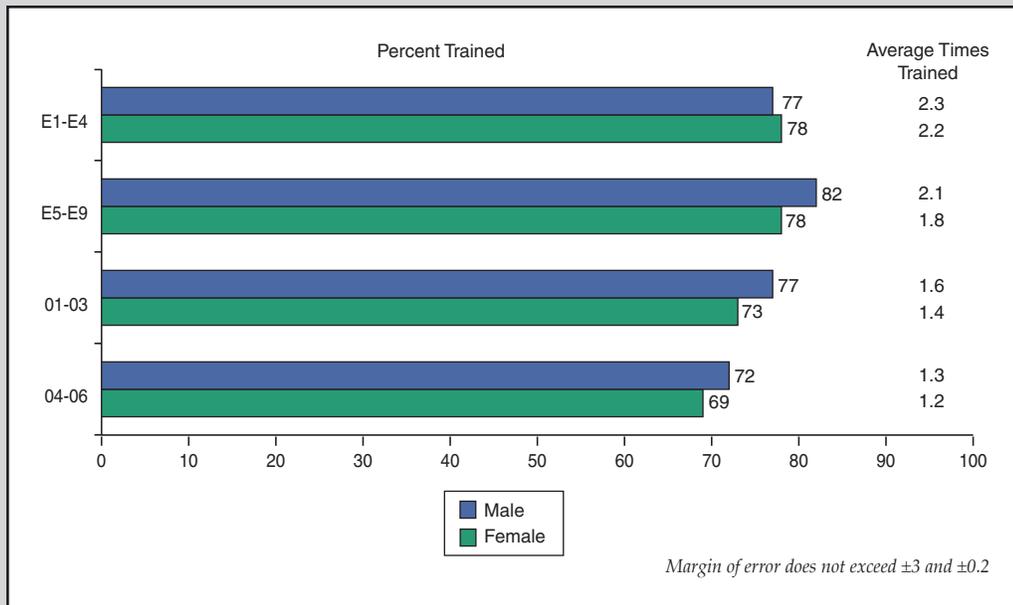
**Training.** More enlisted women reported having had sexual harassment training in the 12 months prior to filling out the survey than female officers (both 78% vs. 69-73%). Senior enlisted men were more likely than men in the other paygrades to have completed training related to sexual harassment in the 12 months prior to filling out the survey (82% vs. 72-77%) (see Figure 6.5).

**Amount of training.** Junior enlisted women reported receiving more sexual harassment training than women in the other paygrades (2.2 vs. 1.2-1.8). Similarly, junior enlisted men reported receiving more training than men in the other paygrades (2.3 vs. 1.3-2.1). For both women and men, the average number of times a person reported being trained on topics related to sexual harassment decreased with paygrade (see Figure 6.5).

**Extent of training in 2002 compared to 1995.** Fewer women and men reported receiving sexual harassment training in 2002 than in 1995. The decline in training occurred mostly for men. The difference was smaller for women (77% vs. 79%) than for men (79% vs. 85%) (see Table 6.6).

Comparisons indicate fewer Navy and Coast Guard women received training in 2002 than in 1995. This decline occurred for women in each of the Services, except for Army women who reported more training in 2002 (85% vs. 80%) (see Table 6.6). Similarly, fewer men in each of the Services reported receiving training in 2002, than in 1995, with the exception of Army males, who reported more sexual harassment training in 2002 than in 1995 (86% vs. 82%).





**Figure 6.5**  
Percentage of Females and Males Who Received Sexual Harassment Training and Average Times Trained in 2002, by Paygrade

	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
1995	79	85	80	82	93	96	84	89	67	73	86	89
2002	77	79	85	86	81	82	81	79	65	66	79	83
Margin of Error	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 4$	$\pm 3$

**Table 6.6**  
Percentage of Females and Males Who Received Sexual Harassment Training and Average Times Trained in 1995 and 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E1-E4)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
1995	80	82	80	86	79	87	73	86
2002	78	77	78	82	73	77	69	72
Margin of Error	$\pm 2$	$\pm 3$	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 4$	$\pm 4$

**Table 6.7**  
Percentage of Females and Males Receiving Sexual Harassment Training in Military for 1995 and 2002, by Paygrade

With regard to the 1995 and 2002 comparisons, across all paygrades, the largest decline in training between 1995 and 2002 occurred for female junior officers (79% vs. 73%) (see Table 6.7). In 2002 (both 78% vs. 69-73%) and 1995 (both 80% vs. 73-79%), more enlisted women tended to report receiving training than officers.

Across all paygrades, fewer men reported receiving training related to sexual harassment in 2002 than in 1995 (see Table 6.7). The largest decline in training between 1995 and 2002 occurred for male officers. The percentage of male senior officers reporting they received sexual harassment training declined from 86% in 1995 to 72% in 2002. Similarly, the percentage of male junior officers reporting they received training declined from 87% in 1995 to 77% in 2002.

### Organizational Training Requirements

To assess whether the requirement to attend sexual harassment training is equally enforced for both enlisted members and officers at the work group

and installation/ship levels, Question 83 asked the extent to which Service members agreed with statements that enlisted members and officers at each of these levels were required to attend such training (Q83d,e,l,m).

**Enlisted training required.** The majority of Service members agreed, to some extent, that enlisted members are required to attend training in their unit/work group or installation/ship (see Table 6.8). Excluding the Coast Guard, Army women were more likely than women in the other Services to report that, to a large extent, in their unit/work group (65% vs. 49-59%), and on their installation/ship (65% vs. 50-58%), enlisted members were required to attend formal sexual harassment training. In contrast, Marine Corps and Air Force women were less likely than women in the other Services to report that, to a large extent, in their unit/work group, and on their installation/ship, enlisted members were required to attend formal sexual harassment training. For men, fewer Marine Corps and Air Force members than men in the other

	Response Option	Total DoD	Total DoD Female	Total DoD Male
Enlisted members required to attend formal sexual harassment training IN YOUR UNIT/WORK GROUP	Not at All	7	9	7
	Small/Moderate Extent	32	34	32
	Large/Very Large Extent	61	57	62
Enlisted members required to attend formal sexual harassment training ON YOUR INSTALLATION/SHIP	Not at All	6	8	6
	Small/Moderate Extent	33	35	33
	Large/Very Large Extent	61	57	61
Officers required to attend formal sexual harassment training IN YOUR UNIT/WORK GROUP	Not at All	9	11	8
	Small/Moderate Extent	39	40	39
	Large/Very Large Extent	52	49	53
Officers required to attend formal sexual harassment training ON YOUR INSTALLATION/SHIP	Not at All	8	10	8
	Small/Moderate Extent	38	40	38
	Large/Very Large Extent	54	50	55
Margin of Error		± 2	± 2	± 2

**Table 6.8**  
Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations

Services reported that, to a large extent, enlisted members were required to attend formal sexual harassment training at either the unit/work group or installation/ship levels. Tables 83d.3 and 83l.3 in Greenlees et al. (2003b) support the analysis reported here.

Junior enlisted women (10% vs. all 6%) and men (10% vs. 3-5%) were the most likely to report that, on their installations/ship, enlisted members were not required to attend formal sexual harassment training. For women, there were no paygrade differences in the extent training is required for enlisted members in their unit/work group. Junior enlisted men were more likely than men in the other paygrades to report that, in their unit/work group, enlisted members were not required to attend formal sexual harassment training (10% vs. 4-5%). Tables 83d.4 and 83l.4 in Greenlees et al. (2003b) support this analysis.

**Officer training required.** The majority of Service members agreed that, to some extent, officers were required to attend training in their unit/work group or installation/ship (see Table 6.8). Regardless of gender, Coast Guard members were the most likely to report that, to a large extent, at both the unit/work group and installation/ship levels, officers were required to attend formal sexual harassment training (see Tables 83e.3 and 83m.3 in Greenlees et al. (2003b)).

Junior enlisted women (44% vs. 53-58%) and men (44% vs. 56-64%) were least likely to report that, to a large extent, in their unit/work group, officers were required to attend formal sexual harassment training. Similarly, junior enlisted women (45% vs. 53-58%) and men (45% vs. 59-65%) were also least likely to report that, to a large extent, on their installation/ship, officers were required to attend formal sexual harassment training. In addition, junior enlisted members, regardless of gender, were most likely to report that, in their unit/work group, officers were not required to attend formal sexual harassment training. Junior enlisted men were more likely than men in the other paygrades to report that, on their installation/ship, officers were not required to attend formal sexual harassment training (11% vs. 4-6%). For complete details on paygrade findings, refer to Tables 83e.4 and 83m.4 in Greenlees et al. (2003b).

## Effectiveness of Sexual Harassment Training

The remainder of this chapter discusses the effectiveness of sexual harassment training. Service members were asked the extent to which they agreed that their training had provided a foundation for understanding, reporting, and knowing the consequences of sexual harassment. The results are reported by gender and paygrade. There were no significant Service differences. For details, see Tables 82a.1-82g.4 in Greenlees et al. (2003b).

Overall results by gender are reported in Table 6.9. These results are discussed for four broad categories of training objectives:

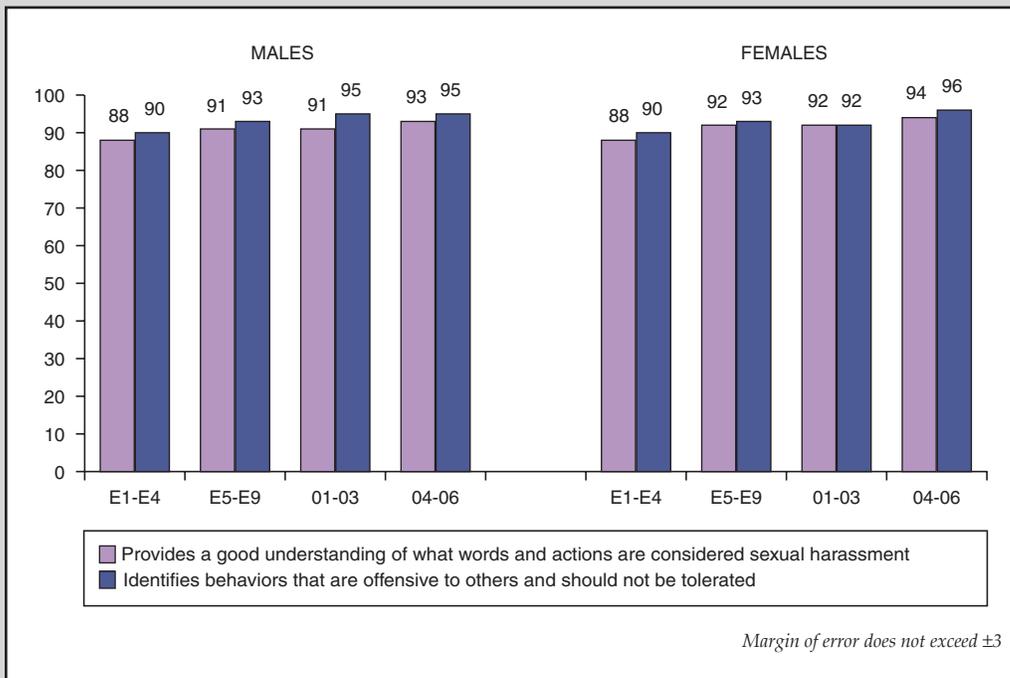
- **Intent of Training** – assesses knowledge of definitions of sexual harassment (82a,d),
- **Training and Military Effectiveness** – assesses knowledge of the consequences of sexual harassment on working conditions (82b,c),
- **Tools and Policies Necessary for Managing Sexual Harassment** – evaluates the training’s focus on availability of tools and knowledge of policies (82e,g), and
- **Complaint Climate** – measures the extent to which one feels safe when raising a complaint (82f).

**Intent of Training.** If individuals are to avoid using offensive words or engaging in disrespectful behaviors, they must be aware of what is considered inappropriate by others and by their organization. Ninety percent of women and men agreed that their Service’s sexual harassment training provided a good understanding of what words and actions are considered sexual harassment (see Table 6.9).

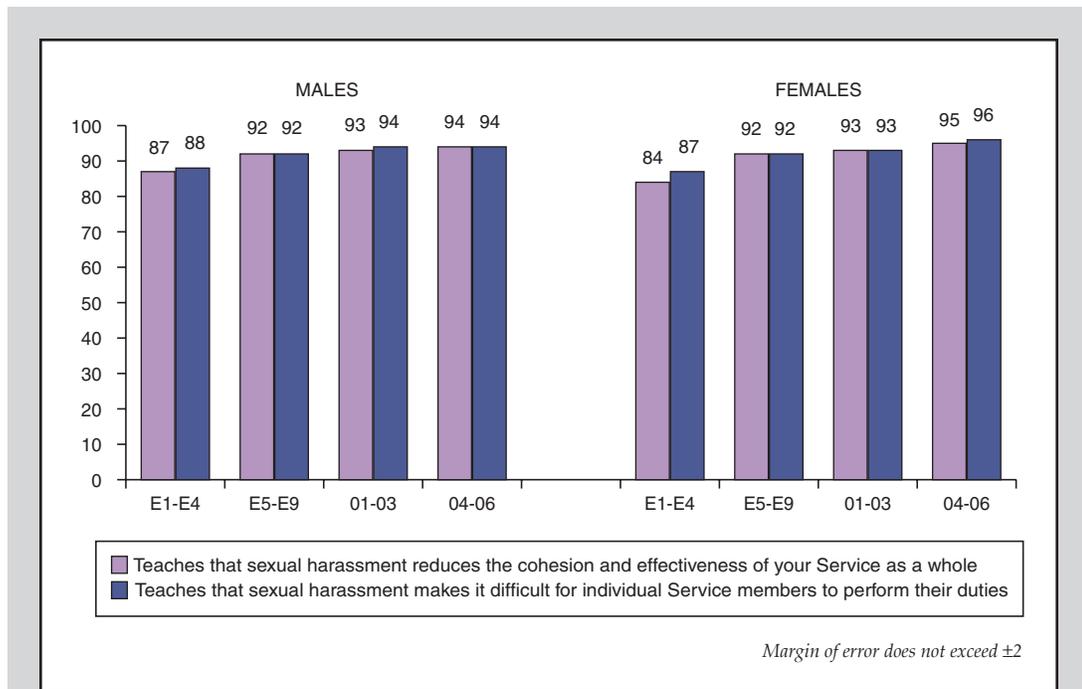
In addition to teaching Service members what words and actions are considered sexual harassment, sexual harassment training also reviews what behaviors are offensive to others. Ninety-two percent of women and men agreed that their Service training identified behaviors that are offensive to others and should not be tolerated (see Table 6.9).

