



Information and Technology for Better Decision Making

2004 Workplace and Gender Relations Survey of Reserve Component Members

Administration, Datasets, and Codebook

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**2004 WORKPLACE AND GENDER RELATIONS
SURVEY OF RESERVE COMPONENT MEMBERS:
ADMINISTRATION, DATASETS, AND CODEBOOK**

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2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

The *Human Resource Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel needs of the Under Secretary of Defense for Personnel and Readiness. These surveys assess the attitudes and opinions of the entire Department of Defense (DOD) community—active, reserve, civilian employees, and family members—on a wide range of personnel issues. The Web-based survey program, known as the Status of Forces Surveys (SOFS) provides timely data on active, reserve, and civilian employees. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations with limited Internet access (e.g., spouses of active duty and Reserve members).

This report provides information on the administration of the *2004 Workplace and Gender Relations Survey of Reserve Component Members* hereinafter referred to as *2004 WGRR*.

The *2004 WGRR* utilized both modes of administration—the Web as well as paper-and-pencil—and was designed to document the extent to which Reserve members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Reserve members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Data were collected by mail and Web, between March 2004 and June 2004. The sample consisted of 76,031 Reserve Component Members. A total of 26,443 eligible members returned usable surveys, which represent an adjusted weighted response rate of 42%.

Overview of Report

The next section of this report, the methods section, not only documents how the survey was conducted, but describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights.

The third section of the report describes the survey analysis file layout and key variables. This section and the remaining appendices (C-J) address issues in the analysis of the survey data. Conventions for variable naming and construction are introduced in this section with details given in Appendices C (annotated questionnaire), D (explanation of coding), and I (explanation of key analytic variables). Explanations for the groupings of variables seen in the positional list of variables in Appendix F are discussed in this section as well as a description of information available in Appendix G for each variable. Appendix G contains details for variables in the same order that the variables are listed in Appendix F. In addition to the variables available on the basic survey dataset, Appendix G contains details for the Privacy Act confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents. Privacy Act confidential variables are identified and listed in Appendices E and F. Key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files

are introduced in this section. Examples of analyses are given in Appendix J. The SAS code used to construct the analytic variables are included in Appendix I. Appendix H provides the record layout for the basic survey dataset flat file.

Method

Survey Instrument

A copy of the 16-page 2004 WGRR is provided in Appendix A. The survey can be grouped into seven sections.

- *Background* – includes information on gender, race/ethnicity, education, duty status, Service, Paygrade and length of time in service.
- *Satisfaction and Retention Intention* – includes questions on length of service and overall satisfaction with the National Guard/Reserve and Reserve duty.
- *Military/Civilian Personnel Categories and Civilian Education Status* – includes questions on activation, deployment, civilian job status and civilian school status.
- *Military Workplace*– includes questions on gender of immediate workgroup, Paygrade of immediate supervisor and length of time in present military unit.
- *Readiness, Health, and Well-Being* – includes questions on individual preparedness and physical and emotional health.
- *Gender-Related Experiences in Military* – includes questions on the extent to which gender experiences were reported and, if reported, members' satisfaction with the complaint process and outcome.
- *Personnel Policy and Practices* – includes questions on the amount of training on sexual harassment, members' assessment of the effectiveness of training received, and service member's views on current policies designed to prevent or reduce sexual harassment.

The 2004 WGRR continues a line of research begun in 1988. In 1988, 1995 and 2002, DMDC conducted Joint Service surveys of active-duty members on gender issues. Since 1995, the questionnaire was designed to both estimate the level of sexual harassment and provide information on a variety of consequences of harassment (Bastian, Lancaster, & Reyst, 1996). The 2004 WGRR was modeled on its predecessors to incorporate the best practices and survey measures developed over 15 years of DMDC survey research on sexual harassment in the active duty military population; however, as the first survey of workplace and gender issues for Reserve component members, the 2004 WGRR survey items were adapted to the organizational elements of the Reserve and National Guard. Survey content was developed based on input from the Office of the Assistant Secretary of Defense for Reserve Affairs (RA) and the Office of the Deputy Under Secretary of Defense for Equal Opportunity. Additionally, content was informed by findings from focus groups that were held with Reserve component members (DMDC, 2005).

Focus groups were conducted in January of 2001, with researchers from DMDC administering paper-and-pencil surveys to each of the four sessions--male officers, female officers, male enlisted and female enlisted comprising each group. Participants for the focus group were selected by Reserve Affairs.

Sample

The population of inferential interest for the 2004 WGRR consisted of Drilling Unit, Military Technician (MILTECH), Active Guard/Reserve (AGR/TAR; Title 10 and Title 32), and Individual Mobilization Augmentee (IMA) members of the Selected Reserve from the U.S. Army National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Marine Corps Reserve, Air National Guard, U.S. Air Force Reserve, and U.S. Coast Guard Reserve, up to and including Paygrade O-6, with at least 7 months of service at the time the first questionnaire was mailed. The sampling frame consisted of 876,303 records from the July 2003 Reserve Personnel Edit File.

The sample for the 2004 WGRR consisted of a stratified random sample of 76,031 individuals, of whom 67,459 were determined to be eligible members of the population. The sample design considered requirements for analyses by Reserve Organization, gender, Paygrade group, racial/ethnic group membership, Reserve Program and Activation Status.

Stratification Variables

The sampling frame was constructed using the six stratification variables (RORG_CD, RSEX, RPAYGRP1, RETHC2, RPROG1 and ACTVGRP) listed in Table 1. These six variables were used to create stratification cells. A single variable, WG03CELL, was created as an index variable for the strata.

Table 1.
Stratification Variables

Dimension of Stratification	Levels
Reserve Organization (RORG_CD)	Air National Guard Army National Guard US Air Force Reserve US Army Reserve US Coast Guard Reserve US Marine Corps Reserve US Naval Reserve Unknown
Gender (RSEX)	Male Female
Paygrade Group (RPAYGRP1)	E1 to E3 E4 E5 to E6 E7 to E9

Dimension of Stratification	Levels
	WO1 to WO5 O1 to O3 Unknown O4 to O6
Race/Ethnic Category (RETHC2)	Minority Non-minority Unknown
Reserve Program (RPROG1)	TPU AGR/TAR MILTECHNICIANS IMA Unknown
Active DEERS & RCCPDS (ACTVGRP)	Active DEERS Special Ops. Active DEERS & RCCPDS Prior Active RCCPDS Never Active RCCPDS

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy officials. These reporting domains were defined by using the 4 demographic variables shown in Table 2. Multiple versions of these variables were created that differed in the level of detail. Less detailed variables were used to define domains for analyses within the seven components than were used to define domains at the DoD level.

Next, Elig (2003) determined the number of people who would be sampled for each stratum using a sample-planning tool developed for DMDC (Kavee & Mason, 1997). A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory is used in the sample-planning tool to determine an optimized sample size and allocation—a sample that would achieve at minimal cost the precision levels required for each analytic domain. The Kuhn-Tucker theory provides an optimal solution to satisfy precision constraints (e.g., ± 5 percentage points) imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy officials.

Table 2.
Factors Defining Key Reporting Domains

Variable	Categories
Reserve Organization (RORG_CD)	Air National Guard Army National Guard US Air Force Reserve US Army Reserve US Coast Guard Reserve US Marine Corps Reserve US Naval Reserve Unknown
Paygrade Group (RPAYGRP1)	E1-E3 E4 E5-E6 E7-E9 W1-W5 O1-O3 O4-O6 Unknown
Race/Ethnic Category (RETHC3)	Non-Minority Non-Hispanic Black Hispanic Other Race Unknown
Reserve Program (PROGRAM1)	TPU AGR 10 AGR 32 MILTECH IMA Unknown
Gender (RSEX)	Male Female Unknown
Activation Status (SOCLE24F)	Not Activated Activated

Constructing the Frame and Drawing the Sample

DMDC's July 2003 Reserve Personnel Edit File was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. The specified definition of the population, described above, resulted in a sampling frame with 876,303 eligible members. A non-proportional stratified, single stage random sample of 76,031 members was

selected to receive the 2004 WGRR. Table 3 presents a summary of the sample allocation by Reserve Organization.

Table 3.
Sample Allocation for the 2004 Workplace and Gender Relations Survey of Reserve Component Members

	Total	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Coast Guard Reserve
Sample Total	76,031	25,055	21,471	8,204	5,263	7,470	6,213	2,355
Active DEERS & RCCPDS								
Active, DEERS Special Ops	13,546	4,171	3,575	778	1,944	1,092	1,025	961
Active, DEERS & RCCPDS	15,210	4,367	5,754	1,655	1,186	1,553	596	99
Prior Active RCCPDS	7,751	7,601	56	3	79	10	2	0
Never Active RCCPDS	39,524	8,916	12,086	5,768	2,054	4,815	4,590	1,295
Race/Ethnic Category								
Unknown	5,282	1,298	829	1,321	689	454	648	43
Non-minority	37,226	13,310	7,931	3,242	2,824	4,726	3,195	1,998
Minority	33,523	10,447	12,711	3,641	1,750	2,290	2,370	314
Gender								
Unknown	17	0	17	0	0	0	0	0
Male	36,915	14,011	7,853	3,805	3,412	3,692	2,717	1,425
Female	39,099	11,044	13,601	4,399	1,851	3,778	3,496	930
Paygrade Group								
Unknown	7	1	0	1	0	4	1	0
E1-E3	17,805	6,196	5,693	1,435	2,858	733	622	268
E4	22,654	9,488	6,809	1,953	909	1,707	1,203	585
E5-E6	19,104	5,693	4,311	2,830	843	2,666	2,083	678
E7-E9	6,563	1,617	1,801	360	239	1,379	986	181
W1-W5	1,051	606	248	25	72	0	0	100
O1-O3	3,798	855	1,270	460	76	374	417	346
O4-O6	5,049	599	1,339	1,140	266	607	901	197
Reserve Program								
Unknown	8,556	3,682	2,278	1,290	640	252	368	46
TPU	55,746	18,118	17,026	5,591	3,949	4,853	3,901	2,308
AGR 10	3,204	134	1,173	1,289	400	90	118	0
AGR 32	2,434	1,579	0	0	0	855	0	0
Military Technicians	4,047	1,542	499	0	0	1,420	586	0
IMA	2,044	0	495	34	274	0	1,240	1

Respondents

Sample Losses

The original sample file contained 76,031 records. Losses to the drawn sample are listed in Table 4 and reviewed here. Sample members were lost from the sample for three main reasons: (1) self-reported or other ineligibility for the survey, (2) an inability to locate the sample member, and (3) refusal to participate in the survey or other failure to respond to the survey.

A total of 8,773 sample members (11.54%) were lost from the final sample through classification as ineligible. Elimination of ineligible resulted in decreasing the sample to 88.46% (N=67,258) of its original size.

Table 4.
Final Sample Relative to Drawn Sample

	Sample Size n	% of Drawn Sample	Weighted n	% of Weighted Sample
Drawn sample	76,031		876,303	
Ineligible on master files	-8,572	11.27%	-86,923	9.92%
Self-reported ineligible	-201	0.26%	-2,153	0.25%
Total: Ineligible	-8,773	11.54%	-89,076	10.16%
Eligible sample	67,258	88.46%	787,226	89.84%
Not located (estimated ineligible)	-15		-125	
Not located (estimated eligible)	-2,154		-20,396	
Total: Not located	-2,169	2.85%	-20,521	2.34%
Located sample	65,089	85.61%	766,705	87.49%
Requested removal from survey mailings	-9		-140	
Returned blank	-394		-5,923	
Skipped key questions	-1225		-13,710	
Did not return a survey (estimated ineligible)	-263		-2,543	
Did not return a survey (estimated eligible)	-36,755		-413,849	
Total: Nonresponse	-38,646	50.83%	-436,165	49.77%
Usable responses	26,443	34.78%	330,540	37.72%

Notes:

1. The categories labeled 'Not located . . .' and 'Did not return a survey . . .' have to be broken down into additional subcategories labeled '(estimated ineligible)' and '(estimated eligible)'. The ineligible counts are based upon

$$\text{Ineligible rate} = \text{Self-report ineligible} / (\text{Eligible Respondents} + \text{Unusable responses} + \text{Self-reported ineligible}).$$

Unusable responses include sample members who Requested removal, Returned blank surveys, or Skipped key questions. The eligible counts are the complement of the ineligible count.

2. The observed counts of the various response categories are somewhat skewed by the oversampling employed in the sample design. Consequently, weighted counts are also provided because they are more representative of response propensity in the entire population.

In general, residential addresses were used as the primary addresses of choice. In cases where residential addresses could not be identified, however, unit addresses were used. Procedures used to locate members are explained in a later section that describes the Survey Control System. Because of this address update procedure, less than 2.85% of the drawn sample (2,168 of 76,031) was lost because the sample members could not be located. Personnel records for this group had missing, incomplete, or out-of-date addresses, and steps designed to obtain complete, current addresses for these records were unsuccessful.

Losses attributable to either ineligibility or unlocatability resulted in a sample that was 85.61% of the drawn sample. Individuals in this remaining sample may be further categorized as nonrespondents versus respondents. Nonrespondents included the following groups: sample members who contacted the operations contractor (by mail, fax, e-mail, Web, or telephone) and asked to have their names removed from the survey mailing list, and 37,018 sample members who did not return a survey.

Respondents included all sample members who completed 50% of applicable questions¹ and at least one item in question 57. At the conclusion of the survey fielding, 26,443 eligible, locatable sample members had returned usable surveys.

Location, Response and Completion Rates

The Council of American Survey Research Organizations (CASRO) noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates.

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by CASRO. More specifically, the new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982).

CASRO's approach was used to classify nonlocatable sample members. That is, the 2,169 nonlocated sample members were classified as eligible or ineligible based on the proportion of self-report ineligibles found among responding sample members. Consequently, 0.711% of the 2,169 nonlocatables, or 15 nonlocatables, were assumed to be ineligible. CASRO's approach was also used to classify sample members who did not return a survey. That is, the 37,018 sample members who did not return a survey were classified as eligible or ineligible based on the proportion of self-report ineligibles found among responding sample

¹ Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

members. Consequently, 0.711% of 37,018, or 263 of sample members with no survey return were assumed to be ineligible.