Aspect of Training	Total DoD	Total DoD Male	Total DoD Female
Provides a good understanding of what words and actions are considered sexual harassment	90	90	90
Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole	90	90	89
Teaches that sexual harassment makes it difficult for individual Service members to perform their duties	91	91	90
Identifies behaviors that are offensive to others and should not be tolerated	92	92	92
Gives useful tools for dealing with sexual harassment	84	84	83
Makes you feel it is safe to complain about unwanted, sex-related attention	82	83	76
Provides information about policies, procedures, and consequences of sexual harassment	91	91	91
<i>Margin of Error</i>	$\pm 1$	$\pm 2$	$\pm 2$

**Table 6.9**  
Percentage of Females and Males Who Agree That Aspects of Their Service Training are Effective



**Figure 6.6**  
Percentage of Females and Males Who Agree That Sexual Harassment Training Provides a Good Understanding of Sexual Harassment, by Paygrade



**Figure 6.7**  
Percentage of Females and Males Who Agree That Sexual Harassment Training Explains the Effects of Sexual Harassment on Their Service, by Paygrade

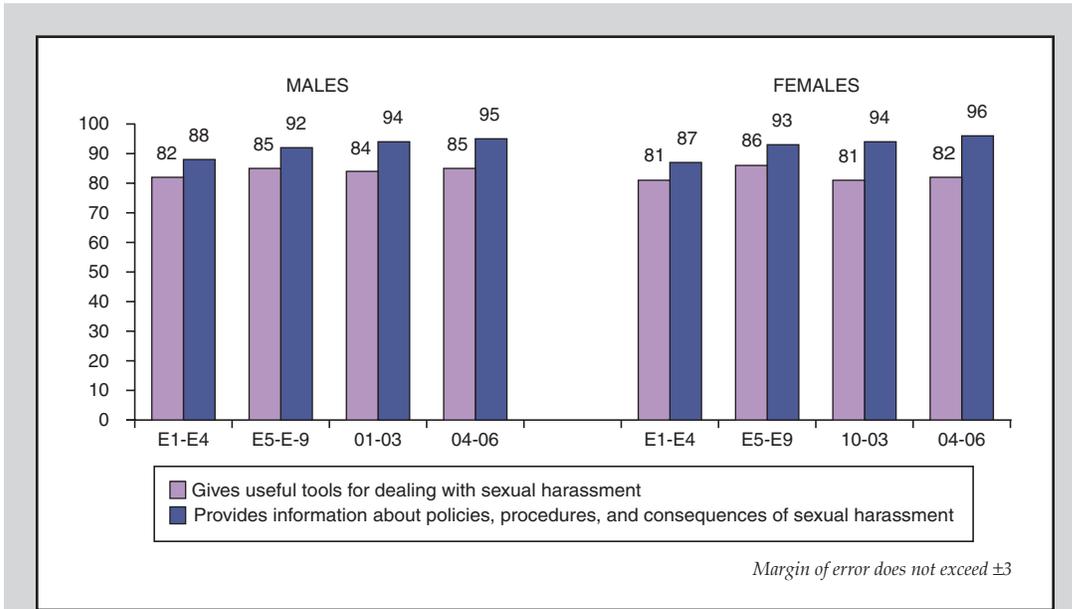
Consistent with the Service results, the majority of women and men in each of the paygrades agreed that their Service’s sexual harassment training provided a good understanding of what words and actions are considered sexual harassment and that it identified behaviors that are offensive to others (see Figure 6.6). For women, junior enlisted members were less likely than women in other paygrades to report that their training had provided a good understanding of sexual harassment (88% vs. 92-94%). However, this paygrade trend was not significant for men. There were no significant paygrade differences for women or men in reporting that Service sexual harassment training identified behaviors that are offensive to others and should not be tolerated.

**Training and military effectiveness.** Approximately 90% of Service women and men agreed that their Service’s training teaches that sexual harassment reduces the cohesion and effectiveness of their Service as a whole and makes it difficult for individual Service members to perform their duties (see Table 6.9).

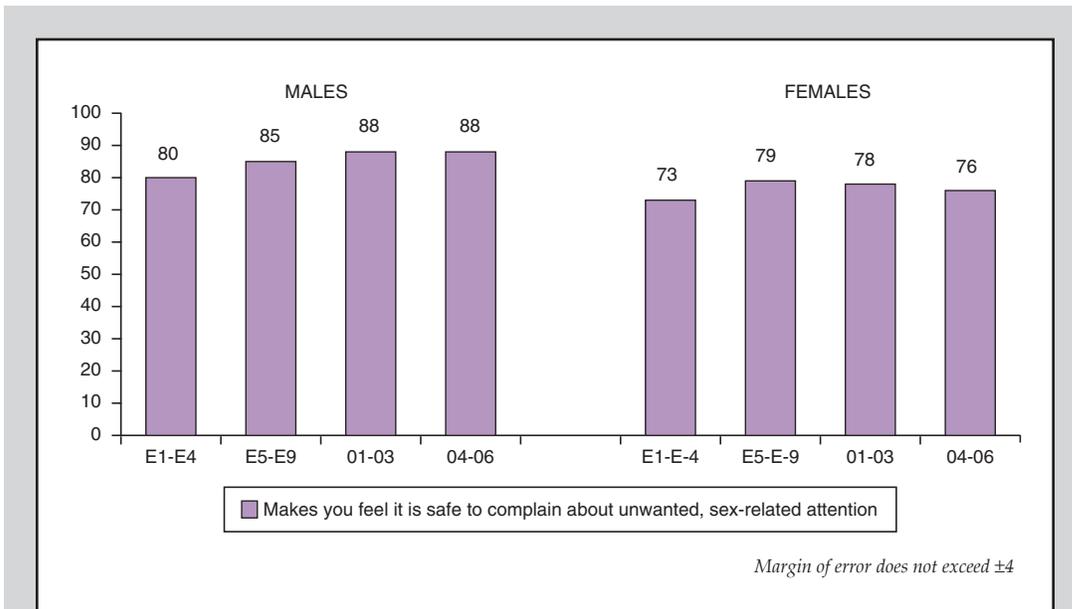
Across all paygrades, the majority of women and men reported that their Service’s training teaches that sexual harassment reduces the cohesion and effectiveness of their Service as a whole (see Figure 6.7). However, junior enlisted women (84% vs. 92-95%) and men (87% vs. 92-94%) were the least likely to agree that their Service’s training conveyed that sexual harassment reduces the effectiveness of their Service as a whole.

Across paygrades, the majority of women and men agreed that their Service teaches that sexual harassment is detrimental to the performance of duties (see Figure 6.7). Junior enlisted women (87% vs. 92-96%) and men (88% vs. 92-94%) were the least likely to agree that their Service teaches that sexual harassment makes it difficult for individual Service members to perform their duties.

**Tools and policies necessary for managing sexual harassment.** The majority of both women (83%) and men (84%) agreed that the training they received from their Service provided useful tools for dealing with sexual harassment (see Table 6.9).



**Figure 6.8**  
Percentage of Females and Males Who Agree That Sexual Harassment Training Provides the Tools and Policies Necessary for Managing Sexual Harassment, by Paygrade



**Figure 6.9**  
Percentage of Females and Males Who Agree That Sexual Harassment Training Creates a Safe Complaint Reporting Climate, by Paygrade

Ninety-one percent of women and men agreed that the training they received from their Service provided information about policies, procedures, and consequences of sexual harassment (see Table 6.9). There were no significant paygrade differences for either women or men regarding whether or not their Service's training provided useful tools for dealing with sexual harassment (see Figure 6.8). However, paygrade comparisons showed that fewer junior enlisted women (87% vs. 93-96%) and men (88% vs. 92-95%) agreed that their Service provided information about policies regarding sexual harassment than women and men in the other paygrades (see Figure 6.8).

**Safe complaint climate.** Almost a quarter of women (24%) and 17% of men indicated their Service's training made them feel it is not safe to complain about unwanted, sex-related attention (see Table 6.9). Women are less likely than men to indicate their Service creates a safe environment in which to complain. There were no significant differences, by paygrade, for women. Compared to men in the other paygrades, fewer junior enlisted men reported that their Service's training made them feel it is safe to complain about unwanted, sex-related attention (80% vs. 85-88%) (see Figure 6.9).

## Summary

Chapter 6 presents sexual harassment climate findings and results for members' views of sexual harassment policies and practices, the amount and effectiveness of sexual harassment training, and their perceptions of leaders' attempts to stop sexual harassment. It also provides an overview of Service members' evaluations of the behaviors they observe in their unit/work group, on their installation/ship, and in their Service.

### Sexual Harassment Climate

- On a scale of 1 to 5, women reported a higher Sexual Harassment Climate score than men, which indicates that women perceive a less positive climate than men (2.2% vs. 2.0%).
  - ♦ Air Force women reported a slightly lower Sexual Harassment Climate scale score than women in the other Services, excluding the Coast Guard (2.1% vs. 2.2-2.3%).

- ♦ Female and male junior enlisted members had the same perception of the sexual harassment climate in the military (both 2.2%).

### Proactive Leadership

- When asked about their Service leaders, installation/ship leaders, and immediate supervisors, roughly 75% of women and men agreed that all three types of leaders were making honest and reasonable efforts to stop sexual harassment, although women were less likely than men to agree.
- More Service members indicated in 2002, than in 1995, that their immediate supervisor (75% vs. 67%), their installation/ship (75% vs. 65%), and their Service leaders (74% vs. 65%) were making honest and reasonable efforts to stop sexual harassment.
- Compared to women in the other Services, Army women were the least likely to agree that their Service leadership (62% vs. 68-72%) and their installation/ship leadership (62% vs. 67-75%) were trying to stop sexual harassment.
- Compared to women and men in the other paygrades, junior enlisted women and men were the least likely to agree that leaders at each level were trying to stop sexual harassment, but they were also the most likely to report not knowing if each level of leadership was making honest efforts to stop harassment.

### Leadership Behaviors

- Over half of women and men agreed that, at the unit/work group, or installation/ship levels, their leaders consistently modeled respectful behavior.
  - ♦ Excluding Coast Guard members, Air Force women and men were more likely than women and men in the other Services to report that, to a large extent, their leaders consistently modeled respectful behavior at the unit/work group or installation/ship levels.
  - ♦ Marine Corps men were more likely than men in the other Services to report that their leaders did not consistently model respectful behavior on their installation/ship.
  - ♦ Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that, in their unit/work groups or on their installation/ship, their leaders did not consistently model

respectful behavior to both male and female personnel.

- ◆ Regardless of gender, officers were more likely than women and men in the other paygrades to report that, in their unit/work group or installation/ship, leaders consistently modeled respectful behavior to both male and female personnel.
- Forty percent of Service members reported that their male supervisors did not ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates.
  - ◆ For women, Air Force members were most likely to agree that male supervisors do not ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates.
  - ◆ Regardless of gender, enlisted members were more likely than officers to report, to a large extent, that female officers or NCOs/petty officers from other work groups were asked to “deal with” problems involving female subordinates.
  - ◆ Female senior officers were more likely than women in the other paygrades to report that, in their unit/work group, male supervisors did not ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates.

### Sexual Harassment Policies and Practices

- At both the unit/work group and installation/ship level, over 90% of Service members indicated policies forbidding, and complaint procedures related to, sexual harassment were publicized, and that complaints about sexual harassment were taken seriously, no matter who files them.
  - ◆ Army women were more likely than women in the other Services to report that policies forbidding, and complaint procedures related to, sexual harassment were publicized, to a large extent, in their unit/work group and installation/ship.
  - ◆ Senior enlisted women (49% vs. 39-43%) were more likely than women in the other paygrades to report that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group.

- ◆ Junior enlisted men were more likely than men in the other paygrades to indicate that complaint procedures related to sexual harassment were not publicized in their unit/work group (9% vs. 4-5%) or on their installation/ship (10% vs. 3-4%).
- ◆ More junior enlisted women (7% vs. 3-5%) and men (8% vs. 2-3%) than women and men in the other paygrades reported that, in their unit/work group, complaints about sexual harassment were not taken seriously, regardless of who filed them.
- ◆ On the installation/ship level, junior enlisted women were less likely than women in the other paygrades to agree that complaints were taken seriously, to a large extent, regardless of who filed the report (55% vs. 61-69%).

### Sexual Harassment Support and Resources

- The majority of Service members reported that there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship and that their Service provided an advice/hotline available for reporting sexual harassment complaints.
  - ◆ Regardless of gender, Army and Air Force members were more likely than women and men in the other Services to report there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship.
  - ◆ Excluding Coast Guard members, Marine Corps women (25% vs. 15-20%) and men (20% vs. 9-13%) were more likely than women and men in the other Services to report that their Service did not provide an advice/hotline available for reporting sexual harassment complaints.
  - ◆ Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that on their installation/ship there was not a specific office with the authority to investigate sexual harassment complaints.
- Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that their Service did not have an advice/hotline available for reporting sexual harassment complaints.

## Sexual Harassment Training

- Over 75% of Service members have received training related to sexual harassment—on average, training occurred roughly twice in the 12 months prior to filling out the survey.
- Women were slightly less likely than men to report having had training related to sexual harassment in the 12 months prior to filling out the survey (77% vs. 79%) and, on average, had received training fewer times (1.9 vs. 2.1).
- Fewer men received sexual harassment training in 2002 than in 1995 (79% vs. 85%).
- Excluding the Coast Guard, Air Force women (65% vs. 81-85%) and men (66% vs. 79-86%) were less likely than women and men in the other Services to report being trained and, on average, had received less training.
- Fewer men in each of the Services reported receiving training in 2002 than in 1995, with the exception of Army men who reported more sexual harassment training in 2002 than in 1995 (86% vs. 82%).
- Regardless of gender, across the paygrades, junior enlisted members reported receiving training most often (Females 2.2 vs. 1.2-1.8; Males 2.3 vs. 1.3-2.1).
- Senior enlisted men were more likely than men in the other paygrades to have completed training related to sexual harassment in the 12 months prior to filling out the survey (82% vs. 72-77%).
- Across paygrades, the largest percentage-point decline for sexual harassment training between 2002 and 1995 occurred for senior officers (79% vs. 85%).

## Organizational Training Requirements

- Over 50% of Service members reported that, to a large extent, both officers and enlisted members were required to attend formal sexual harassment training in their unit/work group and their installation/ship.
- Regardless of gender, fewer Marine Corps and Air Force members than women and men in the other Services reported that, to a large extent, enlisted members were required to attend formal sexual harassment training (Females 49-51% vs. 59-66%; Males 55-57% vs. 63-72%).
- Excluding the Coast Guard, Army women were more likely than women in the other Services to

report that, to a large extent, in their unit/work group (65% vs. 49-59%), and on their installation/ship (65% vs. 50-58%), enlisted members were required to attend formal sexual harassment training.

- Junior enlisted women (10% vs. all 6%) and men (10% vs. 3-5%) were more likely than women and men in the other paygrades to report that, on their installations/ship, enlisted members were not required to attend formal sexual harassment training.
- Junior enlisted men were more likely than men in the other paygrades to report that, in their unit/work group, enlisted members were not required to attend formal sexual harassment training (10% vs. 4-5%).
- Regardless of gender, Coast Guard members were more likely than women and men in the other Services to report that, to a large/very large extent, officers were required to attend formal sexual harassment training in their unit/work group (Females 60% vs. 43-52%; Males 67% vs. 50-55%) or installation/ship (Females 61% vs. 43-52%; Males 66% vs. 50-56%).
- Regardless of gender, junior enlisted members were less likely than women and men in the other paygrades to report that, to a large extent, in their unit/work group (Females 44% vs. 53-58%; Males 44% vs. 57-64%), and on their installation/ship, officers were required to attend formal sexual harassment training (Females 45% vs. 53-58%; Males 45% vs. 59-65%).

## Effectiveness of Sexual Harassment Training

- At least 75% of Service women and men agreed that their Service's sexual harassment training effectively conveyed the following:
  - ◆ a good understanding of what words and actions are considered sexual harassment (both 90%)
  - ◆ behaviors that are offensive to others and should not be tolerated (both 92%)
  - ◆ sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Females 89%; Males 90%)
  - ◆ sexual harassment makes it difficult for Service members to perform their duties (Females 90%; Males 91%)
  - ◆ useful tools for dealing with sexual harassment (Females 83%; Males 84%)

- ◆ information about policies, procedures, and consequences of sexual harassment (both 91%)
- ◆ it is safe to complain about unwanted, sex-related attention (Females 76%; Males 83%).
- Regardless of gender, junior enlisted members were less likely than women and men in the other paygrades to report that they agree/strongly agree that their Service's training conveys the following:
  - ◆ sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Females 84% vs. 92-95%; Males 87% vs. 92-94%)
  - ◆ sexual harassment makes it difficult for individual Service members to perform their duties (Females 87% vs. 92-96%; Males 88% vs. 92-94%)
  - ◆ information about policies regarding sexual harassment (Females 87% vs. 93-96%; Males 88% vs. 92-95%).
- Fewer female junior enlisted members than women in the other paygrades reported they agree that their Service's sexual harassment training provides a good understanding of what words and actions are considered sexual harassment (88% vs. 92-94%).
- Fewer junior enlisted men than men in the other paygrades reported they agree/strongly agree that their Service's training makes them feel it is safe to complain about unwanted, sex-related attention (80% vs. 85-88%).

# Chapter 7

## Assessment of Progress

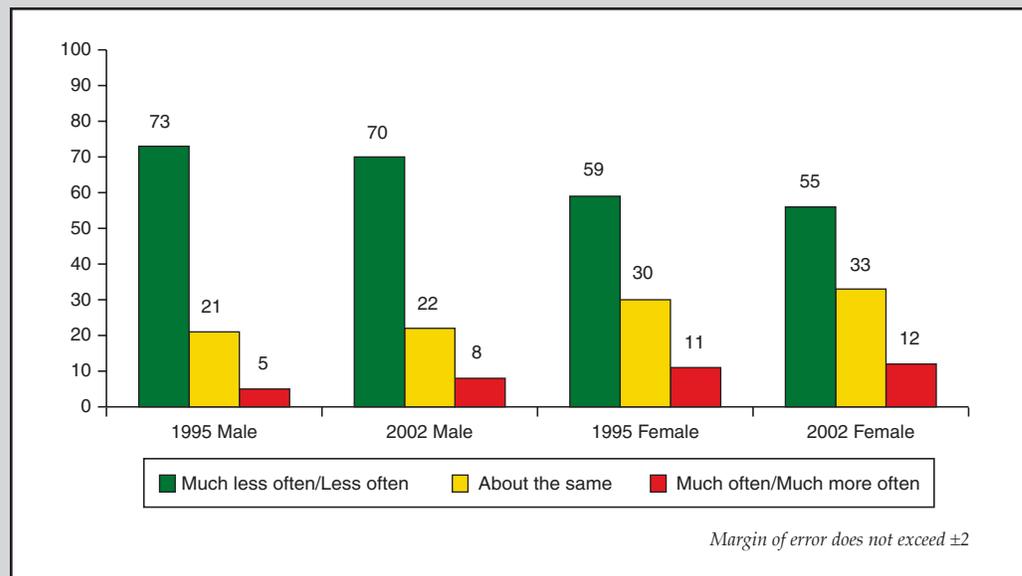
In this chapter, Service members' perceptions of the prevalence of sexual harassment in the military and our nation in 2002 are reported and compared to findings from 1995. Service members were asked to judge the prevalence of sexual harassment in the military against three standards. First, members were asked if sexual harassment was more or less of a problem in the military in 2002 compared to a few years ago. Second, members were asked if sexual harassment was more or less of a problem in the nation today compared to a few years ago. Third, members were asked if sexual harassment was more of a problem in the military or outside of the military.

It is always desirable to have standards against which an organization can judge its performance and process. However, there are no norms or standards available for the private sector. The items in this section of the survey, despite their shortcomings (e.g., memory can be faulty, those who stay in organizations may have more favorable views than those who leave), provide valuable information on

Service members' perception of sexual harassment in the military and our nation.

### Prevalence of Sexual Harassment in the Military Over Time

Service members<sup>8</sup> were asked if sexual harassment occurs more often today than in the past and their responses were then compared to the 1995 survey results. Figure 7.1 shows the majority of Service members reported that sexual harassment occurs less often in the military today than a few years ago. Women were less likely than men to report that sexual harassment occurs less often in the military today (55% vs. 70%). It should be noted that more women reported that the frequency of



**Figure 7.1**  
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago for 1995 and 2002

<sup>8</sup>Service members who responded to Question 86 and Question 87 with the response option "Don't know, ... have been in the military less than 4 years" are not included in the analyses.

sexual harassment was about the same today than a few years ago (33% vs. 22%).

Although Sexual Harassment rates declined significantly between 1995 and 2002 (see Figure 3.2), there was little change in Service members' perceptions of the prevalence of sexual harassment between 1995 and 2002. In both 2002 and 1995, over half of Service members indicated that sexual harassment

happened less frequently than in previous years. Comparing 2002 to 1995 results, slightly fewer women (55% vs. 59%) and men (70% vs. 73%) indicated that sexual harassment occurred less often than a few years ago. For men, slightly more Service members indicated in 2002, than in 1995, (8% vs. 5%) that sexual harassment occurred more often than in years past.

Compared to women in the other Services, excluding the Coast Guard, Army women (17%) were the most likely, and Air Force women (7%) were the least likely, to report in 2002 that sexual harassment occurred more often (see Table 7.1). Fewer Air Force and Coast Guard men than men in the other Services reported that sexual harassment occurred more often in 2002 than in the past (3-4% vs. all 9%).

Consistent with the gender results, perceptions of female and male Service members in each of the Services of the prevalence of sexual harassment in the military in 2002 are similar to the perceptions reported in 1995. Across the Services, Navy members had the largest percentage-point decline in

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>												
Much less often/ Less often	59	55	50	49	69	59	53	52	62	60	66	63
About the same	30	33	34	34	24	30	38	36	31	33	29	30
Much more often/ More often	11	12	16	17	8	11	10	12	7	7	5	7
<b>Males</b>												
Much less often/ Less often	73	70	67	65	79	71	69	70	77	75	80	75
About the same	21	22	26	25	17	21	24	22	19	21	17	22
Much more often/ More often	5	8	7	9	5	9	6	9	4	4	3	3
Margin of Error	± 2	± 2	± 3	± 3	± 3	± 4	± 6	± 5	± 3	± 3	± 5	± 5

**Table 7.1**  
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago for 1995 and 2002, by Service

reporting sexual harassment took place less often—fewer Navy women (59% vs. 69%) and men (71% vs. 79%) reported in 2002, than in 1995, that sexual harassment took place less often than it had a few years ago (see Table 7.1).

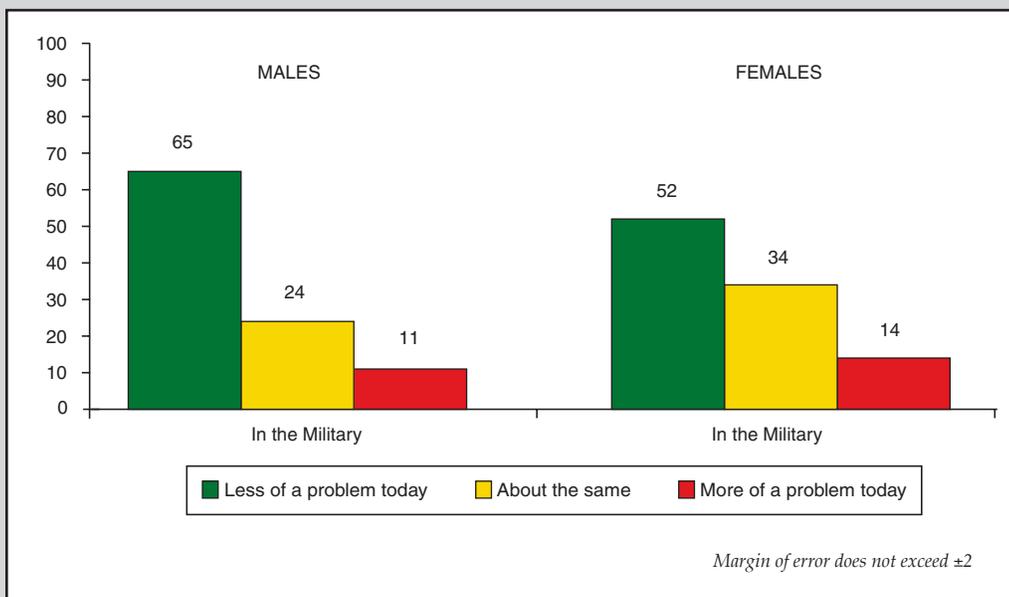
For women, enlisted members were more likely than officers to report sexual harassment occurred more often in 2002 than in previous years (11-21% vs. 3-4%) (see Table 7.2). Female officers were more likely than women in the other paygrades to report that, in 2002, sexual harassment occurred less often (63-70% vs. 43-56%). For men, as paygrades increased, perceptions that sexual harassment occurs more often than before decreased (18%-1%). Only 1% of male senior officers, in comparison to 18% of junior enlisted men, reported that more sexual harassment occurred in 2002 than in years past.

Between the 1995 and 2002 surveys, overall perceptions of the prevalence of sexual harassment did not change; however, Service members in higher paygrades tended to be less positive about the prevalence of sexual harassment in 2002 than they were

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
<b>Females</b>								
Much less often/ Less often	47	43	64	56	70	63	76	70
About the same	37	36	27	32	26	33	22	27
Much more often/ More often	16	21	9	11	4	4	2	3
<b>Males</b>								
Much less often/ Less often	62	54	77	71	84	75	86	83
About the same	29	28	19	22	14	23	12	16
Much more often/ More often	9	18	4	7	1*	3	2*	1*
<i>Margin of Error</i>	± 4	± 5	± 3	± 2	± 4	± 4	± 4	± 4

*\* Low precision and/or unweighted denominator size between 30 and 59*

**Table 7.2**  
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago for 1995 and 2002, by Paygrade



**Figure 7.2**  
Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem today	52	65	46	61	55	65	47	64	56	71	59	68
About the same	34	24	35	26	32	23	35	23	35	23	33	26
More of a problem today	14	11	19	13	14	12	17	13	9	6	7	6
<i>Margin of Error</i>	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 4$	$\pm 3$	$\pm 5$	$\pm 4$	$\pm 3$	$\pm 3$	$\pm 5$	$\pm 4$

**Table 7.3**

Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem today	36	51	54	66	60	73	66	80
About the same	39	27	33	24	35	23	30	19
More of a problem today	24	22	13	10	5	4	4	2
<i>Margin of Error</i>	$\pm 4$	$\pm 4$	$\pm 2$	$\pm 2$	$\pm 4$	$\pm 4$	$\pm 4$	$\pm 3$

**Table 7.4**

Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years, by Paygrade

in 1995. When asked to reflect on the past four years, junior enlisted members (Females 21% vs. 16%; Males 18% vs. 9%) were more likely in 2002, than in 1995, to report that sexual harassment occurred more often than in previous years.

## Sexual Harassment as a Problem in the Military

In addition to being asked if sexual harassment occurs more often today than in the past, Service members were asked to evaluate whether sexual harassment is more of a problem today than it had been previously. Figure 7.2 shows that over half of Service members thought that sexual harassment is

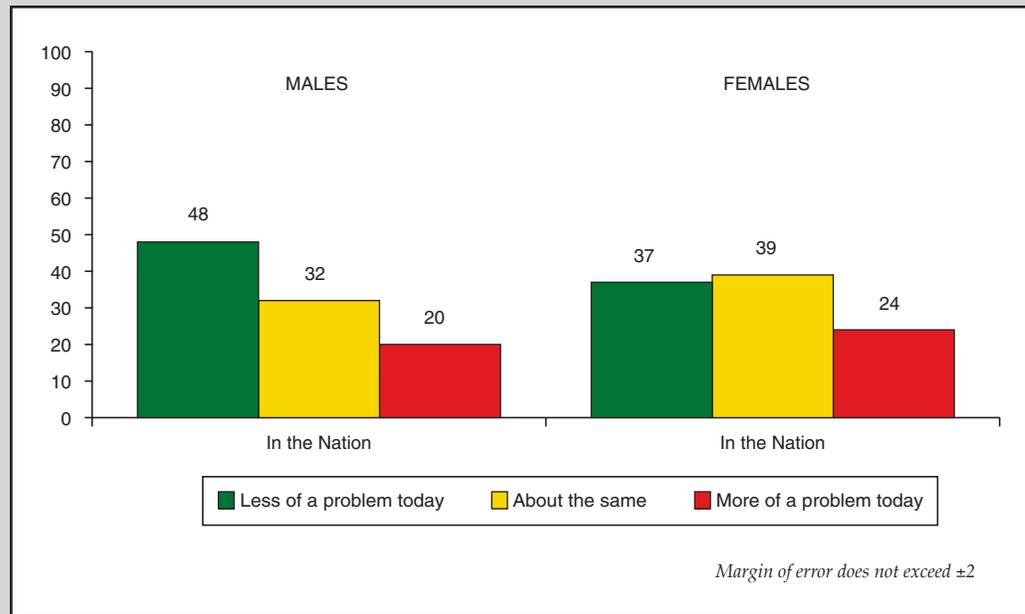
less of a problem in the military today than it was four years ago. Slightly more women (14%) than men (11%) believed that sexual harassment is more of a problem than it was four years ago.

Although across the Services the percentage of women reporting less of a problem was consistent, fewer Air Force men reported less of a problem (71% vs. 61-68%) (see Table 7.3). Fewer women in the Air Force (9%) and the Coast Guard (7%) reported the level of sexual harassment was more of a problem in 2002 than women in the other Services (14%-19%). Roughly half as many Air Force and Coast Guard men (both 6%) as men in other Services reported that the level of sexual

harassment in the military had become more of a problem (12-13%).

Table 7.4 shows that for women, more officers (60-66% vs. 36-54%) than enlisted members reported that the level of sexual harassment had become less of a problem over the past four years. Compared to women in the other paygrades, junior enlisted women were the most likely to

report that sexual harassment is currently more of a problem (24% vs. 4-13%) and the least likely to report that it is less of a problem (36% vs. 54-66%). For men, as paygrades increased, the percentage reporting sexual harassment in the military had become more of a problem over the last four years decreased (22%-2%). For men, 22% of junior enlisted members indicated sexual harassment in the military today is more of a problem, whereas 80% of senior officers reported that it is less of a problem.



**Figure 7.3**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years

### Sexual Harassment as a Problem in the Nation

Members were also asked to evaluate the extent to which sexual harassment has been a problem in the nation, as compared to four years ago. Figure 7.3 shows that 37% of women and 48% of men thought that sexual harassment is less of a problem in our nation today than it was four years ago. More women than men reported that the problem of sexual harassment was about the same as four years

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem today	37	48	33	44	39	50	35	47	40	53	47	55
About the same	39	32	38	34	37	30	43	30	40	32	36	32
More of a problem today	24	20	29	22	24	21	21	22	20	15	17	13
Margin of Error	± 2	± 2	± 3	± 3	± 3	± 3	± 5	± 4	± 3	± 3	± 6	± 4

**Table 7.5**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Service

ago (39% vs. 32%). Less than a quarter of women and men surveyed stated that it is more of a national problem than it was four years ago.

More Army women than women in the other Services reported that sexual harassment is more of a problem in our nation than it was four years ago (29% vs. 17-24%) (see Table 7.5). Fewer Air Force and Coast Guard men than men in the other Services reported that sexual harassment is more of a national problem today (13-15% vs. 21-22%).

As Table 7.6 shows, regardless of gender, more officers than enlisted members reported that sexual harassment was less of a problem in our nation today than it was four years ago (Females 47-48% vs. 31-40%; Males 59-60% vs. 41-50%). For women,

more enlisted members than officers reported that it was currently more of a problem in our nation (22-31% vs. 10-12%).

### Military/Civilian Comparisons

The military has a record of providing equal opportunity that often exceeds the progress in civilian society (Moskos and Butler, 1996). There are no private-sector or national benchmarks for the military empirically to compare itself to the civilian sector on sexual harassment issues. Therefore, in the survey, Service members were asked about their perceptions regarding sexual harassment in the military and in the nation. In this section, Service members assessed whether sexual harassment is more of a problem inside or outside the military.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem today	31	41	40	50	47	60	48	59
About the same	38	33	38	31	40	29	42	34
More of a problem today	31	26	22	19	12	11	10	7
<i>Margin of Error</i>	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 2$	$\pm 4$	$\pm 4$	$\pm 4$	$\pm 3$

**Table 7.6**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Paygrade

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
More of a problem outside military	28	52	22	47	24	46	22	52	39	63	30	48
Same/No difference	54	39	56	41	58	42	50	38	52	33	53	42
More of a problem inside military	17	10	23	12	18	11	28	10	10	5	17	10
<i>Margin of Error</i>	$\pm 2$	$\pm 2$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 5$	$\pm 4$	$\pm 3$	$\pm 3$	$\pm 6$	$\pm 4$

**Table 7.7**  
Percentage of Females and Males Indicating Sexual Harassment More of a Problem Inside or Outside Military, by Service

Women were more likely than men to indicate there is no difference in the frequency of sexual harassment experiences between the military and the civilian sector (54% vs. 39%). Men were far more likely to think the military provides a better equal opportunity environment—52% indicate sexual harassment is more of a problem outside of the military compared to 28% of women (see Table 7.7).