Table 5 provides location, response, and completion rate information using only the Web responses. The location rate is defined as the proportion of eligible sample members that were locatable. The response rate is defined as the proportion of eligible sample members that returned usable surveys, while the completion rate is defined as the proportion of the located sample that returned usable surveys.

Table 5.
Location Rates, Response Rates, and Completion Rates

	Observed Operational Rates	Weighted Operational Rates
Location rate for eligible	96.8%	97.4%
Completion rate for eligible	40.8%	43.3%
Response rate for eligible	39.5%	42.1%

In this table, the overall response rate has two components—the rate at which individuals can be located (location rate) and the rate at which located individuals complete the survey (completion rate). The location, completion, and response rates were defined as follows:

Location rate = Located assumed eligible sample / Assumed eligible sample

Completion rate = Usable responses / Located assumed eligible sample

Response rate = Usable responses / Assumed eligible sample

Located assumed eligible sample = Located sample - Did not return a survey (estimated ineligible)

Assumed eligible sample = Eligible sample - Not located (estimated ineligible)
- Did not return a survey (estimated ineligible)

Survey Development and Administration

The survey was hosted on the operations contractor's secure Web site so that sample members could complete the survey online. At the entry point to the survey, members were prompted for their personal ticket number to gain entry to the survey. The Privacy Notice and a page of frequently asked questions (FAQ's) were also posted on the Web site.

The survey allowed respondents to return to the previous page or move to the next page. In addition, buttons located below the last question on each page allowed the respondent to clear their response(s) or save and exit the survey. Questions were answered by clicking on radio buttons, check boxes or by making a choice from a drop-down list. The respondent could change answers or could save, exit, and return at another time to change answers. The final page had

another “Save and Exit” button and a “Done” button, both with full text explanation of their functions.

Survey Administration

The survey administration process began in March 2004, with the mailout of notification letters to sample members (minus original ineligibles). Up to four additional postal communications were mailed to sample members throughout the field period. In addition, sample members for which we had a valid email address, could have received up to three email reminders during the field period. Postal and email mailings stopped once the sample member returned their survey.

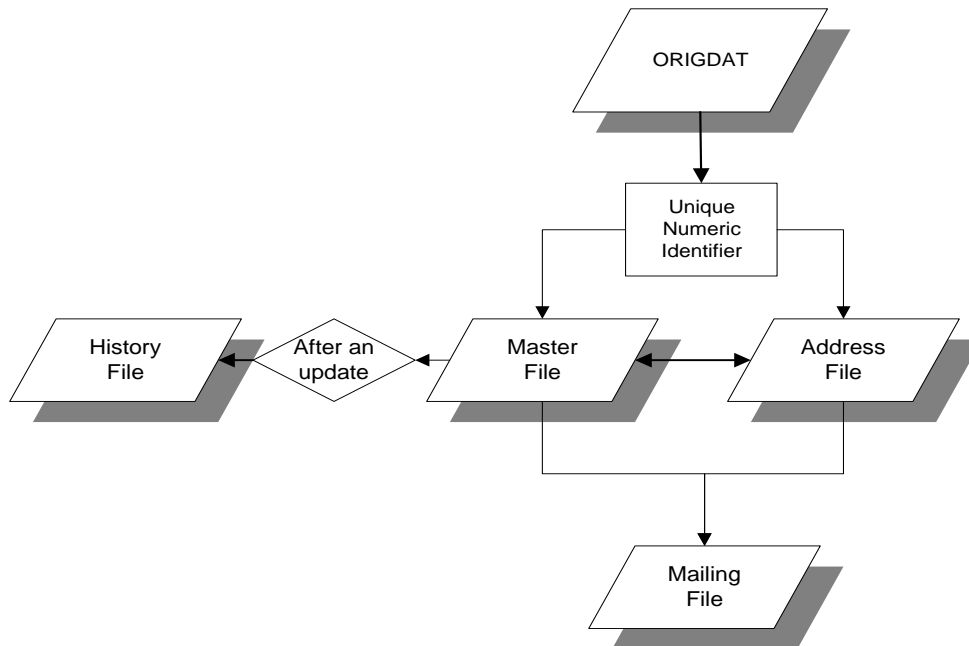
Survey Control System

The Survey Control System (SCS)² was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members’ names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available on the basic survey dataset.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. The files are linked relationally by INRECNO, a unique individual identification number that is assigned to each sample member when the record was loaded into the SCS. Figure 1 displays the interrelationships among those datasets.

² In this document, the term SCS refers to the set of data files as well as the program or operating system which maintains those files.

Figure 1.
Survey Control System



ORIGDAT file. The ORIGDAT file consists of 76,031 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor's computer system and converted to a SAS³ dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and also in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

ADDRESS file. The ADDRESS tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal and address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 307,691 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample

³ SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

member faxed in a change of postal or e-mail address or a credit bureau forwarded an updated postal address for that sample member, the new address was added as address number two. The ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member.

The priority code assigned to a given address number for a sample member was used to determine the "best" or "highest priority" address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from "highest priority" to "lowest priority" is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, Web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

MASTER file. The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO and the address number for the highest priority postal and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail nondeliverable or Web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including changes to the highest priority address), the SCS updated the MASTER record (N=76,031) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

HISTORY file. The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, Paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

MAILING file. The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for either an item postal mailed or e-mailed during the survey administration or for tracking postal address updates from credit bureaus (N=355,396). Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

Address Update Procedures

Initial Address Updates

Prior to the first mailing, the operations contractor ran all domestic residential addresses through Group 1 software to be formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the “highest priority code assigned” in the MASTER file.

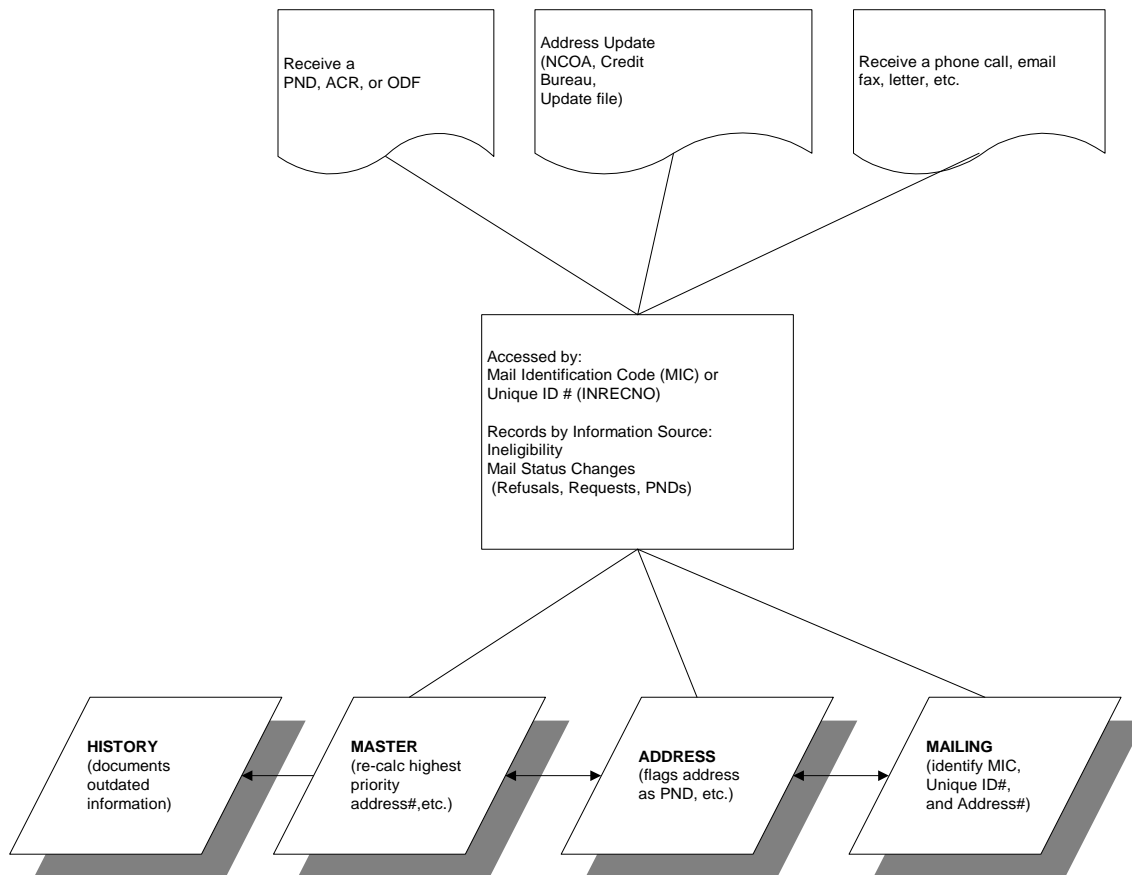
After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The operations contractor sent copies of this file to three credit bureaus (Experian, Trans Union and CSC Credit Services)⁴ to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS, updating records in the ADDRESS file.

Ongoing Address Updates

Address update procedures also occurred when (a) additional address records were received after NCOA processing, (b) a survey document was returned as undeliverable, (c) a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. Figure 2 outlines these procedures.

⁴ Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the mailing dataset contained no valid address.

Figure 2.
Address Updating Procedures



As a new address was entered into the ADDRESS file, its source (NCOA, credit bureau, postal Address Correction Requested card, telephone call, fax, letter, Web, and e-mail) was recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned PND, the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted

address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, the operations contractor designated the sample member “nonlocatable” and stopped further mailings.

Processing of Updates

Updates from Sample Members

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor’s Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates or go to the survey Web site and enter updates. The updates made on the Web site were before the start of the survey and were loaded to the system every three days (to coincide with the notification mailing or re-mailing schedule). Other updates were entered into the SCS by the operations contractor’s Call Center staff by the next morning.

Updates from the U.S. Postal Service

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the Survey Control System so the records could be updated as PND. This was done every three days (to coincide with the mailing/re-mailing schedule). If the sample member had another address on file (e.g., the unit address), that address was used. If not, the Social Security Number was sent to the credit bureaus in search of a new address.
2. Address Correction Requests (ACR; hard-copy): Some post offices are not equipped to provide address corrections via ACS (the electronic service), so they provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were key-entered by operations contractor’s Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

Survey Materials and Their Distribution

Each eligible sample member received at most five original mailings: a notification letter, a Wave 1 survey, a reminder letter, a Wave 2 survey and a Wave three survey. The notification and reminder letter mailings contained a letter, while the survey Wave mailings contained a letter, paper survey and business reply envelope. All letters included information about using the Web as an option to complete the survey.

In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, for those sample members for which we had an e-mail

address, they received at most three e-mail reminders. A sample of the letters and e-mail communications are provided in Appendix B.

General Mailing Procedures

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey litho code list if a survey form was sent or independently if only a letter was sent.

Ticket Numbers for Web Survey Access

Prior to the first mailing, a list of ticket numbers⁵ for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter, and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

Description of Letters

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. If the mailing included only letters (no survey forms), the letters were folded and machine inserted into window envelopes and sent by first class mail. Mailings that included a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with the correct enclosure. During the matching process, ten percent of the mailing was visually checked, comparing numbers printed on the letter with the survey number for quality control. Any mismatched pairs initiated further investigation of the matching process. This procedure ensured that each survey was sent to the person designated to receive it. Depending on the sample size, the letters and matched surveys were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail. The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back

⁵ Ticket numbers are eight alpha numeric characters generated at random.

PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mailings, mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) For DoD sample members, the letters were approved and printed on letterhead from the office of the Under Secretary of Defense. The letters were signed by the Under Secretary of Defense (Personnel and Readiness) David S.C. Chu. For Coast Guard sample members, the letters were approved and printed on letterhead from the office of the Commandant, United States Coast Guard. The letters were signed by the Director of Reserve and Training, Rear Admiral R.J. Papp Jr..

The letterhead and signature were printed in blue for DoD letters and in black and blue respectively for Coast Guard letters. The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith." Similarly, an Army O3 named Jones would have received a letter starting, "Dear Captain Jones." The address block also included service branch; for example, "Petty Officer John Smith USN" or "Captain Mary Jones USA."

Mailouts

Table 6 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter was inserted into a #10 window envelope. The letter notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 74,910 sample members on March 5 - 8, 2004.

The first wave survey mailing asked sample members to complete and return the paper survey. They were also given the option to complete the survey on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The first wave survey was mailed to 74,857 sample members on March 19 - 25, 2004. A reminder letter was sent to 72,776 sample members. The mailing was sent out April 2 - 5, 2004. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not. The second wave survey mailing was sent to sample members who hadn't responded. They were given the option to complete the survey on paper or on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The second wave survey was mailed to 66,407 sample members on April 16 - 21, 2004. The third wave survey mailing was sent to sample members who hadn't responded. They were given the option to complete the survey on paper or on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The third wave survey was mailed to 56,658 sample members on May 7 - 14, 2004.