Compared to men and women in the other Services, more Air Force women (39% vs. 22-30%) and men (63% vs. 46-48%) indicated they believe that sexual harassment is more of a problem outside the military (see Table 7.7). In contrast, more Army and Marine Corps women reported that sexual harassment is more of a problem inside the military than women in the other Services (23-28% vs. 10-18%).

Across all paygrades, the majority of members indicated that sexual harassment is either more of a problem outside the military or that there was no difference (see Table 7.8). The perception that sexual harassment is more of a problem outside the military increased with paygrade for women (22%-53%) and men (42%-74%).

## Summary

Chapter 7 presents findings on perceptions of the prevalence of sexual harassment in the military compared to a few years ago, and comparisons of the prevalence of sexual harassment in the military and the nation.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
More of a problem outside military	22	42	30	53	35	66	53	74
Same/No difference	56	44	56	39	52	29	42	24
More of a problem inside military	23	14	14	8	13	5	5	2
<i>Margin of Error</i>	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 2$	$\pm 4$	$\pm 4$	$\pm 4$	$\pm 3$

**Table 7.8**

Percentage of Females and Males Indicating Sexual Harassment More of a Problem Inside or Outside Military, by Paygrade

## Prevalence of Sexual Harassment in the Military Over Time

- The majority of Service members (68%) reported that sexual harassment occurs less often in the military today than a few years ago.
- Women were less likely than men to report that sexual harassment occurs less often in the military today (55% vs. 70%).
- Slightly fewer women (55% vs. 59%) and men (70% vs. 73%) indicated in 2002, than in 1995, that sexual harassment occurred less often than a few years ago.
- Excluding the Coast Guard, Army women (17%) were the most likely and Air Force women (7%) the least likely to report in 2002 that sexual harassment occurred more often.
- For men, fewer Air Force and Coast Guard members reported that sexual harassment occurs more often today than in the past (3-4% vs. 9%).
  - ♦ Comparisons of 2002 and 1995 indicate the largest percentage-point decline in reporting that sexual harassment occurred less often was for Navy women (69% vs. 59%) and men (79% vs. 71%).
- For women, enlisted members were more likely than officers to report sexual harassment occurred more often in 2002 than in previous years (11-21% vs. 3-4%).
- For men, as paygrades increased, perceptions that sexual harassment occurs more often today than before decreased (18%-1%).

- ♦ Paygrade comparisons indicated that junior enlisted members (Females 21% vs. 16%; Males 18% vs. 9%) were more likely in 2002, than in 1995, to report that sexual harassment occurred more often than in previous years.

### Sexual Harassment as a Problem in the Military

- The majority of Service women (52%) and men (65%) thought that sexual harassment was less of a problem in the military today than it was four years ago.
  - ♦ Slightly more women (14%) than men (11%) believed that sexual harassment is more of a problem today than it was four years ago.
- Compared to women and men in the other Services, fewer Air Force and Coast Guard women (7-9% vs. 14-19%) and men (both 6% vs. 12-13) reported the level of sexual harassment is more of a problem today.
- More junior enlisted women (24% vs. 4-13%) and men (22% vs. 2-10%) indicated the level of sexual harassment in the military is more of a problem today than members in the other paygrades.
  - ♦ For women, more officers than enlisted members reported that the level of sexual harassment has become less of a problem over the past four years (60-66% vs. 36-54%).
  - ♦ For men, as paygrades increased, the percentage reporting the level of sexual harassment in the military has become more of a problem today over the last four years decreased (22-2%).

### Sexual Harassment as a Problem in the Nation

- Fewer women reported that sexual harassment is currently less of a problem in our nation than men (37% vs. 48%).
- Women in the Army were the most likely to report that sexual harassment is more of a problem in our nation today than it was four years ago (29% vs. 17-24%).
- For men, fewer Air Force and Coast Guard members indicated that sexual harassment is more of a problem in our nation today (13-15% vs. 21-22%).
- Regardless of gender, more officers than enlisted members reported that sexual harassment is less of a problem in our nation today than it was four years ago.

### Military/Civilian Comparisons

- Nearly half of Service members thought that sexual harassment is more of a problem outside the military than inside the military.
  - ♦ Fewer women than men reported that sexual harassment is more of a problem outside the military (28% vs. 52%).
- Compared to women and men in the other Services, more Air Force women (39% vs. 22-30%) and men (63% vs. 46-52%) reported that sexual harassment is more of a problem outside the military.
- More Army and Marine Corps women reported that sexual harassment is more of a problem inside the military than women in the other Services (23-28% vs. 10-18%).
- The perception that sexual harassment is more of a problem outside the military than inside the military increased with paygrade for women (22-53%) and men (42-74%).

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# Appendix A

## **Status of the Armed Forces Surveys Workplace and Gender Relations (Form 2002GB)**





RCS: DD-P&R(A) 1947  
Exp. 12/21/03  
DMDC Survey No. 02-0001

# STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)



DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING ACTIVITY  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
MINNETONKA, MN 55343

## COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT

WRONG

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER

INCORRECT ANSWER

- Do not make any marks outside of the response and write-in boxes.

## MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., PO Box 5720, Minnetonka, MN 55343).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

## PRIVACY NOTICE

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

**AUTHORITY:** 10 USC Sections 136 and 2358.

**PRINCIPAL PURPOSE(S):** Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

**ROUTINE USE(S):** None.

**DISCLOSURE:** Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine if you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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## BACKGROUND

### 1. Are you . . . ?

- Male
- Female

### 2. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

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

### 3. Are you Spanish/Hispanic/Latino? *Mark "No" if not Spanish/Hispanic/Latino.*

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Spanish/Hispanic/Latino

### 4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- White
- Black or African American
- American Indian or Alaska Native
- Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
- Some other race (*Please specify below.*)

*Please print.*

### 5. What is your marital status?

- Never married
- Married
- Separated
- Divorced
- Widowed

### 6. In what Service are you?

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

7. What is your current paygrade? *Mark one.*

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E      |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E      |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E      |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> O-6 or above |

8. How many years of active-duty service have you **COMPLETED** (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

		YEARS
--	--	-------

9. In which term of service are you serving now? *Do not count extensions as separate terms of enlistment.*

- You are on indefinite status ⇒ **IF INDEFINITE STATUS, GO TO QUESTION 11**
- You are an officer serving an obligation
- 1st enlistment
- 2nd or later enlistment

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

- |  |  |
|--|--|
| <input type="checkbox"/> Very likely                 | <input type="checkbox"/> Unlikely      |
| <input type="checkbox"/> Likely                      | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely |  |

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

- |  |  |
|--|--|
| <input type="checkbox"/> Very likely                 | <input type="checkbox"/> Unlikely      |
| <input type="checkbox"/> Likely                      | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely |  |

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- Does not apply, you already have 20 or more years of service
- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

13. When you leave active duty, how many total years of service do you expect to have completed? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

		YEARS
--	--	-------

14. In general, has your **life** been better or worse than you expected when you first entered the military?

- |  |   |
|--|---|
| <input type="checkbox"/> Much better             | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better         | <input type="checkbox"/> Much worse     |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

15. In general, has your **work** been better or worse than you expected when you first entered the military?

- |  |   |
|--|---|
| <input type="checkbox"/> Much better             | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better         | <input type="checkbox"/> Much worse     |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

16. Indicate the extent to which you are satisfied with each of the following.

	Don't know or does not apply				
	Very satisfied				
	Satisfied				
	Neither satisfied nor dissatisfied				
	Dissatisfied				
	Very dissatisfied				
a. Basic Pay .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Special and incentive pays including bonuses .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Basic Allowance for Subsistence (BAS) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Basic Allowance for Housing (BAH) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Retirement pay you would get ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Cost of living adjustments (COLA) to retirement pay .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Availability of medical care for yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Availability of medical care for your family .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Quality of medical care for yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Quality of medical care for your family .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Out of pocket costs for medical care .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Availability of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Quality of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Affordability of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Family support services .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Quality of your current residence .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Opportunities for civilian education .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Opportunities for professional development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Level of care and concern shown by supervisors for subordinates ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u. Quality of leadership .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Your career, in general .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 17. Indicate the extent to which you agree or disagree with the following statements about your Service.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Being a member of your Service inspires you to do the best job you can .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You are willing to make sacrifices to help your Service .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You are glad that you are part of your Service .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You are NOT willing to put yourself out to help your Service .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.

	Yes	No
a. Thought seriously about leaving the military .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Wondered what life might be like as a civilian .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Discussed leaving and/or civilian opportunities with family or friends .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Talked about leaving with your immediate supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Gathered information on education programs or colleges .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair) .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Attended a program that helps people prepare for civilian employment .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Prepared a resume .....	<input type="checkbox"/>	<input type="checkbox"/>
i. Applied for a job .....	<input type="checkbox"/>	<input type="checkbox"/>
j. Interviewed for a job .....	<input type="checkbox"/>	<input type="checkbox"/>

19. If you had a friend considering active duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

a. A male friend	b. A female friend
<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
<input type="checkbox"/> No	<input type="checkbox"/> No

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

Yes ⇒ IF YES, CONTINUE WITH QUESTION 21  
 No ⇒ IF NO, GO TO QUESTION 23

21. When you talk with your children about their future, do you encourage them to consider the military?

Yes  
 No

22. When you talk with your children about their possible career choices, how positive or negative are you about ...

	Very positive	Positive	Neither positive nor negative	Negative	Very negative
a. The military, in general? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Career opportunities in the military? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Serving in the military, but not as a career? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Part-time (National Guard/Reserve) opportunities in the military? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Career opportunities as a civilian federal government employee? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Career opportunities in the civilian sector? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Seeking a college education? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. During the last 12 months, where have you served most of your active-duty time?

In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession  
   Please print the two-letter postal abbreviation - for example "AK" for Alaska  
 Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)  
 Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)  
 East Asia and Pacific (e.g., Australia, Japan, Korea)  
 North Africa, Near East, or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)  
 Sub-Saharan Africa (e.g., Kenya, South Africa)  
 Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

Aboard ship  
 Barracks/dorm (including BEQ or BOQ)  
 Military family housing, on base  
 Military family housing, off base  
 Civilian housing you own or pay mortgage on  
 Military or civilian housing you rent, off base  
 Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

Yes ⇒ IF YES, CONTINUE WITH QUESTION 26  
 No ⇒ IF NO, GO TO QUESTION 29

## YOUR WORKPLACE

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

- |                                      |   |
|--------------------------------------|---|
| <input type="checkbox"/> 1 - 2 times | <input type="checkbox"/> 9 - 10 times     |
| <input type="checkbox"/> 3 - 4 times | <input type="checkbox"/> 11 - 12 times    |
| <input type="checkbox"/> 5 - 6 times | <input type="checkbox"/> 13 - 24 times    |
| <input type="checkbox"/> 7 - 8 times | <input type="checkbox"/> 25 times or more |

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? *Assign each of your nights away to only one type of military duty.*

	10 to 12 months				
	7 months to less than 10 months				
	5 months to less than 7 months				
	3 months to less than 5 months				
	1 month to less than 3 months				
	Less than 1 month				
	None				

a. Operation Enduring Freedom . . .	<input type="checkbox"/>									
b. Peacekeeping or other contingency operation . . . . .	<input type="checkbox"/>									
c. Foreign humanitarian assistance mission . . . . .	<input type="checkbox"/>									
d. Unit training at combat training center . . . . .	<input type="checkbox"/>									
e. Counter drug operations . . . . .	<input type="checkbox"/>									
f. Domestic disaster or civil emergency . . . . .	<input type="checkbox"/>									
g. Time at sea for scheduled deployments (other than for the above) . . . . .	<input type="checkbox"/>									
h. Other time at sea (other than for the above) . . . . .	<input type="checkbox"/>									
i. Joint training/field exercises/alerts (other than for the above) . . . . .	<input type="checkbox"/>									
j. Military education (other than for the above) . . . . .	<input type="checkbox"/>									
k. Other TDYs/TADs . . . . .	<input type="checkbox"/>									

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? *Add up all nights away from your permanent duty station.*

- Less than 1 month
- 1 month to less than 3 months
- 3 months to less than 5 months
- 5 months to less than 7 months
- 7 months to less than 10 months
- 10 to 12 months

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

29. How many months have you completed at your duty location/ship during your current tour? *To indicate ninety-nine or more, enter "99".*

MONTHS

30. Is this location your permanent duty location/ship?

- Yes
- No, you are TDY/TAD attending training
- No, you are TDY/TAD for reasons other than training

31. Are you currently . . . *Mark "Yes" or "No" for each item.*

	Yes	No
a. A student in a military course? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving aboard a ship at sea? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
c. In the shore part of a ship/shore rotation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
e. In a work environment where members of your gender are uncommon? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
f. On a deployment that will keep you away from home for at least 30 consecutive days? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>

32. What is the gender of your immediate supervisor?

- Male
- Female

33. What is the paygrade of your immediate supervisor?

- |                                       |                              |                                       |
|---------------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-4 or below | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E      |
| <input type="checkbox"/> E-5          | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E      |
| <input type="checkbox"/> E-6          | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E      |
| <input type="checkbox"/> E-7          | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-8          | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-9          |                              | <input type="checkbox"/> O-6 or above |
- 
- Civilian GS-1 to GS-6 (or equivalent)
  - Civilian GS-7 to GS-11 (or equivalent)
  - Civilian GS-12 or above (or equivalent)

◆ 34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

- All men
- Almost entirely men
- More men than women
- About equal numbers of men and women
- More women than men
- Almost entirely women
- All women

35. To what extent do you agree or disagree with the following statements about your workplace?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. I know what is expected of me at work . . . . .
- b. I have the materials and equipment I need to do my work right . . . . .
- c. At work, I have the opportunity to do what I do best every day . . . . .
- d. In the last 7 days, I have received recognition or praise for doing good work . . . . .
- e. My supervisor, or someone at work, seems to care about me as a person . . . . .
- f. There is someone at work who encourages my development . . . . .
- g. At work, my opinions seem to count . . . . .
- h. The mission/purpose of my Service makes me feel my job is important . .
- i. My coworkers are committed to doing quality work . . . . .
- j. I have a best friend at work . . . . .
- k. In the last 6 months, someone at work has talked to me about my progress . . . . .
- l. This last year, I have had opportunities at work to learn and to grow . . . . .
- m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics . . . . .
- n. My supervisor helps everyone in my work group feel included . . . . .
- o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace . . . . .
- p. At my workplace, all employees are kept well informed about issues and decisions that affect them . . . . .

36. Please indicate whether you agree or disagree with the following statements.

Agree
Tend to agree
?
Tend to disagree
Disagree

- a. My chain of command keeps me informed about important issues . . . .
- b. If I make a request through channels in my work group, I know somebody will listen . . . . .
- c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal . . . . .
- d. I find it very difficult to balance my work and personal responsibilities . .
- e. Priorities or work objectives are changed so frequently, I have trouble getting my work done . . . . .
- f. My supervisor encourages people to learn from mistakes . . . . .
- g. My supervisor has sufficient authority . . . . .
- h. I believe my Service's core values are clear . . . . .
- i. Leadership generally understands the problems we face on our jobs . .

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "work group" refers to the people with whom you work on a day-to-day basis.*

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. **Handling the technical-skills part of the job** (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills) . . . . .
- b. **Handling the people-skills part of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals) . . . . .
- c. **Handling the conceptual-skills part of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems) . . .

37. Continued

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- d. **Communicating** (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well) . . . . .
- e. **Decision making** (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems) . . . .
- f. **Motivating** (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner). . . . .
- g. **Developing** (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority) . . . . .
- h. **Building** (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment) . . . . .
- i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). .
- j. **Planning and organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change) . . . .
- k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities) . . . . .
- l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing).

38. To what extent do you agree or disagree with the following statements about your work group?

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. The leaders in your work group set high standards for Service members in terms of good behavior and discipline . . . . .
- b. The leaders in your work group are more interested in looking good than being good . . . . .
- c. You are impressed with the quality of leadership in your work group. .
- d. You would go for help with a personal problem to people in your chain of command . . . . .
- e. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done . . . .
- f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members . .
- g. Leaders in your work group treat Service members with respect . .
- h. Leaders most often get willing and whole-hearted cooperation from the Service members in your work group . . . . .
- i. The NCOs/petty officers in your chain of command are a good source of support for Service members . . . . .

39. To what extent do you agree or disagree with the following statements about . . .

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- THE PEOPLE YOU WORK WITH**
- a. There is very little conflict among your coworkers. . . . .
  - b. You like your coworkers. . . . .
  - c. Your coworkers put in the effort required for their jobs . . . . .
  - d. You are satisfied with the relationships you have with your coworkers . . . . .
  - e. The people in your work group tend to get along . . . . .
  - f. The people in your work group are willing to help each other . . . . .

◆ 39. Continued

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**THE WORK YOU DO**

- g. Your work provides you with a sense of pride . . . . .
- h. Your work makes good use of your skills . . . . .
- i. Your present assignment is good for your military career . . . . .
- j. You like the kind of work you do . . . . .
- k. Your job gives you the chance to acquire valuable skills . . . . .
- l. You are satisfied with your job as a whole . . . . .

40. How often during the **past 12 months** have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have **targeted you** with any of the following behaviors?

Very often
Often
Sometimes
Once or twice
Never

- a. Using an angry tone of voice . . . . .
- b. Avoiding you . . . . .
- c. Making you look bad . . . . .
- d. Yelling or raising one's voice . . . . .
- e. Withholding information from you . . . . .
- f. Swearing directed at you . . . . .
- g. Talking about you behind your back . . . . .
- h. Insulting, criticizing you (including sarcasm) . . . . .
- i. Saying offensive or crude things about you . . . . .
- j. Flaunting status or power over you . . . . .

**MENTORING**

41. In your opinion, have you ever had a mentor while in the military?

- Yes, you have one now. ⇒ **IF YES, CONTINUE WITH QUESTION 42**
- Yes, you had one, but you don't have one now. ⇒ **IF YES, CONTINUE WITH QUESTION 42**
- No, but you would have liked one. ⇒ **IF NO, GO TO QUESTION 45**
- No, and you never wanted one. ⇒ **IF NO, GO TO QUESTION 45**
- No, you do not know what a mentor is. ⇒ **IF NO, GO TO QUESTION 45**

42. Who is your current mentor (or, if you have no current mentor, who was your **most recent mentor**)? **Mark one.**

- A commissioned officer
- A warrant officer
- An NCO/petty officer
- A junior enlisted Service member
- A DoD civilian
- Other (Please specify below.)

*Please print.*

43. Is your current mentor (or was your **most recent mentor**) . . . ? **Mark one.**

- Your rater
- Your senior rater
- A person who is/was higher in rank than you, but not your rater or your senior rater
- A person who is/was at your same rank
- A person who is/was lower in rank than you
- A person who is not or was not in the military at the time the mentoring was provided

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? **Please mark one answer for each statement.**

Extremely helpful
Very helpful
Moderately helpful
Slightly helpful
Not at all helpful
Not provided

- a. Teaches job skills . . . . .
- b. Gives feedback on your job performance . . . . .
- c. Assigns challenging tasks . . . . .
- d. Helps develop your skills/competencies for future assignments . . . . .
- e. Provides support and encouragement . . . . .
- f. Provides personal and social guidance . . . . .
- g. Provides career guidance . . . . .
- h. Demonstrates trust . . . . .
- i. Acts as a role model . . . . .
- j. Protects you . . . . .
- k. Invites you to observe activities at his/her level . . . . .
- l. Instills Service core values . . . . .
- m. Provides moral/ethical guidance. . . . .
- n. Teaches/advises on organizational politics . . . . .
- o. Provides sponsorship/contacts to advance your career . . . . .
- p. Assists in obtaining future assignments . . . . .

# READINESS, HEALTH, AND WELL-BEING

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

- |   |   |
|---|---|
| <input type="checkbox"/> Very well prepared               | <input type="checkbox"/> Poorly prepared      |
| <input type="checkbox"/> Well prepared                    | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared |   |

46. How well prepared are you physically to perform your wartime job?

- |   |   |
|---|---|
| <input type="checkbox"/> Very well prepared               | <input type="checkbox"/> Poorly prepared      |
| <input type="checkbox"/> Well prepared                    | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared |   |

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

50. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

- |                            |
|----------------------------|
| All or most of the time    |
| A good bit of the time     |
| Some of the time           |
| Little or none of the time |

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. I am as healthy as anybody I know . . . .                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I seem to get sick a little easier than other people . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I expect my health to get worse . . . . .                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My health is excellent . . . . .                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Please mark one answer for each statement.*

- |                            |
|----------------------------|
| All or most of the time    |
| A good bit of the time     |
| Some of the time           |
| Little or none of the time |

- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Cut down on the amount of time you spent on work or other activities . . . . .                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Were limited in the kind of work or other activities you do . . . . .                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Had difficulty performing the work or other activities you do (for example, it took extra effort) . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

52. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? *Please mark one answer for each statement.*

- |                            |
|----------------------------|
| All or most of the time    |
| A good bit of the time     |
| Some of the time           |
| Little or none of the time |

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Cut down on the amount of time you spent on work or other activities . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Didn't do work or other activities as carefully as usual . . . . .             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

53. How much of the time during the past 4 weeks have you . . . *Please mark one answer for each statement.*

- |                            |
|----------------------------|
| All or most of the time    |
| A good bit of the time     |
| Some of the time           |
| Little or none of the time |

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Felt calm and peaceful? . . . . .                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Been a very nervous person? . . . . .                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Felt so down in the dumps that nothing could cheer you up? . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Felt downhearted and blue? . . . . .                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Been a happy person? . . . . .                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? *Mark only one answer for each statement.*

Yes, and your gender was a factor
Yes, but your gender was NOT a factor
No, or does not apply

- |  |                             |                              |                          |
|--|-----------------------------|------------------------------|--------------------------|
|  |                             |                              |                          |
| a. You were rated lower than you deserved on your last evaluation . . . . .  | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| b. Your last evaluation contained unjustified negative comments . . . . .  | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| c. You were held to a higher performance standard than others . . . . .  | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| d. You did not get an award or decoration given to others in similar circumstances . .   | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| e. Your current assignment has not made use of your job skills . . . . .   | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| f. Your current assignment is not good for your career if you continue in the military . . . . .                                       | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement . . . . .                       | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement . . . . . | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| i. You did not learn-until it was too late-of opportunities that would have helped your career . . . . .                               | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| j. You were unable to get straight answers about your promotion possibilities . . . . .  | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| k. You were excluded from social events important to career development and being kept informed . . . . .                              | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| l. You did not get a job assignment that you wanted and for which you were qualified . . . . .   | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |
| m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women?                        |                             |                              |                          |
|  | <input type="checkbox"/> No | <input type="checkbox"/> Yes |                          |
| n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.) . . . . .                 | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> |

Please print.

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

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

- **Military Personnel**
  - on- or off-duty
  - on- or off-installation or ship; and/or
- **Civilian Employees and/or Contractors**
  - In your workplace or on your installation/ship

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

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
|   |                          |                          |                          |                          |
|   | Very often               |                          |                          |                          |
|   | Often                    |                          |                          |                          |
|   | Sometimes                |                          |                          |                          |
|   | Once or twice            |                          |                          |                          |
|   | Never                    |                          |                          |                          |
| a. Repeatedly told sexual stories or jokes that were offensive to you? . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms?. . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? . . . . .                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? . . . . .             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? . . . . .                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? . . . . .                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

55. Continued

	Very often			
	Often			
	Sometimes			
	Once or twice			
	Never			

- m. Touched you in a way that made you feel uncomfortable?
- n. Made unwanted attempts to stroke, fondle, or kiss you?
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative?
- q. Attempted to have sex with you without your consent or against your will, but was not successful?
- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.)

Please print.

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- None were sexual harassment ⇒ CONTINUE WITH QUESTION 57
- Some were sexual harassment; some were not sexual harassment ⇒ CONTINUE WITH QUESTION 57
- All were sexual harassment ⇒ CONTINUE WITH QUESTION 57
- Does not apply—I marked "Never" to every item in Question 55 ⇒ GO TO QUESTION 76

One Situation with the Greatest Effect

57. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

57. Continued

What did the person(s) do during this situation? Mark one answer for each behavior.

	Did this	
	Did not do this	

- a. Repeatedly told sexual stories or jokes that were offensive to you
- b. Referred to people of your gender in insulting or offensive terms
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)
- e. Made offensive remarks about your appearance, body, or sexual activities
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)
- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it
- i. Put you down or was condescending to you because of your gender
- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)
- m. Touched you in a way that made you feel uncomfortable
- n. Made unwanted attempts to stroke, fondle, or kiss you
- o. Treated you badly for refusing to have sex
- p. Implied faster promotions or better treatment if you were sexually cooperative
- q. Attempted to have sex with you without your consent or against your will, but was not successful
- r. Had sex with you without your consent or against your will
- s. Other unwanted gender-related behavior (If you mark "Did this," please describe below.)

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 57.

58. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying? .....	<input type="checkbox"/>				
b. Offensive? .....	<input type="checkbox"/>				
c. Disturbing? .....	<input type="checkbox"/>				
d. Threatening? .....	<input type="checkbox"/>				
e. Embarrassing? .....	<input type="checkbox"/>				
f. Frightening? .....	<input type="checkbox"/>				

59. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At work (the place where you perform your military duties) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around an installation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

60. What was the gender of the person(s) involved?

- Male
- Female
- Both males and females were involved
- Gender unknown

61. Was the person(s) involved . . . Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate military supervisor? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Your immediate civilian supervisor? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Your unit commander? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other military person(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Other civilian employee(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Your military coworker(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Your civilian coworker(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
i. Your civilian subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
j. Your military training instructor? .....	<input type="checkbox"/>	<input type="checkbox"/>
k. Your civilian training instructor? .....	<input type="checkbox"/>	<input type="checkbox"/>
l. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
m. Other civilian person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
n. Other or unknown person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>

62. During the course of the situation you have in mind, how often did the event(s) occur?

- Once
- Occasionally
- Frequently
- Almost every day
- More than once a day

63. How long did this situation last, or if continuing, how long has it been going on?

- Less than 1 week
- 1 week to less than 1 month
- 1 month to less than 3 months
- 3 months to less than 6 months
- 6 months to less than 9 months
- 9 months to less than 12 months
- 12 months or more

64. Is the situation still going on?

- Yes
- No

65. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you? .....	<input type="checkbox"/>				
b. Try to forget it? .....	<input type="checkbox"/>				
c. Tell the person(s) you didn't like what he or she was doing? .....	<input type="checkbox"/>				
d. Stay out of the person's or persons' way? .....	<input type="checkbox"/>				
e. Tell yourself it was not really important? .....	<input type="checkbox"/>				
f. Talk to some of your <u>family</u> about the situation? .....	<input type="checkbox"/>				
g. Talk to some of your <u>coworkers</u> about the situation? .....	<input type="checkbox"/>				
h. Talk to some of your <u>friends</u> about the situation? .....	<input type="checkbox"/>				
i. Talk to a <u>chaplain or counselor</u> about the situation? .....	<input type="checkbox"/>				
j. Try to avoid being alone with the person(s)? .....	<input type="checkbox"/>				
k. Tell the person(s) to stop? .....	<input type="checkbox"/>				
l. Just put up with it? .....	<input type="checkbox"/>				
m. Ask the person(s) to leave you alone? .....	<input type="checkbox"/>				
n. Blame yourself for what happened? .....	<input type="checkbox"/>				
o. Assume the person(s) meant well? .....	<input type="checkbox"/>				
p. Pray about it? .....	<input type="checkbox"/>				
q. Pretend not to notice, hoping the person(s) would leave you alone? .....	<input type="checkbox"/>				
r. Do something else in response to the situation? .....	<input type="checkbox"/>				

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate supervisor .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone else in your chain-of-command (including your commanding officer) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Supervisor(s) of the person(s) who did it ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other installation/Service/DoD person or office with responsibility for follow-up ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

67. Did you answer "Yes" to at least one item in Question 66?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 68
- No ⇒ IF NO, GO TO QUESTION 74

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your complaint was/is being investigated .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were encouraged to drop the complaint .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. No action was taken .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

69. How satisfied are you with the following aspects of the reporting process?

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

70. Is the action still being processed?

- Yes ⇒ IF YES, GO TO QUESTION 73
- No ⇒ IF NO, GO TO QUESTION 71

71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. They found your complaint to be true ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They found your complaint to be untrue ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They were unable to determine whether your complaint was true or not .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The outcome of your complaint was explained to you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The situation was corrected .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Some action was taken against the person(s) who bothered you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Nothing was done about the complaint ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Action was taken against you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

72. How satisfied were you with the outcome of your complaint?

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

▶ If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

*Please print.*

73. Did you report all of the behaviors you marked in Question 57 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

- Yes ⇒ IF YES, GO TO QUESTION 75
- No ⇒ IF NO, CONTINUE WITH QUESTION 74

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You did not know how to report .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You felt uncomfortable making a report ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You took care of the problem yourself ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You talked to someone informally in your chain-of-command .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You did not think anything would be done if you reported .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You thought you would not be believed if you reported .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You thought your coworkers would be angry if you reported .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You wanted to fit in .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

◆ 74. Continued

- |  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| j. You thought reporting would take too much time and effort                                       | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You thought you would be labeled a troublemaker if you reported                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| l. A peer talked you out of making a formal complaint  | <input type="checkbox"/> | <input type="checkbox"/> |
| m. A supervisor talked you out of making a formal complaint  | <input type="checkbox"/> | <input type="checkbox"/> |
| n. You did not want to hurt the person's or persons' feelings, family, or career                   | <input type="checkbox"/> | <input type="checkbox"/> |
| o. You thought your performance evaluation or chance for promotion would suffer if you reported    | <input type="checkbox"/> | <input type="checkbox"/> |
| p. You were afraid of retaliation from the person(s) who did it                                    | <input type="checkbox"/> | <input type="checkbox"/> |
| q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it | <input type="checkbox"/> | <input type="checkbox"/> |
| r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command           | <input type="checkbox"/> | <input type="checkbox"/> |
| s. Some other reason   | <input type="checkbox"/> | <input type="checkbox"/> |

75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.

- |   | Yes                      | No                       | Don't know               |
|---|--------------------------|--------------------------|--------------------------|
| a. You were ignored by others at work                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You were blamed for the situation                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. People gossiped about you in an unkind or negative way | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You lost perks/privileges that you had before          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You were given less favorable job duties               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You were denied an opportunity for training            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You were given an unfair performance evaluation        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You were unfairly disciplined                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You were denied a promotion                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You were transferred to a less desirable job           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were unfairly demoted                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You were mistreated in some other way                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**OTHER WORKPLACE EXPERIENCES**

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this . . .

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Others in the unit would not care                            | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop           | <input type="checkbox"/> |
| d. Leadership would ignore it                                   | <input type="checkbox"/> |

If another coworker were to complain about this . . .