Table 6.
Mailing Timeline and Return Results

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs
Notification DoD	3/1/04	3/5/04 – 3/8/04	72,614	2,338
Notification Coast Guard	3/2/04	3/8/04	2,296	54
Subtotal: Notification			74,910	2,392
Wave 1 Survey DoD	3/15/04	3/19/04 - 3/25/04	72,559	2,297
Wave 1 Survey Coast Guard	3/15/04	3/25/04	2,298	51
Wave 1 Survey DoD Remail 1	3/25/04	3/26/04	1,356	241
Wave 1 Survey Coast Guard Remail 1	3/25/04	3/26/04	38	15
Wave 1 Survey DoD Remail 2	3/29/04	3/30/04	141	37
Wave 1 Survey Coast Guard Remail 2	3/29/04	3/30/04	6	0
Wave 1 Survey DoD Remail 3	4/2/04	4/5/04	573	131
Wave 1 Survey Coast Guard Remail 3	4/2/04	4/5/04	7	1
Wave 1 Survey DoD Remail 4	4/7/04	4/8/04	538	108
Wave 1 Survey Coast Guard Remail 4	4/7/04	4/8/04	21	3
Subtotal: Wave 1 Survey			77,537	2,884
Reminder DoD	4/1/04	4/2/04 – 4/5/04	70,536	1,976
Reminder Coast Guard	4/1/04	4/5/04	2,240	55
Reminder DoD Remail 1	4/8/04	4/12/04	786	158
Reminder Coast Guard Remail 1	4/8/04	4/12/04	27	3
Reminder DoD Remail 2	4/14/04	4/15/04	435	86
Reminder Coast Guard Remail 2	4/14/04	4/15/04	8	0
Reminder DoD Remail 3	4/16/04	4/19/04	260	43
Reminder Coast Guard Remail 3	4/16/04	4/19/04	2	1
Reminder DoD Remail 4	4/23/04	4/27/04	701	112
Reminder Coast Guard Remail 4	4/23/04	4/27/04	14	2
Reminder DoD Remail 5	4/29/04	4/30/04	327	10
Reminder Coast Guard	4/29/04	4/30/04	10	1

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs
Remail 5				
Subtotal: Reminder			75,346	2,497
Wave 2 Survey DoD	4/12/04	4/16/04 – 4/21/04	64,535	1,440
Wave 2 Survey Coast Guard	4/12/04	4/21/04	1,872	20
Wave 2 Survey DoD Remail 1	4/21/04	4/23/04	1,149	185
Wave 2 Survey Coast Guard Remail 1	4/21/04	4/23/04	20	3
Wave 2 Survey DoD Remail 2	4/26/04	4/27/04	193	37
Wave 2 Survey Coast Guard Remail 2	4/26/04	4/27/04	2	0
Wave 2 Survey DoD Remail 3	4/30/04	5/3/04	464	91
Wave 2 Survey Coast Guard Remail 3	4/30/04	5/3/04	11	0
Subtotal: Wave 2 Survey			68,246	1,776
Wave 3 Survey DoD	5/3/04	5/7/04 – 5/14/04	55,415	982
Wave 3 Survey Coast Guard	5/4/04	5/14/04	1,243	7
Wave 3 Survey DoD Remail 1	5/13/04	5/17/04	697	109
Wave 3 Survey Coast Guard Remail 1	5/13/04	5/17/04	17	2
Wave 3 Survey DoD Remail 2	5/18/04	5/19/04	48	12
Wave 3 Survey DoD Remail 3	5/21/04	5/25/04	206	33
Wave 3 Survey Coast Guard Remail 3	5/21/04	5/25/04	5	0
Wave 3 Survey DoD Remail 4	5/27/04	5/28/04	335	66
Wave 3 Survey Coast Guard Remail 4	5/27/04	5/28/04	2	0
Subtotal: Wave 3 Survey			58,037	1,212

*Print file creation date: This is the date records were identified for inclusion in the mailing and written to a print file.

E-mail was used to communicate with sample members. There were two sources for e-mails. The first source for e-mail addresses was the DEERS database. The second source was e-mail addresses purchased from an outside vendor. The outside vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 7 below shows the percent of sample members for whom we had at least one valid e-mail by Reserve Component.

Table 7.
E-mail Address Availability by Service

	Army National Guard	US Army Reserve	US Naval Reserve	US Marine Corps Reserve	Air National Guard	US Air Force Reserve	US Coast Guard Reserve	Total
Valid address available	41%	51%	43%	18%	57%	46%	40%	44%
No valid address available	59%	49%	57%	82%	43%	54%	60%	56%

Sample members with e-mail addresses received at most three e-mail reminders. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses “bounced” identifies the address was invalid at the time DMDC attempted contact. This is analogous to a postal PND. E-mail address “sent” is not the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

Table 8.
E-mail Communication Timeline

E-mail Numbers	E-mail Drop Date	Number Sent	Number Bounced
Reminder 1	5/21/04	24,098	5007
Reminder 2	6/2/04	17,754	517
Reminder 3	6/14/04	16,115	136

Processing Returned Surveys

Once a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol.

The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

DMDC Coding Scheme

To convert the raw data into the item scores that appear in the basic survey dataset, DMDC provided the operations contractor with the coding notes (contained in D) and an annotated copy of the survey form (C). Every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions for all of its surveys. See D for in-depth coverage of these coding conventions.

DMDC uses “forward” coding when coding inconsistent answers in items with skip patterns. Data on the starting question accepted as marked and data for the items within the skip pattern are edited to be consistent with the starting question. However, an unedited version of each item is preserved in a full survey dataset. By preserving the unedited data, recoding can be done if ever required.

Coding or Keying Open-Ended Items

The Web survey contained nine open-ended items. The original text responses from the six “other specify” response options were captured verbatim into a SAS® data set that is linked by the unique identification to the survey data. Text data in the SAS® files for open-ended items were spell-checked, and proper names and locations were replaced with “(name)” and “(location)” respectively.

For all open-ended items, the Web data file contains a flag indicating whether the respondent wrote anything in response to the item. Discrepancies existed where the Web data indicated presence of a comment but no comment was there.

Fifty-record Check

After receiving the first 50 returned records, the operations contractor ran a “50-record check.” DMDC checked the resulting data to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS® dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited.

Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the 2004 WGRR survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

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

Approximations for the variances commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN⁶ for a stratified, without replacement design.

Many of the standard statistical software packages, such as SPSS⁷ and older versions of SAS,⁸ do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Variables have been included in the analysis file so that Taylor series estimates can be made with SAS PROC SURVEYMEAN and PROC SURVEYREG.

There are two eligibility flags for the 2004 WGRR. The first is ELIGFLGW, which includes all Reserve Organizations. The second is DODELIGF, which is constructed for analysis convenience and it excludes the US Coast Guard Reserve. Both of these eligibility flags were used in the Tab Volume—ELIGFLGW when the Coast Guard was included in the reporting category and DODELIGF when the Coast Guard was excluded from the reporting category. Analyzing the dataset with the proper use of the appropriate eligibility indicator (either

⁶ SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.

⁷ SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

⁸ SAS added survey procedures in Version 7, expanding them in releases 8.0 and higher.

ELIGFLGW or DODELIGF) and analysis weight (RKW0) in standard statistical programs will result in accurate point estimates but will not result in accurate variance estimates. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

Data Structure

Care was taken in the preparation of the survey analysis files to provide access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic survey dataset either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on basic survey dataset only in a collapsed version.

In addition to a basic survey dataset, a full survey dataset (containing a more complete set of variables than the basic survey dataset) has been prepared for internal DMDC use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic survey SAS dataset. File names are indicated in Table 9.

Table 9.
Analysis File Names

Type of File	File Name
Basic Survey Dataset– SAS	GRRTRNAP.SAS7BDAT
Full Survey Dataset – SAS	GRRETRNA.SAS7BDAT
Basic Survey Dataset- SPSS	GRRTRNAP.POR
Basic Survey Dataset– OS	GROSRETS

The structure of the full survey dataset is shown in Figure 3. The full survey dataset contains the basic survey dataset plus additional Privacy Act confidential variables.

All variables in the full survey dataset are documented in this report. Appendices E and F list all variables with a notation to indicate which variables are Privacy Act confidential variables, and show where each variable is documented. Intermediate weighting variables that appear only in the full survey dataset are documented by Riemer and Kroeger (2002). Variables that appear in collapsed form in the basic survey dataset and in a fuller version only in the full survey dataset are discussed later.

Analyses

Both the full survey dataset and basic survey dataset contain 76,031 records, one for every sampled individual. As depicted in Figure 3, these records can be divided into 3 subgroups. The *Nonrespondents* subgroup, includes all records indicated by ELIGFLGW=3, where no usable Web response was received or no information was received to indicate ineligibility (n=49,387).

Assignment of a record to the other two subgroups was based on whether (a) an individual returned a “completed” survey; and (b) the person was eligible to be included in the population of interest. Final eligibility was limited to those in the July 2003 Reserve Personnel Edit File and who did not contact the operations contractor to indicate that they were ineligible.

Records required for analyses are those in the *Known Ineligibles* and *Eligible Respondents* subgroups. Both the *Eligible Respondents* (ELIGFLGW=1) and *Known Ineligibles* (ELIGFLGW=2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN and SAS PROC SURVEYMEANS.

To analyze the Web responses use the analytic weight, RKW0, with the file subset by ELIGFLGW.

Figure 3.
The Structure of the Full Survey Dataset

Subgroups	Basic Survey Dataset	Privacy Act Confidential and Detailed Methodological Variables	Eligibility Flag Value and Number of Records
Nonrespondents			ELIGFLGW=3 n= 49,387
Known Ineligible			ELIGFLGW=2 n=201
Eligible Respondents			ELIGFLGW=1 n= 26,443

The shaded portion represents the subset of the data typically required for analysis.

Variables in the Survey Analysis Files

Basic Survey Dataset

The variables in the basic survey dataset fall into five categories: (1) derived from survey responses, (2) created by the operations contractor to document survey operations, (3) created to analyze the weighted dataset, (4) created by DMDC for analysis, and (5) extracted from administrative personnel records. Variables are grouped in these categories in F.

Information gathered on the survey.

These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in D.

Although the first part of D extensively documents the conventions that DMDC uses to name survey variables, a brief overview of the naming convention is also given here. In general, the survey-derived variables can be classified as variables that begin with either “GR,” “SR,” or “X.”

The naming of “GR” variables is reviewed using the example variable, “GR71A.” For the *2004 Workplace and Gender Relations Survey of Reserve Component Members*, variables names begin with “GR” to denote the population (reserve) and the type of survey (gender relations) in this series. The ending three or more numbers or letters correspond to the questionnaire item. In this example, the third through fifth digits indicate the main question number (71A) and the sixth digit (if any) indicate the sub-question item, such as (in this example) item A from a list of items in question 71. When possible, “X” is reserved to create special crossing (marginal) variables for key analyses. “X” variables typically involve imputation for missing data and, like “SR” variables, are intended to be consistent across DMDC surveys.

The “SR” variables are a set of primarily demographic items that are identically named across all DMDC surveys. The “SR” serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, “SRRACE” is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the “SR” is used to distinguish survey-reported information from DMDC-provided information (e.g., “SRRACE” from the survey versus “RACE” from DMDC databases.)

Variables constructed for analysis.

Certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, SREDR is a recoding of SRED. An “R” as the last letter of a variable listed in Appendices E and F is an indication that the variables may have been recoded to create special analysis variables and that the original variable is available only on the full survey dataset.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X,” are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, Paygrade, location, respondent gender, education, race or ethnicity, family or marital status) data were imputed from member’s administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Furthermore, a change was made in how responses were coded. In previous tabulations, mutually exclusive categories were developed to represent how these questions were answered by respondents. Starting with the current survey, however, all responses will be tabulated. Also, items were combined to derive spouse employment indicators based on U.S. Census Bureau’s Decennial Census and Current Population Survey (2002).

I documents many of the decisions made in the analyses reported by DMDC (2003). For a large number of survey items, analysts must make decisions on the treatment of special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions.

Information on operations.

The DMDC-provided identification number, WGRR2004, is unique and is used to identify responses as they are processed. Other variables are created by the operations contractor but are too detailed to be in the basic survey dataset.

Information from sampling and record data.

Most of the variables used in sample design and selection are too detailed to be in the basic survey dataset (see the later section on Privacy Act confidential variables).

Information on weighting.

Derivation of weights is discussed in detail in Riemer and Kroeger (2002). See J for examples of analyses using these variables:⁹

ELIGFLGW	Eligibility Flag
DODELIGF	Eligibility Flag Without Coast Guard
RKW0	Final Raking Weight
TVSTR	Taylor’s Series Variance Strata
RKW001-RKW170	Final Raking Weight for Replicate Weights 1-170
PSTSTR	Final Raking Cell
POPTVSTR	Taylor Series Variance Strata Population
SMPTVSTR	Taylor’s Series Achieved Sample Size in Variance Strata

⁹ Two additional variables required for SUDAAN are on the dataset but not discussed in Appendix J: NPSTRAT, poststratification population counts; and, PSTRATA, poststratification strata.

Full Survey Dataset

In addition to variables on the basic survey dataset, the full survey dataset also has five additional categories of variables: (1) the uncensored version of survey items that appear in a collapsed form in the basic survey dataset, (2) the uncensored version of key demographic variables used in analyses that appear in a collapsed form in the basic survey dataset; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in Appendices E and F.

Privacy Act confidential variables—survey data.

This section of the full survey dataset contains the original full version of survey variables that had to be recoded for the basic survey dataset to preserve confidentiality. To the extent possible, recoded versions of these variables are in the basic survey dataset section for variables constructed for analysis.

Privacy Act confidential variables—analysis data.

This section of the full survey dataset contains the original full version of analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic survey dataset.

Privacy Act confidential variables—operations data.

This section of the full survey dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned and INRECNO is the unique identification number assigned to each record. MAILING identifies which survey (i.e., the first-, second-, or third-wave mailing) the respondent returned. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. FLAG_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

Privacy Act confidential variables—sampling and record data.

This section of the full survey dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

Privacy Act confidential variables—weighting.

This section of the full survey dataset contains variables used in analysis of non-response and in the construction of the weights.

Using G

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of a G table is listed in Figure 4. (However, table does not reflect actual results.)

Figure 4.
Annotated Example of a Table from G

¹2004 Workplace and Gender Relations Survey of Reserve Component Members

Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/ Reserve?

² GR15A ³Your total compensation (i.e., base pay, allowances, and bonuses)

⁴ OS DATA		⁵ SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0009-0010	2	GR107_	NUM	3	STDOS2

⁶ FREQ	⁷ PERCENT	⁸ OS VALUE	⁹ SAS VALUE	¹⁰ MEANING
610	0.8	-9	.	No response
46662	61.4	-1	.B	No survey return
1064	1.4	1	1	Very dissatisfied
3797	5.0	2	2	Dissatisfied
5375	7.1	3	3	Neither satisfied nor dissatisfied
14359	18.9	4	4	Satisfied
4157	5.5	5	5	Very satisfied
76031	100.1	¹¹ Totals		

¹²PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1. **Codebook title and item text.** The codebook title is the same for every table in G of this codebook. It lists both the general study and the specific survey form being summarized. If applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.
2. **Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS[®]-based, basic survey dataset. The conventions for naming survey-derived variables are documented in D. F contains a full listing of the basic survey variables, as well as short descriptions of what the variables document.
3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.
4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.
5. **SAS[®] data file information.** This block indicates format name, variable type, length and informat of the data in the SAS[®] data file. The last block indicates the informat appropriate for reading the data from the OS data file.
6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 0 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.
7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all records in the accompanying database.
8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in D. For example, all negative values are found in D.
9. **Response SAS[®] values.** This column presents the SAS[®] code for the actual or re-coded response values for each survey item. Further details on the values in this

column are found in either the annotated survey form or in D. Negative values are found in D.