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| e. The complaint would be taken seriously                              | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint               | <input type="checkbox"/> |
| g. Some corrective action would be taken                               | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly | <input type="checkbox"/> |
| i. The complaint would be ignored                                      | <input type="checkbox"/> |

77. Suppose that a coworker at your duty station were to keep asking others for dates even after they have made it clear that they were not interested. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this . . .

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Others in the unit would not care                            | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop           | <input type="checkbox"/> |
| d. Leadership would ignore it                                   | <input type="checkbox"/> |

If another coworker were to complain about this . . .

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| e. The complaint would be taken seriously                              | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint               | <input type="checkbox"/> |
| g. Some corrective action would be taken                               | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly | <input type="checkbox"/> |
| i. The complaint would be ignored                                      | <input type="checkbox"/> |

78. Suppose that a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**If a supervisor at your duty station were to do this . . .**

- a. Others in the unit would not care . . .
- b. The supervisor would get in trouble with his or her supervisor . . . . .
- c. Others in the unit would tell the supervisor to stop . . . . .
- d. Leadership would ignore it . . . . .

**If a coworker were to complain about this . . .**

- e. The complaint would be taken seriously . . . . .
- f. It would be risky for the person making the complaint . . . . .
- g. Some corrective action would be taken . . . . .
- h. Other coworkers would treat the person who made the complaint badly . . . . .
- i. The complaint would be ignored . . .

## PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each.*

Don't know
No
Yes

- a. Senior leadership of my Service . . . . .
- b. Senior leadership of my installation/ship . .
- c. My immediate supervisor . . . . .

80. Have you had any training during the *past 12 months* on topics related to sexual harassment?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 81
- No ⇒ IF NO, GO TO QUESTION 83

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? *To indicate nine or more, enter "9".*

TIMES

82. My Service's training . . . *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. Provides a good understanding of what words and actions are considered sexual harassment . . . .
- b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole . . . . .
- c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties . . . . .
- d. Identifies behaviors that are offensive to others and should not be tolerated . . . . .
- e. Gives useful tools for dealing with sexual harassment . . . . .
- f. Makes you feel it is safe to complain about unwanted, sex-related attention . . . . .
- g. Provides information about policies, procedures, and consequences of sexual harassment . . . . .

83. To what extent is/are . . .

Very large extent
Large extent
Moderate extent
Small extent
Not at all

### IN YOUR UNIT/WORK GROUP

- a. Policies forbidding sexual harassment publicized? . . . . .
- b. Complaint procedures related to sexual harassment publicized? . . . .
- c. Complaints about sexual harassment taken seriously no matter who files them? . . . . .
- d. Enlisted members required to attend formal sexual harassment training? .
- e. Officers required to attend formal sexual harassment training? . . . . .
- f. Leaders consistently modeling respectful behavior to both male and female personnel? . . . . .
- g. Male supervisors asking female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates? . . . . .



# Appendix B

## Standardized Survey Measure of Sexual Harassment





OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000



PERSONNEL AND  
READINESS

MAR 12 2002

MEMORANDUM FOR ASSISTANT SECRETARY OF ARMY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF NAVY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF AIR FORCE (MANPOWER  
AND RESERVE AFFAIRS)

SUBJECT: Standardized Survey Measure of Sexual Harassment

The need for a standardized approach for measuring sexual harassment became apparent in 1996 when we published the results from the DoD-wide 1995 Sexual Harassment Survey (SHS). At that time, there was confusion because the sexual harassment rates reported were different from the numbers obtained from Service-specific surveys. We learned that the difference primarily was due to variations in the survey methods used to measure sexual harassment. A paper summarizing the different survey methods is at Tab 1.

In 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) tasked the Services and Defense Manpower Data Center (DMDC) to develop a standardized approach that could be used on both DoD-wide and Service-specific surveys. A copy of the minutes from the first meeting, and a list of those who attended, are at Tab 2. For over two years, work on the project was reviewed by Service and DMDC representatives on the Joint-Service Inter-Service Survey Coordinating Committee (ISSCC). A list of ISSCC representatives is at Tab 3.

The new "standard measure" of sexual harassment is ready for fielding on DoD-wide and Service-specific surveys. I ask that you transmit this approach (at Tab 4) to those who manage your personnel survey programs. This method must be used in all DoD-wide and Service-wide surveys that include sexual harassment measurement. The use of this method in unit-specific assessments of sexual harassment is optional. If you have questions, please contact Dr. Anita R. Lancaster at (703) 696-5837.

David S. C. Chu

Attachments:  
As stated





**TAB 1**



# DEPARTMENT OF DEFENSE 1995 SEXUAL HARASSMENT SURVEY INFORMATION PAPER

## WHY SEXUAL HARASSMENT RATES DIFFER

### Background

In 1995, the Department of Defense (DoD) conducted a study to collect information on military members' attitudes, opinions, and experiences regarding sexual harassment. The overall purpose was to determine how sexual harassment and gender issues in DoD had changed since 1988, when the first DoD-wide survey was conducted. In addition to collecting data for 1988-1995 comparisons, DoD wished to obtain information to broaden its understanding of sexual harassment and gender issues in the 1995 military environment. Thus, many new items were included to provide information about members' perceptions of training effectiveness, the complaint system, retaliation, sexual harassment policies, and so on. During the period from mid-February to mid-September 1995, surveys were sent to over 90,000 active-duty military members in the Army, Navy, Marine Corps, Air Force, and Coast Guard.

Three surveys were used in the study. The first, Form A, replicated a 1988 DoD-wide survey that produced the first baseline data on sexual harassment in the active-duty military. The sole purpose of administering the Form A survey was to permit comparisons of sexual harassment incident rates between 1988 and 1995. No other results were calculated from this survey. About 30,000 people received Form A and about 13,600 completed it, for a response rate of 46 percent.

The second survey, Form B, differed from the first in three major characteristics. It provided (1) a considerably expanded list of potential harassment behaviors that respondents could report (25 different kinds of incidents versus the 10 used in Form A); (2) an opportunity to report on experiences that occurred outside normal duty hours, not at work, and off the base or installation; and (3) measures of service members' perceptions of related issues such as the complaint process and training. Thus, Form B provided a considerably expanded opportunity for service members to report on sexual harassment experiences and related topics. Because detailed analyses of Form B were planned, about 50,000 people received it and about 28,300 completed it, for a response rate of 58 percent.

The third survey, Form C, was administered to a small sample of active-duty members for research purposes, to aid in making the transition to only one form (Form B) in future research. No results were calculated from this survey. Form C was mailed to about 9,500 people and about 5,300 completed it, for a response rate of 56 percent. No individual received more than one survey.

During approximately the same time period as the 1995 DoD Sexual Harassment Survey, the Navy conducted the 1995-96 Naval Equal Opportunity/Sex Harassment (NEOSH) survey. The NEOSH survey asks respondents about a set of sexual harassment behaviors much like the list of behaviors used in Form A of the DoD survey. Both lists are modeled after a Merit Systems Protection Board survey. The NEOSH survey was administered to about 9,800 Naval personnel and about 3,900 people completed it, for a response rate of 40 percent.

## Differing Rates

Based on responses to Form A of the 1995 DoD survey, 55 percent of military women experienced one or more incidents of unwanted sex-related attention while at work during the preceding 12 months. Based on responses to Form B, 78 percent of women experienced incidents of unwanted sex-related attention that might be considered as potentially sexual harassment. Because Form B presents a much longer list of behaviors that might be considered sexual harassment than the Form A list, as well as a broader set of circumstances (e.g., off-base, off-duty), the higher rate for Form B is not surprising.

However, in the 1995-96 NEOSH survey, only 27 percent of Navy women (29 percent of enlisted and 15 percent of officers) responded "Yes" to the question "During the past year, have you been sexually harassed (a) while on duty? or (b) on base or ship while off duty?" Therefore, the incident rate from the NEOSH survey is considerably lower than the DoD surveys. Most important, the NEOSH rate is lower than the DoD Form A rate, despite the fact that both surveys used similar lists of behaviors. This disparity cannot be attributed to differences between Navy women and women from other services since reported harassment across services is about the same for women. Fifty-three percent of Navy women who filled out the DoD Form A survey reported at least one incident of possible sexual harassment during the previous year.

The question that naturally arises is: Why are these rates so different? Considering that both the NEOSH and the DoD Form A surveys employ a similar list of sexual harassment behaviors, why is the NEOSH rate only 27 percent, while the DoD rate is 53 percent for Navy women?

The differences are largely explained by the survey methodologies in defining sexual harassment. The questionnaire designs produce different contexts for the questions being asked and the methods of asking tend to produce different estimates.

## Survey Design and Query Methods

The measurement of sexual harassment can be performed with a variety of approaches that have appeared in the research literature. Two main approaches have been used that produce lower bound and upper bound estimates. The *direct-question* approach asks respondents if they have experienced sexual harassment during some specified time frame (e.g., 12 months) and tends to produce a lower bound estimate. A more common approach, called the *behavior-list* approach, presents respondents with a list of specific, sex-related behaviors and asks them if they have experienced these behaviors during the specified time frame. This approach tends to produce an upper bound estimate when used with an extensive list of behaviors.

Civilian research and DMDC field tests show that respondents often consider many factors (e.g., their relationship to the perpetrator, their perception of the perpetrator's intent, and their own ideas about the culture of the environment), in addition to the behavior, before labeling an experience as sexual harassment. Consequently, the set of behaviors which are reported as unwanted, inappropriate, and sex-related appears to be much larger than the set of behaviors which many respondents label as sexual harassment. Research on active-duty Navy personnel has shown

that the behavior-list method results in a considerably higher sexual harassment incidence rate than the direct-question approach.

### **DoD Definition**

The 1995 DoD survey (both Form A and Form B) used the behavior-list approach to the question of sexual harassment. That is, respondents were not directly asked if they had experienced sexual harassment. Rather, they were presented with a list of behaviors that might be considered sexual harassment and asked to indicate which, if any, they had experienced. Respondents who reported any one of the behaviors were included in calculating the percentage who had experienced some form of sexual harassment.

The DoD approach of calculating an overall rate of sexual harassment as the percentage of respondents who experience one or more of the behaviors defines sexual harassment from a behavioral basis. This method thus includes the experiences of some respondents who might be unwilling to label certain behaviors as sexual harassment. The behavior lists in the DoD surveys include some less offensive behaviors (e.g., whistles) which respondents might not regard as sexual harassment. The lists also include actual and attempted rape and sexual assault, which respondents probably do not consider sexual harassment per se--indeed, those behaviors are far more egregious. Therefore, the DoD approach tends to produce an upper bound estimate that is limited only by the comprehensiveness of the behavior list.

### **NEOSH Definition**

The NEOSH survey defined sexual harassment using the direct-question method. Respondents were asked directly whether they had been sexually harassed in the previous year. Only those respondents who indicated they had experienced sexual harassment went on to answer the questions about the specific behaviors involved. Those who did not indicate sexual harassment were skipped to a subsequent section of the questionnaire.

Therefore, those respondents who experienced unwanted sex-related behavior, but who did not conclude it was sexual harassment *before* answering what kind of behavior(s), were not included in the percentage calculated from the NEOSH responses. In the NEOSH approach, the respondents had to first make a decision about whether they had been harassed, not just whether they had experienced any of the behaviors.

In screening respondents this way, the NEOSH survey is quite different from the DoD survey. For one thing, the NEOSH probably excludes both mild forms of objectionable behavior (e.g., whistles) and severe forms (e.g., rape), thereby resulting in a lower estimate of occurrence than that found in the DoD survey which includes them. In fact, the NEOSH includes a separate question on rape later in the questionnaire. In addition, some respondents will be unclear on what constitutes sexual harassment. Therefore, some occurrences of probable sexual harassment will not be included because these respondents are unsure or reluctant to call their experience(s) sexual harassment.

The direct-question method of the NEOSH is therefore conservative. It excludes from the count those respondents who are uncertain or confused regarding the definition of sexual

harassment. Similarly, the NIOSH methodology for defining sexual harassment is likely to exclude extreme behaviors in the category of assault and rape. The latter may not be regarded by most respondents as harassment but as something far more serious and deserving of a better descriptor. For all of the above reasons, the NIOSH estimate of women experiencing sexual harassment will tend to be the lower bound estimate. This lower bound estimate does not have the problem of the behavior-list method from uncertainty in how comprehensive a behavior list is used. However, this method is subject to a problem that people's understanding of what is harassment changes over time and this method does not allow for such changes to be measured.

### **Summary and Conclusions**

Although response rate differences and sampling error probably account for some of the disparity between the NIOSH and DoD rates, it is clear there is one main issue—the two surveys are quite dissimilar. While both are measuring levels of sexual harassment, they approach the problem with very different methodologies and questionnaire designs. The underlying definitions of sexual harassment are tied to the methodologies and designs.

The two surveys have very different approaches to eliciting the response that an individual has experienced sexual harassment, one filtering out respondents and one broadening the opportunities to report harassment. The NIOSH first asks whether the respondent has been sexually harassed. Those responding "Yes" are then asked to answer the behavior questions. The lead item, therefore, acts as a screening question for the behavior items. Only those respondents who reported sexual harassment are asked to define this harassment through a list of behaviors. The DoD questionnaire takes the opposite approach. Respondents are asked whether they experienced any of the types of unwanted sex-related attention in the list. This broadening of the definition prompts respondents to report behavior they might not otherwise regard as sexual harassment. By contrast, the NIOSH survey, without any prompting, screens out respondents at the beginning who say they have not experienced sexual harassment. The DoD questionnaire design thus estimates upper-bound rates of reporting sexual harassment, while the NIOSH questionnaire design estimates lower-bound rates.

The end result is that the DoD definition, by using a list of unwanted sex-related behaviors without labeling them "sexual harassment," is more inclusive than the NIOSH definition which requires the respondents to categorize themselves as sexually harassed before marking a list of behaviors. Differences of this type will invariably result in different estimates. It is not possible to make direct comparisons of the incidence rates between the NIOSH and the DoD surveys. Nor is it possible to recalculate either rate to make the numbers match. They are based on different definitions.

**TAB 2**





DEPARTMENT OF DEFENSE  
HUMAN RESOURCES ACTIVITY  
DEFENSE MANPOWER DATA CENTER  
1600 WILSON BOULEVARD SUITE 400  
ARLINGTON VA 22209-2593

22 FEB 1999

**MEMORANDUM FOR RECORD**

**SUBJECT: Standardization of Sexual Harassment and Discrimination Survey Measures**

The Standardization of Sexual Harassment and Discrimination Survey Measures meeting was held on 19-20 November 1998, at 1400 Key Blvd, Arlington, VA. Dr. Anita Lancaster, Defense Manpower Data Center (DMDC), welcomed attendees and Mr. William Leftwich, Deputy Assistant Secretary of Defense for Equal Opportunity, provided opening remarks. The list of attendees is at **Tab A**, the agenda is at **Tab B**, and meeting handouts provided by DMDC to each attendee are at **Tab C**.

**Introductory Statements**

Mr. Leftwich reviewed the purpose of the meeting – to identify a survey method for measuring sexual harassment that is acceptable to all Services and the Department of Defense (DoD). Mr. Leftwich indicated it was difficult to provide Congress and external agencies consistent data on sexual harassment rates because the Services and DoD use quite different survey methods to obtain those data. Since the survey methods vary significantly, inconsistent incidence rates are obtained. The reporting of these disparate numbers not only creates confusion, but also creates an appearance that the Services and DoD are not being truthful in their reporting of sexual harassment. Mr. Leftwich indicated it was time for the Services and DoD to adopt survey methods that would ensure that sexual harassment data are being collected in a uniform way.

COL Curtis Taylor, Director for Military Equal Opportunity, ODASD(EO), stressed the importance of resolving those differences that prevent the Services and DoD from constructing and implementing a standardized measure of sexual harassment. He indicated equal opportunity (EO) should not be treated as a minor concern. Rather, EO is an important issue in retaining quality people and building excellent military programs. COL Taylor pointed out that the recent worldwide EO conference addressed the importance of an integrated approach to these issues. He said the reason for meeting to develop a standard measure used by all of the Services was not to discard what had already been developed, but to identify the best practices for the measurement of sexual harassment. Noting that the Sexual Harassment and Unprofessional Relationships Process Action Team (SHURPAT) had recommended the use of common survey measurement methods, COL Taylor indicated the Services now must determine how to implement operationally that recommendation.

Mr. James Love, Deputy Director, Military Equal Opportunity, noted that there are many EO surveys being fielded and that there should be coordination of the Service-specific and DoD-wide EO surveys. He encouraged the Services and DoD to develop a schedule so that overlap

among surveys could be identified. He also indicated that DoD needs timely information on the effectiveness of training and actions taken to prevent/respond to EO complaints.

## Survey Methods

Dr. Lancaster indicated that several survey methodological issues inhibit common measurement of sexual harassment. She outlined several issues requiring discussion and/or resolution: use of the direct question approach versus a behavioral list, use of shorter versus longer behavioral lists, how to count those who had experienced sexual harassment, and research on the labeling of experiences as sexual harassment.

- (a) Use of a direct question approach (one item) versus a behavioral list approach (multiple items) – Some instruments use one item to assess harassment (e.g., “Have you been sexually harassed”) while others assess this with lists of behavioral items (e.g., “... individuals ... repeatedly told sexual stories or jokes that were offensive to you”).
- (b) Shorter versus longer behavioral lists – In its 1995 Gender Issues Survey—Form B (hereinafter referred to as the DMDC survey), DMDC used a 25-item behavioral list (question 71) to indicate sexual harassment. This behavioral list is longer than that used by the Services (except the Army, which recently adopted DMDC’s list). There needs to be consensus on how long that list should be, since the length of the list can influence incidence rates (generally, the longer the list of behavioral items, the higher the rates). The behavioral list used by the Merit System Protection Board (MSPB) in the 1980s (and used by DMDC in 1988 and by some of the Services in their surveys) did not include items reflecting “quid pro quo” or sexist behaviors. Dr. Lancaster indicated that we need a list of behaviors that reliably reflects the spectrum of sexual harassment behaviors. It should not be a potpourri of items consolidated from different behavioral lists; rather, the list and its length can be empirically determined from preexisting research.
- (c) Counting – Dr. Lancaster indicated that senior DoD officials always will want to know to what extent sexual harassment is occurring and whether or not it continues to be a problem over time. Thus, how we calculate or “add up” the sexual harassment counts is important and must be resolved for Service-specific and DMDC surveys to be consistent in reporting results.
- (d) Labeling – Whether a respondent labels a particular experience sexual harassment varies from individual to individual. Dr. Lancaster indicated there is evidence that, when some respondents see a survey section labeled “Sexual Harassment,” or are asked one question, “Have you experienced sexual harassment,” they react to the label of “sexual harassment” and may skip out of the entire section. Research on the “self-labeling” of sexual harassment suggests that in most populations surveyed, only half of those who check items off a behavioral list may indicate the behaviors constituted sexual harassment. However, new research examining outcomes (such as health, psychological well-being, and job satisfaction) indicates that women experiencing comparable amounts of sexual harassment behavior report negative outcomes regardless of whether or not they label what occurred as sexual harassment.

**ARMY.** Dr. Morris Peterson from the Army Research Institute for the Behavioral and Social Sciences presented information on the Army's approach to tracking sexual harassment and racial/ethnic harassment and discrimination. His handouts are at **Tab D**. Dr. Peterson briefly recounted the history of the Sample Survey of Military Personnel (SSMP) from its first administration in 1943 to current biannual surveys. Dr. Peterson noted that findings from recent administrations indicate that the incidence of sexual harassment is decreasing, and that strong leadership is related to a lower incidence of sexual and racial/ethnic harassment and discrimination. These trend data have been derived from use of the direct question approach, although the behavioral list approach is now included in the SSMP.

In the Spring 1998 SSMP, the Army included a section entitled "Gender-Related Experiences" which included items from question 71 on the DMDC survey. Later in that questionnaire, respondents were asked "During the last 12 months, have YOU been sexually harassed by someone where you work (in the Army)? MARK ONE." There were five response categories: "No"; "Yes, 1 time"; "Yes, 2 times"; "Yes, 3 times"; and "Yes, 4 or more times." Respondents who marked any of the "Yes..." choices were considered sexually harassed. Using this direct question approach resulted in 24% of Army females indicating they had been sexually harassed. As explained earlier, this direct question approach produced a "lower bound" percentage compared to the results obtained from the DMDC survey which employed the behavioral list approach.

Dr. Peterson indicated that the Army: (a) supports the use of a short set of core items for obtaining data to calculate official sexual harassment incidence rates and (b) supports the Services retaining the option to include additional items which examine other issues related to sexual harassment. The Army does not support requiring small surveys (e.g., unit climate surveys) to use the core items.

Other Army representatives also recommended reviewing the items in question 71 of the DMDC survey for redundancy and, where possible, eliminating overly negative wording (i.e., use a positive focus wherever feasible). Also, Army representatives recommended separating rape and attempted rape from the count of sexual harassment since these are considered (and litigated as) criminal offenses and not sexual harassment for active duty military personnel.

**NAVY.** Dr. Paul Rosenfeld from the Navy Personnel Research and Development Center presented the survey approach taken by the Navy and Marine Corps to assess sexual harassment. His handouts are at **Tab E**. In addition, Dr. Rosenfeld demonstrated the Command Assessment Team Survey System (CATSYS) used by the Navy since 1993 to assess EO and sexual harassment at the command level. The comparable tool for the Marine Corps, the Marine Corps Command Assessment Survey System (MCCAS), was developed in 1995 and has since been implemented throughout the USMC.

The Navy/Marine Corps presentation described five concerns about creating and implementing a standard measure of sexual harassment: the loss of historical data (the Navy has been tracking sexual harassment for a decade), comparison of Service-wide and unit survey results, timeliness of results, need for Service-specific questions, and potential impact on the Navy and Marine Corps. In later discussions, other issues were also raised. The Navy/Marine

Corps asserted that the current behavioral list in the DMDC survey is too long for incorporation into their surveys. A goal for the Navy and Marine Corps would be to minimize the number of items, to the extent possible, that must be added to their already comprehensive Navy Equal Opportunity Sexual Harassment Survey and Marine Corps Equal Opportunity Survey. These Services also support excluding items on rape and attempted rape from the sexual harassment incident rate. There is concern, however, about the placement of the direct question item ("Have you been sexually harassed?") which is item 52 on the Army's current SSMP and item 72 on the DMDC survey. The Navy/Marine Corps also noted that we must decide whether/how we will use question 84 from the DMDC survey (severity of the behavior ranging from annoying to threatening) in defining sexual harassment. The Navy is also concerned about how to keep a baseline against which to make comparisons over time. COL Phillip Torres (USMC) expressed reservations about development and use of a standardized measure by the USMC.

**AIR FORCE.** MAJ Brent Bailey and MSgt Mark Dallaire provided an overview of Air Force unit command assessments by discussing the Equal Opportunity and Treatment Unit Climate Assessment Survey and the policy guiding its implementation. Their handouts are at **Tab F**. Similar to the Coast Guard and Reserve Components, the Air Force does not collect Service-level data on EO and has relied primarily on DMDC surveys for these data.

The Air Force indicated it supports the use of core items from the DMDC survey, but is concerned about how counting issues will be resolved and that the standardized measure not be lengthy. Another concern is identifying what types of behaviors should be included in the core list, but not used in the count of those who had been sexually harassed. The Air Force supports keeping "sexist behaviors" in the standard measure but reminded attendees that we need a better, clearer definition of sexual harassment to guide how we decide to count people. For example, since rape and attempted rape are not considered sexual harassment for active duty military members, the Air Force supports including the criminal items (rape/attempted rape) on surveys, but not counting them as sexual harassment.

**COAST GUARD.** The Coast Guard reported it does not collect Service-level data on sexual harassment or racial/ethnic harassment and discrimination. It uses and plans to continue to use the DMDC surveys and findings as its source of data on EO. The Coast Guard supports the use of core questions.

**RESERVE COMPONENTS.** On Thursday, COL Steven Fisher (OASD-Reserve Affairs) represented the Reserves. Colonel Fisher indicated that the Reserve Components wish to be included in all Service surveys as a reflection of the total force concept. The Reserves supported the use of core questions from the DMDC survey with only minor modifications. DMDC personnel noted that the Office of the Assistant Secretary of Defense for Reserve Affairs has planned an omnibus survey of its service members and spouses for the year 2000. Whether or not the topic of sexual harassment will be covered on this survey is yet to be determined.

LTC James Calandro represented the National Guard Bureau and recommended that the National Guard also be included in Service-wide data collections. LTC Calandro also asked that researchers examine how survey items are used to determine the impact of sexual harassment on the target's career and to modify or improve them as necessary.

**DOD FINDINGS AND PLANS.** Dr. Anita Lancaster (DMDC) presented an overview of findings from the DMDC survey. Dr. Jacquelyn Scarville (DMDC) presented an overview of the development of the 1996 Equal Opportunity Survey and provided the factor structure used in the analyses. Copies of the surveys are at **Tab G**.

### **Summary of Concerns Regarding the Development and Implementation of a Standard Measure of Sexual Harassment**

Overall, there were at least six concerns expressed regarding the development of a new measure of sexual harassment:

- (a) Length – Some view the behavioral list (question 71) on the DMDC survey as too long for inclusion in the Services' survey instruments. The Services asked if a shorter version could be developed based on empirical analyses by the DMDC staff and its contractor.
- (b) Rape and attempted rape – The Services indicated that items that represent criminal behavior (rape and attempted rape) should be used in questionnaires on sexual harassment but should be reported separately from behaviors that clearly constitute sexual harassment.
- (c) Redundancy – The Services asked if items in the behavioral list (question 71) on the DMDC survey are redundant and if any can be eliminated.
- (d) Phrasing – Army representatives asked if items in question 71 of the DMDC survey could be reexamined to ensure they are not unnecessarily negative.
- (e) Transition – Currently, at least two Services (Navy and Marine Corps) use a shorter list of behaviors to measure sexual harassment. Transitioning to the newly developed measure will require planning and preparation.
- (f) Counting – The Services and DMDC agree that we need to decide how to count/report those who experience sexual harassment. We need to decide whether to count incidents occurring only at work (currently done by Army) or incidents occurring on the installation/ship (Navy/Marine Corps). In addition, we need to decide whether to include incidents occurring off-base involving other military personnel (Air Force). Finally, we need to decide whether to count as sexually harassed those who check items on the behavioral list but then indicate that what they experienced did not constitute sexual harassment. This issue is tied to an examination of recent research on self-labeling. Lastly, if the method ultimately selected for counting differs from past Service or DoD-wide approaches, or if the list of behaviors used in the 1995 DMDC survey is altered, we need to determine whether we can recalculate any of the former incidence rates using the new method.
- (g) Use of core questions – The Services and DMDC will need to agree on which surveys will use the core questions and whether the core questions will be used only when data are collected for external reporting and an official number is required (e.g., for the Office of the Secretary of Defense or Congress).

## **DMDC Proposal**

On Friday, Drs. Elig and Lancaster proposed a method of measuring sexual harassment on surveys. A copy of the proposal is at **Tab H**. The proposal includes the following:

- (a) DMDC will pursue development of core questions from items 71a-x on the DMDC survey. Every effort will be made to determine if the list can be shortened and whether redundancies and negative phrasing can be eliminated and reduced. Although the rape and attempted rape items will continue to be included on the behavioral list, they will not be included in the sexual harassment incidence rate. Researchers at the University of Illinois will examine the items to determine empirically (perhaps performing an Item Response Theory analysis) which items can be eliminated without affecting the reliability of the measure and its factor structure.
- (b) DMDC will pursue development of a method for counting who is sexually harassed. One approach meeting attendees discussed was reporting incidence rates for 3 factors: crude/offensive behaviors (items 71a-d, f, g, l, m); unwanted sexual attention (items 71o, p, s-v), and sexual coercion (items 71o, p, s-v). The items reflecting sexist behavior (items 71e, h, i, k) and rape and attempted rape (items 71w, x) could be considered as “other gender-related incidents.”
- (c) The section of surveys containing the core questions will be labeled “Gender-Related Experiences.” The label “sexual harassment” would not be used on any surveys designed to report sexual harassment incident rates until after a respondent had filled out the behavioral list. The Services could add additional items after the core questions. On command climate surveys, the Services would not be required to use the core questions.
- (d) DMDC will examine whether the standard measure could be enhanced by including an indicator of severity (item 84 on the DMDC survey) or other items which describe the one situation with the greatest effect on the respondent.

## **Reactions to the Proposal**

After the proposal was presented to meeting attendees, representatives from each Service met in small groups to formulate reactions.

- (a) Air Force – The Air Force concurred with the proposal with one exception. It considers items in the “sexist behavior” factor as sexual harassment and believes these items should be used for counting purposes and included in the core measure of sexual harassment measure. Also, Air Force representatives asked that DMDC review its data on item 71h. Should it be considered part of the crude/offensive behavior subscale of sexual harassment since its factor loading is not entirely clear? The Air Force also indicated that keeping questions 73 (the situation with the greatest effect on the target) and 84 were critical. The Air Force supports including items on rape and attempted rape in surveys, but not including data from these items in the calculation of sexual harassment incidence rates.
- (b) Army – The Army raised concerns about how to calculate the overall incident rate. There were concerns about the use of questions 73 and 84 from the DMDC survey

and whether these questions were to be used in the calculation of incident rates. The Army prefers that question 72 be used as a screener in conjunction with questions 73 and 84 to determine incidence rates. Army representatives emphasized that the Services must be involved in the construction of a sexual harassment measure for calculation of incident rates. In addition, Army representatives stressed the need to clarify instructions to respondents regarding the location of the incident (e.g., “where you work” “on/off duty”; “on/off base”). The Army indicated DMDC might consider breaking the behavioral list in question 71 into pieces (perhaps 3 pieces to correspond with each factor).

- (c) Reserves – Instructions to respondents regarding the location of the incident (“where you work” “on/off duty”; “on/off base”) may have somewhat different interpretation to Reservists and will need clarification. The wording must be tailored to indicate that respondents should consider events occurring in their military environment and in their military jobs.
- (d) Navy – Navy/Marine Corps representatives noted that the number of items contained in the core measure is not a trivial issue and has cost implications. They also suggested that perhaps racial/ethnic discrimination and sexual harassment be examined in one survey. These representatives suggested that the sexist behavior items be omitted from the core measure and that the Services be allowed to omit these items from their surveys for internal use. Therefore, the core items would be those questions on the crude/offensive behavior, unwanted sexual attention, and sexual coercion factors. Another issue concerned the names of Navy/Marine Corps surveys. These Services felt it was important to retain the current names of their surveys (i.e., NEOSH—Navy Equal Opportunity and Sexual Harassment Survey). They also pointed out that gender-integrated training is an important, current issue and DMDC’s use of the survey title “Gender Issues” may be confusing to some respondents. The Navy and Marine Corps will use their approach in their current administration of EO surveys. They agreed to implement the standardized measure after the next administration of the DMDC sexual harassment survey and after results from that survey have been released. This will establish the new methodology and also provide comparison information.
- (e) Coast Guard – The Coast Guard supported retaining question 72 from the DMDC survey, and expressed a preference for use of the title “Gender-related Experiences” in the section where the core questions appeared. The Coast Guard also expressed support for the use of items from the 3 factors (named in the proposal) for counting those who experienced sexual harassment.