10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS[®] coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form or in D.
11. **Total of response frequencies and percents.** The number appearing at the bottom of the “FREQ” column is the total number of sample members in the basic survey dataset. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the “PERCENT” column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.
12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are “too numerous to list;” (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.
13. **Codebook page number.** This is the G page number corresponding to a specific variable. F identifies the page number in G where the variable can be found.

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APPENDIX A

2004 Workplace and Gender Relations Survey of Reserve Component Members



RCS: DD-P&R(QD) 1947
Exp. 12/31/06
DMDC Survey No. 03-0035

2004 Workplace and Gender Relations Survey of Reserve Component Members



DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING CENTER
DATA RECOGNITION CORPORATION
P.O. BOX 5720
HOPKINS, 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., P.O. Box 5720, Hopkins, 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, 481, 1782, 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 ascertain if you have responded and to use record data to properly analyze the survey data. Survey data are never added to personnel or administrative record data. Personal identifying information is not used in any reports. Only group statistics will be reported.

COPYRIGHTED MATERIAL

Items 42.a through 42.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

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?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or 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?

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

6. Of which Reserve component are you a member?

- ☐ Army National Guard
- ☐ Army Reserve
- ☐ Naval Reserve
- ☐ Marine Corps Reserve
- ☐ Air National Guard
- ☐ Air Force Reserve
- ☐ Coast Guard Reserve

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/O-1E |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E |
| <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. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- ☐ Yes ☐ No

9. How many years have you spent in military service? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

YEARS

SATISFACTION AND RETENTION INTENTION

10. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☐ Very likely ☐ Unlikely
☐ Likely ☐ Very unlikely
☐ Neither likely nor unlikely

11. If you could stay in the National Guard/Reserve as long as you want, how likely is it that you would choose to serve until eligible for retirement?

- ☐ Does not apply; I am already eligible for retirement
☐ Very likely
☐ Likely
☐ Neither likely nor unlikely
☐ Unlikely
☐ Very unlikely

12. When you leave military service, how many total years do you expect to have completed? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

YEARS

13. In general, has your **life** been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better ☐ Somewhat worse
☐ Somewhat better ☐ Much worse
☐ About what you expected

14. In general, has your **Reserve duty** been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better ☐ Somewhat worse
☐ Somewhat better ☐ Much worse
☐ About what you expected

15. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The type of work you do in your military job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your opportunities for promotion in your unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The quality of your coworkers in your unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The quality of your supervisor in your unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Military values, lifestyle, and tradition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Amount of enjoyment from your National Guard/Reserve duty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Training received during your unit drills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your unit's morale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Opportunities for leadership in your unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Types of assignments received	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Assignment stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Your personal workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Time required at National Guard/Reserve activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Your possibility of being activated or deployed in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Number of recent activations or deployments you have experienced .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 16. Overall, how satisfied are you with the military way of life?

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

17. How much do you agree or disagree with the following statements about working for your Reserve component?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
----------------	-------	----------------------------	----------	-------------------

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. I feel like "part of the family" in my Reserve component. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My Reserve component has a great deal of personal meaning to me. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. It would be too costly for me to leave my Reserve component in the near future. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I am afraid of what might happen if I quit my Reserve component without having another job lined up. . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Too much of my life would be interrupted if I decided to leave my Reserve component now. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. I feel a strong sense of belonging to my Reserve component. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. I feel "emotionally attached" to my Reserve component. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. One of the problems with leaving my Reserve component would be the lack of available alternatives. ... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

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

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

In this survey, the term "activated" refers to the voluntary or involuntary call to active duty of a Reserve component member under the provision of 10USC 12301(a) (Mobilization), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). It does NOT apply to members in an Active Guard/Reserve Program (AGR/TAR/AR), members serving in full-time National Guard Duty, or members serving on State Active Duty.

In this survey, the term "deployment" refers to the movement of a member, or unit, for duty purposes to a location that would be considered outside normal commuting distance or time from the member's permanent duty station. Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

19. Have you been activated in the past 24 months? *This includes activations that started more than 24 months ago and continued into the past 24 months.*

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 20
☐ No ⇒ IF NO, GO TO QUESTION 31

20. Was at least one of your activations in the past 24 months longer than 30 consecutive days?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 21
☐ No ⇒ IF NO, GO TO QUESTION 24

21. In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary
☐ Involuntary
☐ Both

22. Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 23
☐ No ⇒ IF NO, GO TO QUESTION 24

23. In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ☐ CONUS
☐ OCONUS
☐ Both

24. Are you currently activated?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 25
☐ No ⇒ IF NO, GO TO QUESTION 31

25. Are you currently deployed?

- ☐ Yes
☐ No

26. Prior to your current activation, were you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 27

27. Prior to your current activation, were you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- ☐ Yes
☐ No

28. Prior to your current activation, were you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- ☐ Yes ⇒ IF YES, GO TO QUESTION 30
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 29

29. In the week prior to your most recent activation, did you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
☐ Yes, part-time (less than 35 hours per week)
☐ No

30. At the time of your most recent activation, were you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester) ⇒ IF YES, GO TO QUESTION 36
☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester) ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, GO TO QUESTION 36

31. Are you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 32

32. Are you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- ☐ Yes
☐ No

33. Are you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- ☐ Yes ⇒ IF YES, GO TO QUESTION 35
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 34

34. Do you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
☐ Yes, part-time (less than 35 hours per week)
☐ No

35. Are you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
☐ No

YOUR MILITARY WORKPLACE

This section refers to your current National Guard/Reserve workplace only.

36. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

DAYS

37. How long have you been in your present military unit? To indicate less than one year, enter "00."

YEARS

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

- | | Yes | No |
|--|--------------------------|--------------------------|
| a. A student in a resident military course? . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input type="checkbox"/> | <input type="checkbox"/> |
| c. In a military work environment where members of your gender are uncommon? . | <input type="checkbox"/> | <input type="checkbox"/> |

◆ 39. What is the gender of your immediate supervisor in your current military workgroup?

- ☐ Male
☐ Female

40. What is the paygrade of your immediate supervisor in your current military workgroup?

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

41. Which of the following statements best describes the gender mix of your current military workgroup?

- ☐ 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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Reserve component makes me feel my job is important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

42. Continued

- 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 workgroup 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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
k. In the last 6 months, someone at work has talked to me about my progress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my workgroup feel included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. To what extent do you agree or disagree with the following statements about your military workgroup?

- a. If you make a request through channels in your military workgroup, you know somebody will listen
- b. The leaders in your military workgroup are more interested in looking good than being good
- c. You would go for help with a personal problem to people in your military chain-of-command
- d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done
- e. You are impressed with the quality of leadership in your military workgroup
- f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. If you make a request through channels in your military workgroup, you know somebody will listen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The leaders in your military workgroup are more interested in looking good than being good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You would go for help with a personal problem to people in your military chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are impressed with the quality of leadership in your military workgroup	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

44. 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 AT YOUR MILITARY WORKPLACE

- a. There is very little conflict among your coworkers. ☐ ☐ ☐ ☐ ☐
- b. Your coworkers put in the effort required for their jobs. ☐ ☐ ☐ ☐ ☐
- c. The people in your workgroup tend to get along..... ☐ ☐ ☐ ☐ ☐
- d. The people in your workgroup are willing to help each other. ☐ ☐ ☐ ☐ ☐

THE WORK YOU DO AT YOUR MILITARY WORKPLACE

- e. Your work provides you with a sense of pride. ☐ ☐ ☐ ☐ ☐
- f. Your work makes good use of your skills. ☐ ☐ ☐ ☐ ☐
- g. You like the kind of work you do. ☐ ☐ ☐ ☐ ☐
- h. Your job gives you the chance to acquire valuable skills..... ☐ ☐ ☐ ☐ ☐

45. How often during the past 12 months have you been in military workplace situations where military personnel, civilian employees, and/or DoD contractors 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 . ☐ ☐ ☐ ☐ ☐

READINESS, HEALTH, AND WELL-BEING

46. Overall, how well prepared are you to perform your wartime job?

- ☐ Very well prepared ☐ Poorly prepared
- ☐ Well prepared ☐ Very poorly prepared
- ☐ Neither well nor poorly prepared

47. Overall, how well prepared is your unit to perform its wartime mission?

- ☐ Very well prepared ☐ Poorly prepared
- ☐ Well prepared ☐ Very poorly prepared
- ☐ Neither well nor poorly prepared

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

Definitely true
Mostly true
Mostly false
Definitely false

- a. I am as healthy as anybody I know ☐ ☐ ☐ ☐
- b. I seem to get sick a little easier than other people ☐ ☐ ☐ ☐
- c. I expect my health to get worse ☐ ☐ ☐ ☐
- d. My health is excellent ☐ ☐ ☐ ☐

49. 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..... ☐ ☐ ☐ ☐
- b. Accomplished less than you would like. ☐ ☐ ☐ ☐
- c. Were limited in the kind of work or other activities you do ☐ ☐ ☐ ☐
- d. Had difficulty performing the work or other activities you do (for example, it took extra effort) ☐ ☐ ☐ ☐

◆ 50. Overall, how would you rate the current level of stress in your work life?

- ☐ Much less than usual ☐ More than usual
☐ Less than usual ☐ Much more than usual
☐ About the same as usual

51. Overall, how would you rate the current level of stress in your personal life?

- ☐ Much less than usual ☐ More than usual
☐ Less than usual ☐ Much more than usual
☐ About the same as usual

52. In the past month, how often have you . . .

	Very often	Often	Sometimes	Once or twice	Never
a. Been upset because of something that happened unexpectedly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Felt that you were unable to control the important things in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control? . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

53. To what extent have the following created stress in your life in the past 12 months? *For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Activation or deployment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Military work and civilian career (for example, hours, coworkers, change, supervisors)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Finances (yours and your family's)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Health (yours and your family's)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

53. Continued

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
f. Relationship with your spouse or significant other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Relationship with your children or other family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Time away from your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Crime in your community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Natural disasters (for example, fires, floods, storms, earthquakes) . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Terrorism, including threat of terrorism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. War or hostilities, including threat of war	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Loss of civilian job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Loss of career advancement opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. To what extent have the following reduced stress in your life in the past 12 months? *If you have not used an item below or if it did not reduce stress, please mark "Not at all."*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Time with family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Time with friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Vacation time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Work out/physical activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. TV/movies/music/Internet or other recreation or hobbies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Financial counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial aid societies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Spouse employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Second income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Couple/marital counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Personal counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Domestic violence counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Drinking/use of alcohol	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Family support groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Services (to individuals or families) concerning military deployment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Religious activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Other (<i>Please specify below.</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

55. 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 military evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last military 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 in your military job ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military 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 in your military job 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 military 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 military career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were unable to get straight answers about your military promotion possibilities .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were excluded from social events important to military career development and being kept informed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not get a military 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.

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

- ☐ None were sex discrimination
☐ Some were sex discrimination; some were not sex discrimination
☐ All were sex discrimination
☐ Does not apply—I marked "No, or does not apply" to every item in Question 55

57. 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—active duty or Reserve**
 - on- or off-duty (to include off-duty members while in civilian workplaces or community)
 - on- or off-installation or ship; and/or
- **DoD Civilian Employees and/or Contractors**
 - in your military 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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>

◆ 57. Continued

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

Please print.

58. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 57 to have been sexual harassment?

- ☐ None were sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ Some were sexual harassment; some were not sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ All were sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ Does not apply—I marked "Never" to every item in Question 57 ⇒ **GO TO QUESTION 85**

ONE SITUATION WITH THE GREATEST EFFECT

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

59. 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	<input type="checkbox"/>	<input type="checkbox"/>
b. Referred to people of your gender in insulting or offensive terms	<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"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	<input type="checkbox"/>	<input type="checkbox"/>
e. Made offensive remarks about your appearance, body, or sexual activities	<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"/>
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"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	<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"/>
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No".	<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"/>
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"/>
m. Touched you in a way that made you feel uncomfortable	<input type="checkbox"/>	<input type="checkbox"/>
n. Made unwanted attempts to stroke, fondle, or kiss you	<input type="checkbox"/>	<input type="checkbox"/>
o. Treated you badly for refusing to have sex ..	<input type="checkbox"/>	<input type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative ..	<input type="checkbox"/>	<input type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful	<input type="checkbox"/>	<input type="checkbox"/>
r. Had sex with you without your consent or against your will	<input type="checkbox"/>	<input type="checkbox"/>
s. Other unwanted gender-related behavior? <i>If you mark "Did this," please describe below.</i> ..	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 59.

60. To what degree was this situation . . .

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

61. 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 your military work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. While in compensated (pay or points) status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. While activated or deployed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. At your civilian work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. At your civilian school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At some other civilian location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

62. How many people were responsible for the behaviors in this situation?

- ☐ One person
☐ A group (more than one person)

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

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

64. How well did you know the offender(s) at the time of the incident(s)?

- ☐ Very well (current/former significant other, friend, etc.)
☐ Somewhat well (casual acquaintance)
☐ Not well (only knew person by sight)
☐ Not at all (stranger—someone you had never seen before)
☐ Don't know (anonymous offender—did not see offender and/or could not be certain if you knew the offender)
☐ There were multiple offenders—some you knew and others you did not.

65. Do/did you work with the person(s) involved at your civilian job?

- ☐ Yes
☐ No
☐ Does not apply, no civilian job

66. Are/were you in a civilian school setting with the person(s) involved?

- ☐ Yes
☐ No
☐ Does not apply, not in school

67. 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 unit commander?	<input type="checkbox"/>	<input type="checkbox"/>
c. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
f. Your military training instructor?	<input type="checkbox"/>	<input type="checkbox"/>
g. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
h. DoD civilian employees?	<input type="checkbox"/>	<input type="checkbox"/>
i. DoD contractors?	<input type="checkbox"/>	<input type="checkbox"/>
j. Other civilian person?	<input type="checkbox"/>	<input type="checkbox"/>

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

- ☐ Once
☐ Occasionally
☐ Frequently

69. 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

70. Is the situation still going on?

- ☐ Yes
☐ No

71. 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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to forget it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) you didn't like what he or she was doing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 71. Continued

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

Please print.

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

- ☐ Definitely was not sexual harassment
☐ Probably was not sexual harassment
☐ Uncertain
☐ Probably was sexual harassment
☐ Definitely was sexual harassment

73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace ..	<input type="checkbox"/>	<input type="checkbox"/>
b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school	<input type="checkbox"/>	<input type="checkbox"/>
c. Community officials, offices, or courts (for example, local police or harassment hotline)	<input type="checkbox"/>	<input type="checkbox"/>

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

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

75. Did you answer "Yes" to at least one item in Question 74?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 76
☐ No ⇒ IF NO, GO TO QUESTION 83

76. What actions were taken in response to your report?

	Don't know	No	Yes
a. Person(s) who bothered you was/were talked to about the behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were encouraged to drop the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. No action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

77. 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Treatment by personnel handling your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Amount of time it took/is taking to resolve your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. How well you were/are kept informed about the progress of your complaint .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Degree to which your privacy was/is being protected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

78. Is the action still being processed?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 82
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 79

79. Was your complaint found to be true?

- ☐ Yes
☐ No
☐ They were unable to determine whether your complaint was true or not

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

	Don't know	No	Yes
a. The outcome of your complaint was explained to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The situation was corrected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Some action was taken against the person(s) who bothered you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Nothing was done about the complaint ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was taken against you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

81. 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.

82. Did you report all of the behaviors you marked in Question 59 to one of the installation/Reserve component/DoD individuals or organizations listed in Question 74?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 84
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 83

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

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

83. Continued

	Yes	No
h. You thought your military coworkers would be angry if you reported	<input type="checkbox"/>	<input type="checkbox"/>
i. You wanted to fit in	<input type="checkbox"/>	<input type="checkbox"/>
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. You thought it would negatively impact your civilian job	<input type="checkbox"/>	<input type="checkbox"/>
t. Although the incident(s) occurred in a civilian environment, you thought it would negatively impact your military career	<input type="checkbox"/>	<input type="checkbox"/>
u. You were warned not to complain	<input type="checkbox"/>	<input type="checkbox"/>
v. You had already reported the situation to civilian individuals or organizations	<input type="checkbox"/>	<input type="checkbox"/>
w. Some other reason	<input type="checkbox"/>	<input type="checkbox"/>

84. Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. You were ignored or shunned 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 job performance appraisal	<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"/>

PERSONNEL POLICY AND PRACTICES

85. 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 Reserve component | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Senior leadership of my installation/ship .. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

86. Have you had any training from military sources during the past 12 months on topics related to sexual harassment?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 87
☐ No ⇒ IF NO, GO TO QUESTION 90

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

TIMES

88. My Reserve component's training ... Mark the extent to which 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. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Identifies behaviors that are offensive to others and should not be tolerated. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Gives useful tools for dealing with sexual harassment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Makes you feel it is safe to complain about unwanted, sex-related attention. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Provides information about military policies, procedures, and consequences of sexual harassment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

89. In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?

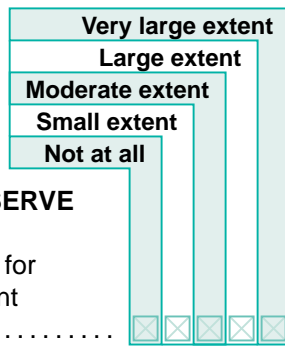
- ☐ Very effective ☐ Slightly effective
☐ Moderately effective ☐ Not at all effective

If the training you received was not at all effective, please specify why below.

Please print.

90. To what extent are/is ...

- | | Very large extent | Large extent | Moderate extent | Small extent | Not at all |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| IN YOUR MILITARY UNIT/ WORKGROUP | | | | | |
| a. Policies forbidding sexual harassment publicized? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Complaint procedures related to sexual harassment publicized? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Complaints about sexual harassment taken seriously no matter who files them? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Enlisted members required to attend formal sexual harassment training? . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Officers required to attend formal sexual harassment training? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Leaders consistently modeling respectful behavior to both male and female personnel? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| AT YOUR MILITARY DUTY STATION/SHIP | | | | | |
| h. Policies forbidding sexual harassment publicized? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Complaint procedures related to sexual harassment publicized? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Complaints about sexual harassment taken seriously no matter who files them? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. There is a specific office with the authority to investigate sexual harassment complaints? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Enlisted members required to attend formal sexual harassment training? . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Officers required to attend formal sexual harassment training? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Leaders consistently modeling respectful behavior to both male and female personnel? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



IN YOUR SERVICE/RESERVE COMPONENT

o. An advice/hotline available for reporting sexual harassment complaints?.....

91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- ☒ Less of a problem today
- ☒ About the same as 4 years ago
- ☒ More of a problem today

92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- ☐ Don't know, you have been in the military less than 4 years
- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

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

- ☒ Don't know, you have been in the military less than 4 years
- ☒ Much less often
- ☒ Less often
- ☒ About the same
- ☒ More often
- ☒ Much more often

94. In your opinion, how often does sexual harassment occur at military workplaces compared to civilian workplaces?

- ☐ Don't know, you have not worked in a civilian job
- ☐ Much less often in the military
- ☐ Less often in the military
- ☐ About the same
- ☐ More often in the military
- ☐ Much more often in the military

95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24

Please print

96. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D
---	---	---	---	---	---	---	---

COMMENTS

97. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

THANK YOU FOR YOUR TIME AND ASSISTANCE

**2004 Workplace and Gender Relations Survey of
Reserve Component Members
BACKGROUND INFORMATION**

1. Are you . . . ?

- ☐ Male
- ☐ Female

BACKGROUND INFORMATION

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)

BACKGROUND INFORMATION

3. Are you Spanish/Hispanic/Latino?

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

BACKGROUND INFORMATION

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

BACKGROUND INFORMATION

Please specify other race.

BACKGROUND INFORMATION

5. What is your marital status?

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

BACKGROUND INFORMATION

6. Of which Reserve component are you a member?

- ☐ Army National Guard
- ☐ Army Reserve
- ☐ Naval Reserve
- ☐ Marine Corps Reserve
- ☐ Air National Guard
- ☐ Air Force Reserve
- ☐ Coast Guard Reserve

BACKGROUND INFORMATION

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

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

BACKGROUND INFORMATION

8. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- ☐ Yes
- ☐ No

BACKGROUND INFORMATION

9. How many years have you spent in military service? *Do not count partial years. To indicate less*

than one year, enter "00." Include in military service years:

- *Time spent as an active-duty Service member*
- *Time spent as a National Guard/Reserve component member*
 - *Time spent mobilized/activated on active duty*
 - *Time spent in a full-time active-duty program*
 - *Time spent in Individual Ready Reserves (IRR)*
 - *Time spent as an Individual Mobilization Augmentee (IMA)*

SATISFACTION AND RETENTION INTENTION

10. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

SATISFACTION AND RETENTION INTENTION

Are you already eligible for military retirement?

- ☐ Yes
- ☐ No

SATISFACTION AND RETENTION INTENTION

11. If you could stay in the National Guard/Reserve as long as you want, how likely is it that you would choose to serve until eligible for retirement?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

SATISFACTION AND RETENTION INTENTION

12. When you leave military service, how many total years do you expect to have completed? Do not count partial years. To indicate less than one year, enter "00." Include in military service years:

- *Time spent as an active-duty Service member*
- *Time spent as a National Guard/Reserve component member*
 - *Time spent mobilized/activated on active duty*
 - *Time spent in a full-time active-duty program*

- *Time spent in Individual Ready Reserves (IRR)*
- *Time spent as an Individual Mobilization Augmentee (IMA)*

SATISFACTION AND RETENTION INTENTION

13. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better
- ☐ Somewhat better
- ☐ About what you expected
- ☐ Somewhat worse
- ☐ Much worse

SATISFACTION AND RETENTION INTENTION

14. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better
- ☐ Somewhat better
- ☐ About what you expected
- ☐ Somewhat worse
- ☐ Much worse

SATISFACTION AND RETENTION INTENTION

15. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The type of work you do in your military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your opportunities for promotion in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The quality of your coworkers in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The quality of your supervisor in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military values, lifestyle, and tradition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
g. Amount of enjoyment from your National Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Training received during your unit drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Your unit's morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Opportunities for leadership in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
l. Types of assignments received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Assignment stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Your personal workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Time required at National Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Your possibility of being activated or deployed in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Number of recent activations or deployments you have experienced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SATISFACTION AND RETENTION INTENTION

16. Overall, how satisfied are you with the military way of life?

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

SATISFACTION AND RETENTION INTENTION

17. How much do you agree or disagree with the following statements about working for your Reserve component?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I feel like "part of the family" in my Reserve component	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My Reserve component has a great deal of personal meaning to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. It would be too costly for me to leave my Reserve component in the near future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am afraid of what might happen if I quit my Reserve component without having another job lined up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Too much of my life would be interrupted if I decided to leave my Reserve component now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) How much do you agree or disagree with the following statements about working for your Reserve component?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
f. I feel a strong sense of belonging to my Reserve component	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I feel "emotionally attached" to my Reserve component	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. One of the problems with leaving my Reserve component would be the lack of available alternatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SATISFACTION AND RETENTION INTENTION

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

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

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

In this survey, the term "activated" refers to the voluntary or involuntary call to active duty of a Reserve component member under the provision of 10USC 12301(a) (Mobilization), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). It does NOT apply to members in an Active Guard/Reserve Program (AGR/TAR/AR), members serving in full-time National Guard Duty, or members serving on State Active Duty.

In this survey, the term "deployment" refers to the movement of a member, or unit, for duty purposes to a location that would be considered outside normal commuting distance or time from the member's permanent duty station. Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

19. Have you been activated in the past 24 months? *This includes activations that started more than 24 months ago and continued into the past 24 months.*

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

20. Was at least one of your activations in the past 24 months longer than 30 consecutive days?

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

21. In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary
- ☐ Involuntary
- ☐ Both

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

22. Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

- 23. In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?**
- ☐ CONUS
 - ☐ OCONUS
 - ☐ Both

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN
EDUCATION STATUS**

- 24. Are you currently activated?**
- ☐ Yes
 - ☐ No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN
EDUCATION STATUS**

- 25. Are you currently deployed?**
- ☐ Yes
 - ☐ No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN
EDUCATION STATUS**

- 26. Prior to your current activation, were you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?**
- ☐ Yes
 - ☐ No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN
EDUCATION STATUS**

- 27. Prior to your current activation, were you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)**
- ☐ Yes
 - ☐ No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN
EDUCATION STATUS**

- 28. Prior to your current activation, were you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and***

maintenance of the unit.)

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

29. In the week prior to your most recent activation, did you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
- ☐ Yes, part-time (less than 35 hours per week)
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

30. At the time of your most recent activation, were you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
- ☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

31. Are you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

32. Are you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- ☐ Yes
- ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

33. Are you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- ☐ Yes
☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

34. Do you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
☐ Yes, part-time (less than 35 hours per week)
☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

35. Are you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
☐ No

YOUR MILITARY WORKPLACE

This section refers to your current National Guard/Reserve workplace only.

36. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

YOUR MILITARY WORKPLACE

37. How long have you been in your present military unit? *To indicate less than one year, enter "00."*

YOUR MILITARY WORKPLACE

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

- | | Yes | No |
|--|-----------------------|-----------------------|
| a. A student in a resident military course? | <input type="radio"/> | <input type="radio"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input type="radio"/> | <input type="radio"/> |
| c. In a military work environment | | |

where members of your gender are uncommon?

☐
☐

YOUR MILITARY WORKPLACE

39. What is the gender of your immediate supervisor in your current military workgroup?

- ☐ Male
- ☐ Female

YOUR MILITARY WORKPLACE

40. What is the paygrade of your immediate supervisor in your current military workgroup?

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

YOUR MILITARY WORKPLACE

41. Which of the following statements best describes the gender mix of your current military workgroup?

- ☐ 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

YOUR MILITARY WORKPLACE

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

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. I know what is expected of me at work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| b. I have the materials and equipment I need to do my work right | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. At work, I have the opportunity to do what I do best every duty day | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. In the last 7 duty days, I have received recognition or praise for doing good work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. My supervisor, or someone at work, seems to care about me as a person | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. There is someone at work who encourages my development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent do you agree or disagree with the following statements about your military workplace?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| g. At work, my opinions seem to count | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. The mission/purpose of my Reserve component makes me feel my job is important | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. My coworkers are committed to doing quality work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. I have a best friend at work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. In the last 6 months, someone at work has talked to me about my progress | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. This last year, I have had opportunities at work to learn and to grow | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent do you agree or disagree with the following statements about your military workplace?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. My supervisor helps everyone in my workgroup feel included | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. At my workplace, all employees are | | | | | |

kept well informed about issues and decisions that affect them

☐ ☐ ☐ ☐ ☐

YOUR MILITARY WORKPLACE

43. To what extent do you agree or disagree with the following statements about your military workgroup?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you make a request through channels in your military workgroup, you know somebody will listen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The leaders in your military workgroup are more interested in looking good than being good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You would go for help with a personal problem to people in your military chain-of-command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent do you agree or disagree with the following statements about your military workgroup?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are impressed with the quality of leadership in your military workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR MILITARY WORKPLACE

44. To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace?

Neither

	Strongly disagree	Disagree	agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people in your workgroup tend to get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in your workgroup are willing to help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree or disagree with the following statements about THE WORK you do at your military workplace?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
e. Your work provides you with a sense of pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR MILITARY WORKPLACE

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

	Never	Once or twice	Sometimes	Often	Very often
a. Using an angry tone of voice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Avoiding you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Making you look bad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Yelling or raising one's voice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Withholding information from you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Swearing directed at you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Talking about you behind your back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Insulting, criticizing you (including sarcasm)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- i. Saying offensive or crude things about you ☐ ☐ ☐ ☐ ☐
- j. Flaunting status or power over you ☐ ☐ ☐ ☐ ☐

READINESS, HEALTH, AND WELL-BEING

46. Overall, how well prepared are you to perform your wartime job?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

READINESS, HEALTH, AND WELL-BEING

47. Overall, how well prepared is your unit to perform its wartime mission?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

READINESS, HEALTH, AND WELL-BEING

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

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

READINESS, HEALTH, AND WELL-BEING

49. 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.*

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

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

READINESS, HEALTH, AND WELL-BEING

50. Overall, how would you rate the current level of stress in your work life?

- ☐ Much less than usual
- ☐ Less than usual
- ☐ About the same as usual
- ☐ More than usual
- ☐ Much more than usual

READINESS, HEALTH, AND WELL-BEING

51. Overall, how would you rate the current level of stress in your personal life?

- ☐ Much less than usual
- ☐ Less than usual
- ☐ About the same as usual
- ☐ More than usual
- ☐ Much more than usual

READINESS, HEALTH, AND WELL-BEING

52. In the past month, how often have you . . .

	Never	Once or twice	Sometimes	Often	Very often
a. Been upset because of something that happened unexpectedly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Felt that you were unable to control the important things in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Felt nervous and stressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Felt confident about your ability to handle your personal problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Felt that things were going your					

way? ☐ ☐ ☐ ☐ ☐

(Continued) In the past month, how often have you . . .