Attendees concluded the meeting with a review of the major points of the proposal and expressed the belief that considerable progress toward standardization of survey sexual harassment measurement and reporting had been made. In summary, the Air Force and Coast Guard indicated they would continue to rely on the DMDC survey as their measure of sexual harassment and asked that it be conducted on a regular basis so that Service-specific needs for the data could be met. The Army indicated it already had begun to include the behavioral list from the DMDC survey in its own biannual survey and would work with DMDC to ensure a smooth transition to a common approach. The Navy and Marine Corps, which had been using the direct question approach, agreed to use the standardized approach after completion of its next

wave of surveys and in concert with the next administration of the DMDC survey. Marine Corps representatives stressed the importance of DMDC adopting a regular schedule of survey administration and prompt release of survey results to the Services.

The meeting adjourned at 1200 on 20 November 1999.

A handwritten signature in black ink, reading "Anita R. Lancaster". The signature is written in a cursive style with a large initial 'A'.

Anita R. Lancaster  
Assistant Director

Attachments  
As stated

**TAB 3**



# Inter-Service Survey Coordination Committee

## Service Representatives

### Army

Dr. Morris Peterson  
ATTN: TAPC-ARI-PS  
5001 Eisenhower Ave.  
Alexandria, VA 22333-5600

(peterson@ari.army.mil)  
(703)617-7803  
Fax: (703)617-7802  
DSN Prefix: 767

### Air Force

Mr. Charlie Hamilton  
AFPC/DPSAS  
550 "C" St West Suite 35  
Randolph AFB, TX 78150-4737

(charles.hamilton@afpc.randolph.af.mil)  
(210) 565-2448  
Fax: (210) 565-3926  
DSN prefix: 665

John Bell, Lt Col, USAF  
HQ USAF/DPFPT  
1040 Air Force Pentagon  
Washington, DC 20330-1040

(john.bell@pentagon.af.mil)  
(703) 614-4018  
Fax: (703) 695-8011  
DSN prefix: 225

### Navy

Paul Rosenfeld  
Bureau of Naval Personnel (Pers-00J)  
#2 Navy Annex, R. 1614  
Washington, DC 20370

(p00jx@bupers.navy.mil)  
(703)695-2850  
Fax: (703)695-9922  
DSN Prefix: 225

LT Kenneth P. Sausen  
Navy Personnel Command (PERS-00N)  
5720 Integrity Drive  
Millington, TN 38055-0000

(P00N3@persnet.navy.mil)  
(901) 874-4647  
Fax (901) 874-2782  
DSN Prefix: 882

### Marine Corps

Cpt John America  
Headquarters Marine Corps  
Marsh Center  
Manpower and Reserve Affairs (MPP050)  
3280 Russell Road  
Quantico, VA 22134-5103

(AmericaJF@manpower.usmc.mil)  
(703) 784-9367  
Fax: (703) 784-9853 -Manpower Analysis  
DSN Prefix: 278

### Coast Guard

Ms. Mary L. Norwood  
Commandant US Coast Guard (G-WTT-2)  
Training Policy and Quota Management Division  
Room 5100  
2100 Second St., SW  
Washington, DC 20593-0001

(mnorwood@comdt.uscg.mil)  
(202) 267-2987  
Fax: (202) 267-4493



**TAB 4**



# STANDARDIZED APPROACH TO SURVEY MEASUREMENT OF SEXUAL HARASSMENT

## BACKGROUND

Historically, there have been dramatic differences in how the Department of Defense (DoD)-wide and Service-wide surveys of gender issues measure sexual harassment. For example, two major approaches that produce widely disparate results are: (1) the use of behavioral lists where respondents check specific behaviors they have experienced; and (2) the use of a direct question – Have you experienced sexual harassment (yes/no). The use of varying survey measures of sexual harassment led to the reporting of inconsistent incident rates for the DoD.

In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve Component representatives to review existing measures and make recommendations for a standardized method for use in both Service-wide and DoD-wide surveys. Based on this input and extensive analyses of existing survey data, the Defense Manpower Data Center (DMDC) developed a standardized measure that addresses the Service concerns while being technically sound and defensible. The resulting measure consists of two survey questions, based on 19 behavioral items. These two questions represent the “DoD Sexual Harassment Core Measure” for any future surveys that will be used to report individual Service, Reserve Component, or overall DoD sexual harassment incident rates.

The measure and implementation guidance are contained in the following sections.

## MEASURE

Nineteen behaviorally based items make up the core of the measure (attached). These behaviors are intended to represent a continuum of unprofessional, gender-related behaviors--not just sexual harassment--along with an open item for write-in responses of “other gender-related behaviors.” This continuum includes sexist behavior (b, d, g, and i), sexual harassment (a, c, e, f, h, j, k, l, m, n, o, and p) and sexual assault (q and r). The sexual harassment behaviors can be further categorized as crude/offensive behaviors (a, c, e, and f), unwanted sexual attention (h, j, m, and n), and sexual coercion (k, l, o, and p). The 12 sexual harassment behaviors are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

In Question 1, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from “Never” to “Very often.” Question 1 has two stems – for use in surveys with Active-duty or Reservist Component personnel. These slight variations in stems are necessary to properly set the stage for the two unique populations (i.e., full-time versus part-time participation). This variation in stems is the sole difference in the measures for Active and Reserve Component members.

The second and final question in the DoD Core Measure of Sexual Harassment asks the respondents to indicate whether they considered behaviors to be sexual harassment (i.e., none, some, all). This question is used in calculating the incident rate for overall sexual harassment. Specific details on counting rates of incidents will follow in separate guidance.

### **IMPLEMENTATION**

The core measure reported here will be used in all future Service-wide or DoD-wide surveys measuring sexual harassment. Additional stipulations for using the DoD Core Measure of Sexual Harassment include:

- The Core Measure will be presented in the same fashion as appears in the attachment to include “introductory boxes,” response scales, etc. The applicable stem for Question 1 will be used to match the population to be sampled (i.e., Active or Reserve). The term “sexual harassment” will NOT appear anywhere prior to the Core Measure.
- Use of this measure does not preclude the individual Services or Reserve Component from asking additional questions on other issues related to sexual harassment after the Core Measure.

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

Very Often  
Often  
Sometimes  
Once or twice  
Never

**Active Component Introduction**

1. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

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

**Military Personnel**

on- or off-duty

on- or off-installation or ship; and/or

**Civilian Employees and/or Contractors**

In your workplace or on your installation/ship where one or more of these individuals (of either gender) . . .

**Reserve Components Introduction**

In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months, while in paid status, have you been in situations involving military personnel or civilians/contractors employed by the military where one or more of these individuals (of either gender)...

Very Often  
Often  
Sometimes  
Once or twice  
Never

- a. Repeatedly told sexual stories or joke that were offensive to you?
- b. Referred to people of your gender in insulting or offensive terms?
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
- e. Made offensive remarks about your appearance, body, or sexual activities?
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you?
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?

- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
- i. Put you down or was condescending to you because of your gender?
- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
- m. Touched you in a way that made you feel uncomfortable?
- n. Made unwanted attempts to stroke, fondle, or kiss you?
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative?
- q. Attempted to have sex with you without your consent or against your will, but was not successful?
- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.)

Please print.

2. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sexual harassment?
- a.  None were sexual harassment
  - b.  Some were sexual harassment; some were not sexual harassment
  - c.  All were sexual harassment
  - d.  Does not apply—I marked "Never" to every item in the previous question



# Appendix C

## **Survey Method For Counting Incidents of Sexual Harassment**





PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000  
APR 28 2002



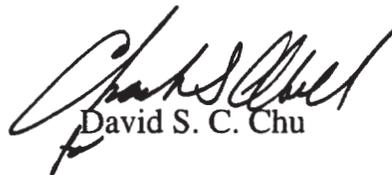
MEMORANDUM FOR ASSISTANT SECRETARY OF ARMY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF NAVY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF AIR FORCE (MANPOWER  
AND RESERVE AFFAIRS)

SUBJECT: Survey Method for Counting Incidents of Sexual Harassment

For the past several years, the Department has been developing a standardized approach for measuring sexual harassment on personnel surveys. This has involved both developing a core set of items that would be used on all surveys and a method for counting incidents of these types of behaviors.

On March 12, 2002, I sent you guidance on the core set of items that will be used in all personnel surveys. We now have completed our work on the method for counting incidents and it is ready for implementation. To ensure this information and the earlier guidance are integrated, we combined them into one document (Tab 1). This document represents the culmination of efforts by Service and DoD representatives to develop a core measure that: a) separates behaviors indicative of sexual harassment from other unprofessional, gender-related behaviors, and b) includes a standardized approach to counting incidents.

I ask that you transmit this guidance to those who manage your personnel survey programs. This measurement approach must be used in all DoD-wide and Service-specific surveys that include sexual harassment measurement. The use of this method in unit-specific assessments of sexual harassment is optional. If you have questions, please contact Dr. Anita R. Lancaster at (703) 696-5837.

  
David S. C. Chu

Attachments:  
As stated





**TAB 1**



# STANDARDIZED APPROACH TO SURVEY MEASUREMENT OF SEXUAL HARASSMENT

## BACKGROUND

Historically, there have been dramatic differences in how the Department of Defense (DoD)-wide and Service-wide surveys of gender issues measure sexual harassment. For example, two major approaches that produce widely disparate results were: (1) the use of behavioral lists where respondents check specific behaviors they have experienced; and (2) the use of a direct question – Have you experienced sexual harassment (yes/no). The use of varying survey measures of sexual harassment led to the reporting of inconsistent incident rates for the DoD.

In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve Component representatives to review existing measures and make recommendations for a standardized method for use in both Service-wide and DoD-wide surveys. Based on this input and extensive analyses of existing survey data, the Defense Manpower Data Center (DMDC) developed a standardized measure that addresses the Service concerns while being technically sound and defensible. The resulting measure consists of two survey questions, based on 19 behavioral items. These two questions represent the “DoD Sexual Harassment Core Measure” for any future surveys that will be used to report individual Service, Reserve Component, or overall DoD sexual harassment incident rates.

The measure, counting approach, and implementation guidance are contained in the following sections.

## MEASURE

Nineteen behaviorally based items make up the core of the measure (attached). These behaviors are intended to represent a continuum of unprofessional, gender-related behaviors--not just sexual harassment--along with an open item for write-in responses of “other gender-related behaviors.” This continuum includes sexist behavior (b, d, g, and i), sexual harassment (a, c, e, f, h, j, k, l, m, n, o, and p) and sexual assault (q and r). The sexual harassment behaviors can be further categorized as crude/offensive behaviors (a, c, e, and f), unwanted sexual attention (h, j, m, and n), and sexual coercion (k, l, o, and p). The 12 sexual harassment behaviors are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

In Question 1, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from “Never” to “Very often.” Question 1 has two stems – for use in surveys with Active-duty or Reservist Component personnel. These slight variations in stems are necessary to properly set the stage for the two unique populations (i.e., full-time versus part-time participation). This variation in stems is the sole difference in the measures for Active and Reserve Component members.

The second and final question in the DoD Core Measure of Sexual Harassment asks the respondents to indicate whether they considered behaviors to be sexual harassment (i.e., none, some, all). This question is used in calculating the incident rate for overall sexual harassment. Specific details on counting rates of incidents follow.

## COUNTING APPROACH

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single step process. That is, did the individual indicate experiencing at least one of the behaviors indicative of a category at least once (response options “Once or twice” to “Very often) in the previous 12 months. The categories and corresponding items are as follows.

- A. Sexist Behavior (1.b, 1.d, 1.g, or 1.i),
- B. Crude/Offensive Behavior (1.a, 1.c, 1.e, or 1.f),
- C. Unwanted Sexual Attention (1.h, 1.j, 1.m, or 1.n),
- D. Sexual Coercion (1.k, 1.l, 1.o, or 1.p), and
- E. Sexual Assault (1.q or 1.r).

The counting algorithm for the *Sexual Harassment Incident Rate* is a two-step process. This counting algorithm can be depicted as follows:

1. Respondent indicates experiencing any of 12 sexual harassment behaviors (1.a, 1.c, 1.e, 1.f, 1.h, 1.j, 1.k, 1.l, 1.m, 1.n, 1.o, or 1.p) at least once in past 12 months, and
2. Indicates at least some of the behaviors experienced were sexual harassment (2.b or 2.c)

Rates, to include sexual harassment, will be reported as percentages. These percentages will be calculated by dividing the number of respondents who match the criteria for the measure (e.g., indicated that a behavior occurred at least once) divided by the total number of respondents who completed surveys. To be counted as a complete survey the respondent must have provided (a) at least one response (Never, Once or twice, Sometimes, Often, Very often) in item 1 and (b) answered at least 50% of non-skippable items on the survey.

## IMPLEMENTATION

The core measure and counting approach reported here will be used in all future Service-wide or DoD-wide surveys measuring sexual harassment. Additional stipulations for using the DoD Core Measure of Sexual Harassment include:

- The Core Measure will be presented in the same fashion as appears in the attachment to include “introductory boxes,” response scales, etc. The applicable stem for Question 1 will be used to match the population to be sampled (i.e., Active or Reserve). The term “sexual harassment” will NOT appear anywhere prior to the Core Measure.
- Use of this measure does not preclude the individual Services or Reserve Component from asking additional questions on other issues related to sexual harassment after the Core Measure.

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

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Often |  
Sometimes | |  
Once or twice | | |  
Never | | | |

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**Military Personnel**

**on- or off-duty**

**on- or off-installation or ship; and/or**

**Civilian Employees and/or Contractors**

**In your workplace or on your installation/ship where one or more of these individuals (of either gender) . . .**

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In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months, while in paid status, have you been in situations involving **military personnel or civilians/contractors employed by the military** where one or more of these individuals (of either gender)...

Very Often  
Often |  
Sometimes | |  
Once or twice | | |  
Never | | | |

- a. Repeatedly told sexual stories or joke that were offensive to you?
- b. Referred to people of your gender in insulting or offensive terms?
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
- e. Made offensive remarks about your appearance, body, or sexual activities?
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you?
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?

- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
- i. Put you down or was condescending to you because of your gender?
- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
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- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.)

Please print.

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  - c.  All were sexual harassment
  - d.  Does not apply—I marked "Never" to every item in the previous question



**REPORT DOCUMENTATION PAGE**

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<b>1. REPORT DATE (DD-MM-YYYY)</b> 1 March 2004		<b>2. REPORT TYPE</b> Final Report		<b>3. DATES COVERED (From - To)</b> December 2001-March 2004	
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				<b>5c. PROGRAM ELEMENT NUMBER</b>	
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				<b>5e. TASK NUMBER</b>	
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				<b>11. SPONSOR/MONITOR'S REPORT NUMBER(S)</b> 2004-001	
<b>12. DISTRIBUTION/AVAILABILITY STATEMENT</b> Approved for Public Release; distribution unlimited.					
<b>13. SUPPLEMENTARY NOTES</b> This report is substantively the same as DMDC Report No. 2003-026, dated November 2003, with an expanded introductory chapter.					
<b>14. ABSTRACT</b> This report provides the results for the 2002 Status of the Armed Forces Survey - Workplace and Gender Relations (2002 WGR). The overall purpose of the 2002 WGR is to document the extent to which Service members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events, and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Survey results are tabulated in this report as a DoD total by gender, and for the subgroups Service by gender, and paygrade group by gender.					
<b>15. SUBJECT TERMS</b> Sexual harassment, sexist behavior, sexual assault, sex discrimination, gender relations, leadership, policies and programs					
<b>16. SECURITY CLASSIFICATION OF:</b>			<b>17. LIMITATION OF ABSTRACT</b>  UU	<b>18. NUMBER OF PAGES</b>  160	<b>19a. NAME OF RESPONSIBLE PERSON</b> Anita Lancaster
<b>a. REPORT</b>  U	<b>b. ABSTRACT</b>  U	<b>c. THIS PAGE</b>  U			<b>19b. TELEPHONE NUMBER (Include area code)</b>  (703) 696-5837

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