	Never	Once or twice	Sometimes	Often	Very often
f. Found that you could not cope with all of the things you had to do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Been able to control irritations in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Felt that you were on top of things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Been angered because of things that were outside of your control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

53. To what extent have the following created stress in your life in the past 12 months? *For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Activation or deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Military work and civilian career (for example, hours, coworkers, change, supervisors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Finances (yours and your family's)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Health (yours and your family's)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent have the following created stress in your life in the past 12 months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
f. Relationship with your spouse or significant other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Relationship with your children or other family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| h. Time away from your family | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Crime in your community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Natural disasters (for example, fires, floods, storms, earthquakes) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent have the following created stress in your life in the past 12 months?

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| k. Terrorism, including threat of terrorism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. War or hostilities, including threat of war | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Loss of civilian job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Loss of career advancement opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

READINESS, HEALTH, AND WELL-BEING

54. To what extent have the following reduced stress in your life in the past 12 months? *If you have not used an item below or if it did not reduce stress, please mark "Not at all."*

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| a. Time with family | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Time with friends | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Vacation time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Work out/physical activity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. TV/movies/music/Internet or other recreation or hobbies | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Financial counseling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent have the following reduced stress in your life in the past 12 months?

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|------------------------------|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| g. Financial aid societies | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Spouse employment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Second income | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Couple/marital counseling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Personal counseling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

1. Domestic violence counseling ☐ ☐ ☐ ☐ ☐

(Continued) To what extent have the following reduced stress in your life in the past 12 months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
m. Drinking/use of alcohol	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Services (to individuals or families) concerning military deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Religious activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

Please specify what else reduced stress in your life in the past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

55. 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.*

	No, or does not apply	Yes, but your gender was NOT a factor	Yes, and your gender was a factor
a. You were rated lower than you deserved on your last military evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your last military evaluation contained unjustified negative comments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You were held to a higher performance standard than others in your military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. You did not get a military award or decoration given to others in similar circumstances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your current military assignment			

has not made use of your job skills

☐☐☐

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?

	No, or does not apply	Yes, but your gender was NOT a factor	Yes, and your gender was a factor
f. Your current military assignment is not good for your career if you continue in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. You did not learn <u>until it was too late</u> of opportunities that would have helped your military career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?

	No, or does not apply	Yes, but your gender was NOT a factor	Yes, and your gender was a factor
j. You were unable to get straight answers about your military promotion possibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. You were excluded from social events important to military career development and being kept informed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. You did not get a military job assignment that you wanted and for which you were qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Have you had any other adverse personnel actions in the past 12 months?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

You indicated, "Yes, and your gender was a factor" in not getting a military assignment that you wanted and for which you were qualified. Was this assignment legally open to women?

- ☐ No
☐ Yes

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

Please specify what other adverse personnel actions happened to you during the past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

56. Do you consider ANY of the behaviors (a through m) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sex discrimination?

- ☐ None were sex discrimination
☐ Some were sex discrimination; some were not sex discrimination
☐ All were sex discrimination

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

57. 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-active duty or Reserve
-on- or off-duty (to include off-duty members while in civilian workplaces or community)
-on- or off-installation or ship; and/or
- DoD Civilian Employees and/or Contractors
- in your military workplace or on your installation/ship

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

	Never	Once or twice	Sometimes	Often	Very often
a. Repeatedly told sexual stories or jokes that were offensive to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Referred to people of your gender in insulting or offensive terms?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

- | | Never | Once or
twice | Sometimes | Often | Very
often |
|---|-----------------------|--------------------------|-----------------------|-----------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

- | | Never | Once or
twice | Sometimes | Often | Very
often |
|---|-----------------------|--------------------------|-----------------------|-----------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| m. Touched you in a way that made you feel uncomfortable? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Treated you badly for refusing to have sex? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

- | | Never | Once or
twice | Sometimes | Often | Very
often |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related behavior? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

Please describe what other unwanted gender-related behaviors you've experienced during the past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

58. 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?

- ☐ None were sexual harassment
☐ Some were sexual harassment; some were not sexual harassment
☐ All were sexual harassment

ONE SITUATION WITH THE GREATEST EFFECT

59. Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

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

	Did not do this	Did this
a. Repeatedly told sexual stories or jokes that were offensive to you	<input type="radio"/>	<input type="radio"/>
b. Referred to people of your gender in insulting or offensive terms	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	<input type="radio"/>	<input type="radio"/>
e. Made offensive remarks about your appearance, body, or sexual activities	<input type="radio"/>	<input type="radio"/>

(Continued) What did the person(s) do during this situation?

	Did not do this	Did this
f. Made gestures or used body language of a sexual nature that embarrassed or offended you	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	<input type="radio"/>	<input type="radio"/>
i. Put you down or was condescending to you because of your gender	<input type="radio"/>	<input type="radio"/>
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"	<input type="radio"/>	<input type="radio"/>

(Continued) What did the person(s) do during this situation?

	Did not do this	Did this
k. Made you feel like you were being		

- | | | |
|--|-----------------------|-----------------------|
| bribed with some sort of reward or special treatment to engage in sexual behavior | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review) | <input type="radio"/> | <input type="radio"/> |
| m. Touched you in a way that made you feel uncomfortable | <input type="radio"/> | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you | <input type="radio"/> | <input type="radio"/> |
| o. Treated you badly for refusing to have sex | <input type="radio"/> | <input type="radio"/> |

(Continued) What did the person(s) do during this situation?

- | | Did not do this | Did this |
|---|------------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related behavior? | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

Please describe the other unwanted gender-related behaviors from the situation that HAD THE GREATEST EFFECT ON YOU during the past 12 months.

ONE SITUATION WITH THE GREATEST EFFECT

The remaining questions in this section refer to the one situation you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly that had the GREATEST EFFECT ON YOU.

60. To what degree was this situation . . .

Not at all Slightly Moderately Very Extremely

- | | | | | | |
|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Annoying? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Offensive? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Disturbing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Threatening? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Embarrassing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Frightening? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

61. Where and when did this situation occur?

- | | None of it | Some of it | Most of it | All of it |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. At a military installation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. At your military work (the place where you perform your military duties) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. While in compensated (pay or points) status | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. While activated or deployed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. At your civilian work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. At your civilian school | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. At some other civilian location | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

62. How many people were responsible for the behaviors in this situation?

- ☐ One person
☐ A group (more than one person)

ONE SITUATION WITH THE GREATEST EFFECT

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

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

ONE SITUATION WITH THE GREATEST EFFECT

64. How well did you know the offender(s) at the time of the incident(s)?

- ☐ Very well (current/former significant other, friend, etc.)

- ☐ Somewhat well (casual acquaintance)
- ☐ Not well (only knew person by sight)
- ☐ Not at all (stranger--someone you had never seen before)
- ☐ Don't know (anonymous offender--did not see offender and/or could not be certain if you knew the offender)
- ☐ There were multiple offenders--some you knew and others you did not.

ONE SITUATION WITH THE GREATEST EFFECT

65. Do/did you work with the person(s) involved at your civilian job?

- ☐ Yes
- ☐ No
- ☐ Does not apply, no civilian job

ONE SITUATION WITH THE GREATEST EFFECT

66. Are/were you in a civilian school setting with the person(s) involved?

- ☐ Yes
- ☐ No
- ☐ Does not apply, not in school

ONE SITUATION WITH THE GREATEST EFFECT

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

	Yes	No
a. Your immediate military supervisor?	<input type="radio"/>	<input type="radio"/>
b. Your unit commander?	<input type="radio"/>	<input type="radio"/>
c. Other military person(s) of higher rank/grade than you?	<input type="radio"/>	<input type="radio"/>
d. Your military coworker(s)?	<input type="radio"/>	<input type="radio"/>
e. Your military subordinate(s)?	<input type="radio"/>	<input type="radio"/>
f. Your military training instructor?	<input type="radio"/>	<input type="radio"/>
g. Other military person(s)?	<input type="radio"/>	<input type="radio"/>
h. DoD civilian employees?	<input type="radio"/>	<input type="radio"/>
i. DoD contractors?	<input type="radio"/>	<input type="radio"/>
j. Other civilian person?	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT

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

- ☐ Once
- ☐ Occasionally
- ☐ Frequently

ONE SITUATION WITH THE GREATEST EFFECT

69. 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

ONE SITUATION WITH THE GREATEST EFFECT

70. Is the situation still going on?

- ☐ Yes
- ☐ No

ONE SITUATION WITH THE GREATEST EFFECT

71. To what extent did you . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Try to avoid the person(s) who bothered you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Try to forget it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Tell the person(s) you didn't like what he or she was doing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Stay out of the person's or persons' way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Tell yourself it was not really important?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Talk to some of your <u>family</u> about the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent did you . . .

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

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| g. Talk to some of your <u>coworkers</u> about the situation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Talk to some of your <u>friends</u> about the situation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Talk to a <u>chaplain or counselor</u> about the situation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Try to avoid being alone with the person(s)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Tell the person(s) to stop? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Just put up with it? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent did you . . .

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| m. Ask the person(s) to leave you alone? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Blame yourself for what happened? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Assume the person(s) meant well? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Pray about it? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Pretend not to notice, hoping the person(s) would leave you alone? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Do something else in response to the situation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

Please specify what else you did in response to the situation.

ONE SITUATION WITH THE GREATEST EFFECT

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

- ☐ Definitely was not sexual harassment
- ☐ Probably was not sexual harassment
- ☐ Uncertain
- ☐ Probably was sexual harassment
- ☐ Definitely was sexual harassment

ONE SITUATION WITH THE GREATEST EFFECT

73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace.	<input type="radio"/>	<input type="radio"/>
b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school	<input type="radio"/>	<input type="radio"/>
c. Community officials, office, or courts (for example, local police or harassment hotline)	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT

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

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

ONE SITUATION WITH THE GREATEST EFFECT

75. Did you answer "Yes" to at least one item in Question 74?

- ☐ Yes
☐ No

76. What actions were taken in response to your report?

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your complaint was/is being investigated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You were encouraged to drop the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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 type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. No action was taken	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT**77. How satisfied are you with the following aspects of the reporting process?**

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

ONE SITUATION WITH THE GREATEST EFFECT**78. Is the action still being processed?**

- ☐ Yes
- ☐ No

ONE SITUATION WITH THE GREATEST EFFECT

79. Was your complaint found to be true?

- ☐ Yes
☐ No
☐ They were unable to determine whether your complaint was true or not.

ONE SITUATION WITH THE GREATEST EFFECT**80. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.**

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The situation was corrected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Some action was taken against the person(s) who bothered you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Nothing was done about the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Action was taken against you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT**81. How satisfied were you with the outcome of your complaint?**

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

ONE SITUATION WITH THE GREATEST EFFECT

Please specify why you were dissatisfied/very dissatisfied with the outcome of your complaint.

ONE SITUATION WITH THE GREATEST EFFECT**82. Did you report all of the behaviors you experienced to one of the installation/Reserve component/DoD individuals or organizations?**

- ☐ Yes
☐ No

ONE SITUATION WITH THE GREATEST EFFECT

83. What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.

- | | Yes | No |
|---|-----------------------|-----------------------|
| a. Was not important enough to report | <input type="radio"/> | <input type="radio"/> |
| b. You did not know how to report | <input type="radio"/> | <input type="radio"/> |
| c. You felt uncomfortable making a report | <input type="radio"/> | <input type="radio"/> |
| d. You took care of the problem yourself | <input type="radio"/> | <input type="radio"/> |
| e. You talked to someone informally in your military chain-of-command | <input type="radio"/> | <input type="radio"/> |
| f. You did not think anything would be done if you reported | <input type="radio"/> | <input type="radio"/> |

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

- | | Yes | No |
|---|-----------------------|-----------------------|
| g. You thought you would not be believed if you reported | <input type="radio"/> | <input type="radio"/> |
| h. You thought your military coworkers would be angry if you reported | <input type="radio"/> | <input type="radio"/> |
| i. You wanted to fit in | <input type="radio"/> | <input type="radio"/> |
| j. You thought reporting would take too much time and effort | <input type="radio"/> | <input type="radio"/> |
| k. You thought you would be labeled a troublemaker if you reported | <input type="radio"/> | <input type="radio"/> |
| l. A <u>peer</u> talked you out of making a formal complaint | <input type="radio"/> | <input type="radio"/> |

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

- | | Yes | No |
|---|-----------------------|-----------------------|
| m. A <u>supervisor</u> talked you out of making a formal complaint | <input type="radio"/> | <input type="radio"/> |
| n. You did not want to hurt the person's or persons' feelings, family, or career | <input type="radio"/> | <input type="radio"/> |
| o. You thought your performance evaluation or chance for promotion would suffer if you reported | <input type="radio"/> | <input type="radio"/> |
| p. You were afraid of retaliation from the <u>person(s) who did it</u> | <input type="radio"/> | <input type="radio"/> |

- | | | |
|---|-----------------------|-----------------------|
| q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u> | <input type="radio"/> | <input type="radio"/> |
| r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u> | <input type="radio"/> | <input type="radio"/> |

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

- | | Yes | No |
|---|-----------------------|-----------------------|
| s. You thought it would negatively impact your <u>civilian</u> job | <input type="radio"/> | <input type="radio"/> |
| t. Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career | <input type="radio"/> | <input type="radio"/> |
| u. You were warned not to complain | <input type="radio"/> | <input type="radio"/> |
| v. You had already reported the situation to <u>civilian</u> individuals or organizations | <input type="radio"/> | <input type="radio"/> |
| w. Some other reason | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

84. Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

- | | Yes | No | Don't know |
|---|-----------------------|-----------------------|-----------------------|
| a. You were ignored or shunned by others at work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. You were blamed for the situation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. People gossiped about you in an unkind or negative way | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. You lost perks/privileges that you had before | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. You were given less favorable job duties | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. You were denied an opportunity for training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) Did any of the following things happen in response to how you handled the situation?

- | | Yes | No | Don't know |
|---|-----------------------|-----------------------|-----------------------|
| g. You were given an unfair job performance appraisal | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- | | | | |
|---|-----------------------|-----------------------|-----------------------|
| h. You were unfairly disciplined | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. You were denied a promotion | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. You were transferred to a less desirable job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. You were unfairly demoted | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. You were mistreated in some other way | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PERSONNEL POLICY AND PRACTICES

85. 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.

- | | Yes | No | Don't know |
|--|-----------------------|-----------------------|-----------------------|
| a. Senior leadership of my Reserve component | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Senior leadership of my installation/ship | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. My immediate supervisor | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PERSONNEL POLICY AND PRACTICES

86. Have you had any training from military sources during the past 12 months on topics related to sexual harassment?

- ☐ Yes
☐ No

PERSONNEL POLICY AND PRACTICES

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

PERSONNEL POLICY AND PRACTICES

88. My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements.

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. Provides a good understanding of what words and actions are considered sexual harassment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| b. Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Reserve component</u> as a whole. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Teaches that sexual harassment makes it difficult for individual <u>Reserve component members</u> to perform their duties. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Identifies behaviors that are offensive to others and should not be tolerated. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) My Reserve component's training . . .

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| e. Gives useful tools for dealing with sexual harassment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Makes you feel it is safe to complain about unwanted, sex-related attention. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Provides information about military policies, procedures, and consequences of sexual harassment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PERSONNEL POLICY AND PRACTICES

89. In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?

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

PERSONNEL POLICIES AND PRACTICES

Please specify why the training you received was not at all effective in actually reducing/preventing sexual harassment.

PERSONNEL POLICY AND PRACTICES

90. In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. MILITARY UNIT/WORKGROUP - Policies forbidding sexual harassment publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. MILITARY UNIT/WORKGROUP - Complaint procedures related to sexual harassment publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. MILITARY UNIT/WORKGROUP - Complaints about sexual harassment taken seriously no matter who files them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. MILITARY UNIT/WORKGROUP - Enlisted members required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) In your MILITARY UNIT/WORKGROUP, to what extent are . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
e. MILITARY UNIT/WORKGROUP - Officers required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. MILITARY UNIT/WORKGROUP - Leaders consistently modeling respectful behavior to both male and female personnel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. MILITARY UNIT/WORKGROUP - Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
h. MILITARY DUTY STATION/SHIP - Policies forbidding sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- publicized?
- i. **MILITARY DUTY STATION/SHIP** - Complaint procedures related to sexual harassment publicized?
- j. **MILITARY DUTY STATION/SHIP** - Complaints about sexual harassment taken seriously no matter who files them?
- k. **MILITARY DUTY STATION/SHIP** - There is a specific office with the authority to investigate sexual harassment complaints?

(Continued) At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| l. MILITARY DUTY STATION/SHIP - Enlisted members required to attend formal sexual harassment training? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. MILITARY DUTY STATION/SHIP - Officers required to attend formal sexual harassment training? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. MILITARY DUTY STATION/SHIP - Leaders consistently modeling respectful behavior to both male and female personnel? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

In your SERVICE/RESERVE COMPONENT, to what extent is . . .

- | | Not at all | Small extent | Moderate extent | Large extent | Very large extent |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| o. SERVICE/RESERVE COMPONENT - An advice/hotline available for reporting sexual harassment complaints? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PERSONNEL POLICY AND PRACTICES

91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

PERSONNEL POLICY AND PRACTICES

92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

PERSONNEL POLICY AND PRACTICES

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

- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

PERSONNEL POLICY AND PRACTICES

94. In your opinion, how often does sexual harassment occur at military workplaces compared to civilian workplaces?

- ☐ Don't know, you have not worked in a civilian job
- ☐ Much less often in the military
- ☐ Less often in the military
- ☐ About the same
- ☐ More often in the military
- ☐ Much more often in the military

TAKING THE SURVEY

95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

COMMENTS

96. Place holder Q96

97. If you have comments or concerns that you were not able to express in answering this survey, please type them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

APPENDIX B

Cover letters



PERSONNEL AND
READINESS

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

March 5, 2004

#BWNHVYT *****3-DIGIT SCH 006
#2300 1000 1819#
CPL ORLANDO SAMPLE ARNG
PO BOX 1125
ANYTOWN PR 00601-1125
|||||

Dear Corporal Sample:

You have been selected to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the National Guard/Reserve. The information obtained from this survey will assist senior officials in improving the workplace for all National Guard/Reserve members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other National Guard/Reserve members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect, or your address will soon change, please take a moment to let us know by calling the Survey Processing Center toll-free at 1-800-881-5307. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail (e-mail) to WGRRsurvey@osd.pentagon.mil or via facsimile at 1-763-268-3011. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. Again, if you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Thank you for your time and assistance in this important effort.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

P.S. for Families of Deployed Members: We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this letter to his/her current address. Thank you.



PERSONNEL AND
READINESS

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

March 19, 2004

#BWNHVT *****5-DIGIT 20735

#2300 0000 1019#

SGT KIMBERLY SAMPLE USAR

8608 MAIN ST

ANYTOWN MD 20735-3360

|||||

Dear Sergeant Sample:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the National Guard/Reserve. You were selected in a scientific sample of National Guard/Reserve members to participate in this study. The information you and other Reservists provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing the enclosed survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you that your responses will be kept confidential. Only group statistics will be reported. To conduct the survey, administrators must know your identity to provide you with the survey materials; however, this information will be used only in administering the survey. No information about you as an individual will be released.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. Simply go to the Web address below and enter your **Ticket Number: JXXXXXX**

<http://www.dodsurvey.net>

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed, pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail (e-mail) to WGRRsurvey@osd.pentagon.mil or leave a message any time, toll-free, at 1-800-881-5307. In all communication with the Survey Processing Center, please include the mailing number from the lower right corner of this letter.

Thank you for your time and cooperation in completing this survey.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

P.S. for Families of Deployed Members: We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



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

PERSONNEL AND
READINESS

April 2, 2004

#BWNHVYT *****3-DIGIT 331

#2300 1095 2664#

MAJ JUDITH SAMPLE USAFR

3513 SW ELM ST

ANYTOWN FL 33155-3973

|||||

Dear Major Sample:

We recently mailed you a letter asking you to participate (either via paper survey or the Web) in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you. If you have not had a chance to complete the survey or were thinking about not participating, I ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. Simply go to the Web address below and enter your **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

If you prefer to respond via the paper survey, but have not received a copy, please inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also send changes via electronic mail (e-mail) to WGRRSurvey@osd.pentagon.mil or via facsimile at 1-763-268-3011. You may mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. If you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

P.S. for Families of Deployed Members: Please help us reach your family member by forwarding this letter to his/her current address. Thank you.





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

PERSONNEL AND
READINESS

May 7, 2004

#BWNHVT *****3-DIGIT 640

#2300 0165 9500#

CWO4 DANIEL SAMPLE USMCR

PO BOX 226

ANYTOWN MO 64024-0226

|||||.....

Dear Chief Warrant Officer Sample:

Recently, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all Reserve component personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take the time to complete the enclosed questionnaire and return it in the postage-paid envelope or complete the survey via the Web. To access the Web version of the survey, go to the following Web address and enter this **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

It is not necessary to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. If you cannot access the Web or you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail WGRRSurvey@osd.pentagon.mil or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your time and assistance in this very important effort.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)



2100 Second Street, S.W.
Washington, DC 20593-0001
Staff Symbol: G-WTR
Phone: (202) 267-0616
FAX: (202) 267-0205

March 5, 2004

#BWNHVT
#2300 1072 8023#
LT SARAH L SAMPLE USCGR
3456 TOWN RD N
ANYTOWN CA 94939-2226

A standard linear barcode consisting of vertical black bars of varying widths on a white background, located at the bottom of the document.

Dear Lieutenant Sample:

You have been selected to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the National Guard/Reserve. The information obtained from this survey will assist senior officials in improving the workplace for all National Guard/Reserve members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other National Guard/Reserve members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect, or your address will soon change, please take a moment to let us know by calling the Survey Processing Center toll-free at 1-800-881-5307. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail (e-mail) to WGRRsurvey@osd.pentagon.mil or via facsimile at 1-763-268-3011. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. Again, if you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Thank you for your time and assistance in this important effort.

Sincerely,

Happy

R.J. Papp, Jr.
Rear Admiral, U.S. Coast Guard
Director of Reserve and Training

P.S. for Families of Deployed Members: We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this letter to his/her current address. Thank you.



March 19, 2004

#BWNHVVY *****3-DIGIT 028

#2300 0072 6839#

PO2 TIMOTHY G SAMPLE USCGR

PO BOX 1720

ANYTOWN RI 02807-1720

|||||

Dear Petty Officer Sample:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the National Guard/Reserve. You were selected in a scientific sample of National Guard/Reserve members to participate in this study. The information you and other Reservists provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing the enclosed survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be reported. To conduct the survey, administrators must know your identity to provide you with the survey materials; however, this information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. Simply go to the Web address below and input your **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed, pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail (e-mail) to WGRRsurvey@osd.pentagon.mil or leave a message any time, toll-free, at 1-800-881-5307. In all communication with the Survey Processing Center, please include the mailing number from the lower right corner of this letter.

Thank you for your time and cooperation in completing this survey.

Sincerely,

R.J. Papp, Jr.
Rear Admiral, U.S. Coast Guard
Director of Reserve and Training

P.S. for Families of Deployed Members: We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



April 2, 2004

#BWNHVT *****3-DIGIT 554

#2300 1145 8695#

PO2 STEVEN J SAMPLE USCGR

4321 ELM ST NW

ANYTOWN MN 55448-1189

|||||

Dear Petty Officer Sample:

We recently mailed you a letter asking you to participate (either via paper survey or the Web) in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you. If you have not had a chance to complete the survey or were thinking about not participating, I ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. Simply go to the Web address below and enter your **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

If you prefer to respond via the paper survey, but have not received a copy, please inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also send changes via electronic mail (e-mail) to WGRRSurvey@osd.pentagon.mil or via facsimile at 1-763-268-3011. You may mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. If you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

R.J. Papp, Jr.
Rear Admiral, U.S. Coast Guard
Director of Reserve and Training

2100 Second Street, S.W.
Washington, DC 20593-0001
Staff Symbol: G-WTR
Phone: (202) 267-0616
FAX: (202) 267-0205

April 16, 2004

[illegible]

Dear Captain Sample:

Several weeks ago, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. Your participation is very important. The survey results will help the Department of Defense to assess workplace issues in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other National Guard/Reserve members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.dodsurvey.net>

To take this survey online, you will need to enter this **Ticket Number: JXXXXXXX**. It is not necessary for you to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary.

If you cannot access the Web or you have any questions pertaining to the survey, please call the Survey Processing Center at 1-800-881-5307, send a facsimile to 1-763-268-3011, or e-mail WGRRsurvey@osd.pentagon.mil.

Your time and cooperation are appreciated.

Sincerely,

Happy

R.J. Papp, Jr.
Rear Admiral, U.S. Coast Guard
Director of Reserve and Training

P.S. for Families of Deployed Members: We want to give every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



2100 Second Street, S.W.
Washington, DC 20593-0001
Staff Symbol: G-WTR
Phone: (202) 267-0616
FAX: (202) 267-0205

May 7, 2004

#BWNHVT
#2300 0201 3863#
SN EDWARD J SAMPLE USCGR
1252 ABC ST
ANYTOWN CA 92020-1434

||..|||||..||||.....|.|.|.|.|.|.|.|.|.|.|.|.|.|.|.

Dear Seaman Sample:

Recently, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all Reserve component personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the enclosed questionnaire and return it in the postage-paid envelope or complete the survey via the Web. To access the Web version of the survey, go to the following Web address and enter this **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

It is not necessary to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. If you cannot access the Web or you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail WGRRsurvey@osd.pentagon.mil or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter. The results of this survey will also be on the Web after a summary is prepared.

Thank you for your time and assistance in this very important effort.

Sincerely,

Happy

R.J. Papp, Jr.
Rear Admiral, U.S. Coast Guard
Director of Reserve and Training

P.S. for Families of Deployed Members: Please help us reach your family member by forwarding this survey to his/her current address. Thank you.

00201386

APPENDIX C

Annotated Questionnaires

2004 Workplace and Gender Relations Survey of Reserve Component Members

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., 5900 Baker Rd., Minnetonka, MN 55345-5967).
- 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, 481, 1782, 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 ascertain if you have responded and to use record data to properly analyze the survey data. Survey data are never added to personnel or administrative record data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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BACKGROUND

SRSEX

1. Are you . . . ?

- 1 ☒ Male
2 ☒ Female

SRED

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.*

- 01 ☒ Less than 12 years of school (no diploma)
02 ☒ GED or other high school equivalency certificate
03 ☒ High school diploma
04 ☒ Less than 2 years of college credits, but no college degree
05 ☒ 2-year college degree (AA/AS)
06 ☒ More than 2 years of college credits, but no 4-year college degree
07 ☒ 4-year college degree (BA/BS)
08 ☒ Some graduate school, but no graduate degree
09 ☒ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

SRHISPA, Note

3. Are you Spanish/Hispanic/Latino?

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

SRRACEA-F, Note

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

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

SRRACEF, Note
Please print

SRMARST

5. What is your marital status?

- 1 ☒ Married
2 ☒ Separated
3 ☒ Divorced
4 ☒ Widowed
5 ☒ Never married

SRCOMP

6. Of which Reserve component are you a member?

- 1 ☒ Army National Guard 2 ☒ Army Reserve
3 ☒ Naval Reserve 4 ☒ Marine Corps Reserve
5 ☒ Air National Guard 6 ☒ Air Force Reserve
7 ☒ Coast Guard Reserve

SRGRADE

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

- | | | |
|--|--|---|
| 01 <input checked="" type="checkbox"/> E-1 | 11 <input checked="" type="checkbox"/> W-1 | 21 <input checked="" type="checkbox"/> O-1/O-1E |
| 02 <input checked="" type="checkbox"/> E-2 | 12 <input checked="" type="checkbox"/> W-2 | 22 <input checked="" type="checkbox"/> O-2/O-2E |
| 03 <input checked="" type="checkbox"/> E-3 | 13 <input checked="" type="checkbox"/> W-3 | 23 <input checked="" type="checkbox"/> O-3/O-3E |
| 04 <input checked="" type="checkbox"/> E-4 | 14 <input checked="" type="checkbox"/> W-4 | 24 <input checked="" type="checkbox"/> O-4 |
| 05 <input checked="" type="checkbox"/> E-5 | 15 <input checked="" type="checkbox"/> W-5 | 25 <input checked="" type="checkbox"/> O-5 |
| 06 <input checked="" type="checkbox"/> E-6 | | 26 <input checked="" type="checkbox"/> O-6 or above |
| 07 <input checked="" type="checkbox"/> E-7 | | |
| 08 <input checked="" type="checkbox"/> E-8 | | |
| 09 <input checked="" type="checkbox"/> E-9 | | |

GR08

8. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- 2 ☒ Yes
1 ☒ No

GR09, Note

9. How many years have you spent in military service? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

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 YEARS
 SATISFACTION AND RETENTION INTENTION

GR10

10. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- 5 ☒ Very likely
4 ☒ Likely
3 ☒ Neither likely nor unlikely
2 ☒ Unlikely
1 ☒ Very unlikely

GR011

11. If you could stay in the National Guard/Reserve as long as you want, how likely is it that you would choose to serve until eligible for retirement?

- N ☒ Does not apply; I am already eligible for retirement
5 ☒ Very likely
4 ☒ Likely
3 ☒ Neither likely nor unlikely
2 ☒ Unlikely
1 ☒ Very unlikely

GR12, Note

12. When you leave military service, how many total years do you expect to have completed? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

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 YEARS

GR13

13. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- 5 ☒ Much better
4 ☒ Somewhat better
3 ☒ About what you expected
2 ☒ Somewhat worse
1 ☒ Much worse

GR14

14. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- 5 ☒ Much better
4 ☒ Somewhat better
3 ☒ About what you expected
2 ☒ Somewhat worse
1 ☒ Much worse

GR15A-GR15R

15. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

- | | |
|--|--|
| | 5.. Very satisfied |
| | 4.. Satisfied |
| | 3.. Neither satisfied nor dissatisfied |
| | 2.. Dissatisfied |
| | 1.. Very dissatisfied |
- Your total compensation (i.e., base pay, allowances, and bonuses)

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 - The type of work you do in your military unit

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 - Your opportunities for promotion in your unit

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 - The quality of your coworkers in your unit

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 - The quality of your supervisor in your unit

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 - Military values, lifestyle, and tradition

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 - Amount of enjoyment from your National Guard/Reserve duty

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 - Training received during your unit drills

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 - Your unit's morale

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 - Opportunities for leadership in your unit

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 - Opportunities to use your primary MOS/D/R/AFSC skills during unit drills

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 - Types of assignments received

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 - Assignment stability

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 - Your personal workload

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 - Time required at National Guard/Reserve activities

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 - Your possibility of being activated or deployed in the future

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- q. Number of recent activations or deployments
you have experienced ☐☐☐☐☐

GR16

16. Overall, how satisfied are you with the military way of life?

- 5 ☒ Very satisfied
4 ☒ Satisfied
3 ☒ Neither satisfied nor dissatisfied
2 ☒ Dissatisfied
1 ☒ Very dissatisfied

GR17

17. How much do you agree or disagree with the following statements about working for your Reserve component?

- 5..Strongly agree|
4..Agree| |
3..Neither agree nor disagree| | |
2..Disagree| | | |
1..Strongly disagree| | | |
- a. I feel like "part of the family" in my Reserve component. ☐☐☐☐☐
b. My Reserve component has a great deal of personal meaning to me. ☐☐☐☐☐
c. It would be too costly for me to leave my Reserve component in the near future. ☐☐☐☐☐
d. I am afraid of what might happen if I quit my Reserve component without having another job lined up. ☐☐☐☐☐
e. Too much of my life would be interrupted if I decided to leave my Reserve component now. ☐☐☐☐☐
f. I feel a strong sense of belonging to my Reserve component. ☐☐☐☐☐
g. I feel "emotionally attached" to my Reserve component. ☐☐☐☐☐
h. One of the problems with leaving my Reserve component would be the lack of available alternatives. ☐☐☐☐☐

GR18A-GR18B

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

- | | 2. Yes | 1. No |
|--------------------|--------------------------|--------------------------|
| a. A male friend | <input type="checkbox"/> | <input type="checkbox"/> |
| b. A female friend | <input type="checkbox"/> | <input type="checkbox"/> |

**MILITARY/CIVILIAN PERSONNEL
CATEGORIES AND CIVILIAN EDUCATION
STATUS**

In this survey, the term "activated" refers to the voluntary or involuntary call to active duty of a Reserve component member under the provision of 10USC 12301(a) (Mobilization), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). It does NOT apply to members in an Active Guard/Reserve Program (AGR/TAR/AR), members serving in full-time National Guard Duty, or members serving on State Active Duty.

In this survey, the term "deployment" refers to the movement of a member, or unit, for duty purposes to a location that would be considered outside normal commuting distance or time from the member's permanent duty station. Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

GR19

19. Have you been activated in the past 24 months? This includes activations that started more than 24 months ago and continued into the past 24 months.

- 2 ☒ Yes⇒IF YES, CONTINUE WITH QUESTION 20
1 ☒ No⇒IF NO, GO TO QUESTION 31

GR20..GR20SK..Note

20. Was at least one of your activations in the past 24 months longer than 30 consecutive days?

- 2 ☒ Yes⇒ IF YES, CONTINUE WITH QUESTION 21
1 ☒ No⇒IF NO, GO TO QUESTION 24

GR21..GR21SK..Note

21. In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- 1 ☒ Voluntary
2 ☒ Involuntary
3 ☒ Both

GR22..GR22SK..Note

22. Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?

- 2 ☒ Yes⇒ IF YES, CONTINUE WITH QUESTION 23
1 ☒ No⇒IF NO, GO TO QUESTION 24

GR23..GR23SK..Note

23. In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- 1 ☒ CONUS
2 ☒ OCONUS
3 ☒ Both

GR24..GR24SK..Note

24. Are you currently activated?

- 2 ☒ Yes⇒IF YES, CONTINUE WITH QUESTION 25
1 ☒ No⇒IF NO, GO TO QUESTION 31

GR25..GR25SK..Note

25. Are you currently deployed?

- 2 ☒ Yes
1 ☒ No

GR26, GR26SK, Note

26. Prior to your current activation, were you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

2. ☒ Yes⇒IF YES, GO TO QUESTION 36
1. ☒ No⇒IF NO, CONTINUE WITH QUESTION 27

GR27, GR27SK, Note

27. Prior to your current activation, were you an Individual Mobilization Augmentee? (Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.)

2. ☒ Yes
1. ☒ No

GR28, GR28SK, Note

28. Prior to your current activation, were you a military technician? (A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.)

2. ☒ Yes⇒IF YES, GO TO QUESTION 30
1. ☒ No⇒IF NO, CONTINUE WITH QUESTION 29

GR29, GR29SK, Note

29. In the week prior to your most recent activation, did you have a civilian job?

3. ☒ Yes, full-time (35 hours or more per week)
2. ☒ Yes, part-time (less than 35 hours per week)
1. ☒ No

GR30, GR30SK, Note

30. At the time of your most recent activation, were you a student in a civilian school?

3. ☒ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)⇒IF YES, GO TO QUESTION 36
2. ☒ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)⇒IF YES, GO TO QUESTION 36
1. ☒ No⇒IF NO, GO TO QUESTION 36

GR31, GR31SK, Note

31. Are you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

2. ☒ Yes⇒IF YES, GO TO QUESTION 36
1. ☒ No⇒IF NO, CONTINUE WITH QUESTION 32

GR32, GR32SK, Note

32. Are you an Individual Mobilization Augmentee? (Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.)

2. ☒ Yes
1. ☒ No

GR33, GR33SK, Note

33. Are you a military technician? (A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.)

2. ☒ Yes⇒IF YES, GO TO QUESTION 35
1. ☒ No⇒IF NO, CONTINUE WITH QUESTION 34

GR34, GR34SK, Note

34. Do you have a civilian job?

3. ☒ Yes, full-time (35 hours or more per week)
2. ☒ Yes, part-time (less than 35 hours per week)
1. ☒ No

GR35, GR35SK, Note

35. Are you a student in a civilian school?

3. ☒ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
2. ☒ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
1. ☒ No

YOUR MILITARY WORKPLACE

This section refers to your current National Guard/Reserve workplace only.

GR36

36. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

DAYS

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GR37

37. How long have you been in your present military unit? To indicate less than one year, enter "00."

YEARS

--	--

GR38A-GR38C

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

- | | 2 | 1 |
|--|-------------------------------------|-------------------------------------|
| | Yes | No |
| a. A student in a resident military course? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. In a military work environment where members of your gender are uncommon? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

GR39

39. What is the gender of your immediate supervisor in your current military workgroup?

1. ☒ Male
2. ☒ Female

GR40

40. What is the paygrade of your immediate supervisor in your current military workgroup?

- | | | | | | |
|----|---|----|---|----|--|
| 01 | <input checked="" type="checkbox"/> E-4 or below | 11 | <input checked="" type="checkbox"/> W-1 | 21 | <input checked="" type="checkbox"/> O-1/O-1E |
| 02 | <input checked="" type="checkbox"/> E-5 | 12 | <input checked="" type="checkbox"/> W-2 | 22 | <input checked="" type="checkbox"/> O-2/O-2E |
| 03 | <input checked="" type="checkbox"/> E-6 | 13 | <input checked="" type="checkbox"/> W-3 | 23 | <input checked="" type="checkbox"/> O-3/O-3E |
| 04 | <input checked="" type="checkbox"/> E-7 | 14 | <input checked="" type="checkbox"/> W-4 | 24 | <input checked="" type="checkbox"/> O-4 |
| 05 | <input checked="" type="checkbox"/> E-8 | 15 | <input checked="" type="checkbox"/> W-5 | 25 | <input checked="" type="checkbox"/> O-5 |
| 06 | <input checked="" type="checkbox"/> E-9 | 26 | | | <input checked="" type="checkbox"/> O-6 or above |
| 07 | <input checked="" type="checkbox"/> Civilian GS-1 to GS-6 (or equivalent) | | | | |
| 08 | <input checked="" type="checkbox"/> Civilian GS-7 to GS-11 (or equivalent) | | | | |
| 09 | <input checked="" type="checkbox"/> Civilian GS-12 or above (or equivalent) | | | | |

41. Which of the following statements best describes the gender mix of your current military workgroup?

1. ☒ All men
2. ☒ Almost entirely men
3. ☒ More men than women
4. ☒ About equal numbers of men and women
5. ☒ More women than men
6. ☒ Almost entirely women
7. ☒ All women

GR42A-GR42P

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

5..Strongly agree|
 4..Agree| |
 3..Neither agree nor disagree| | |
 2..Disagree| | | |
 1..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 duty day. ☒☒☒☒☒
- d. In the last 7 duty 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 Reserve component 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 workgroup 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. ☒☒☒☒☒

43. To what extent do you agree or disagree with the following statements about your military workgroup?

5.....Strongly agree|
 4.....Agree| |
 3.....Neither agree nor disagree| | |
 2.....Disagree| | | |
 1.....Strongly disagree| | | | |

- a. If you make a request through channels in your military workgroup, you know somebody will listen.....☒☒☒☒☒
- b. The leaders in your military workgroup are more interested in looking good than being good.....☒☒☒☒☒
- c. You would go for help with a personal problem to people in your military chain-of-command.....☒☒☒☒☒
- d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done.....☒☒☒☒☒
- e. You are impressed with the quality of leadership in your military workgroup.....☒☒☒☒☒
- f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members.....☒☒☒☒☒

GR44A-H

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

- 5.....Strongly agree|
 4.....Agree| |
 3.....Neither agree nor disagree| | |
 2.....Disagree| | | |
 1.....Strongly disagree| | | | |

THE PEOPLE YOU WORK WITH AT YOUR MILITARY WORKPLACE

- a. There is very little conflict among your coworkers. ☐☐☐☐☐☐
 b. Your coworkers put in the effort required for their jobs. ☐☐☐☐☐☐
 c. The people in your workgroup tend to get along. ☐☐☐☐☐☐
 d. The people in your workgroup are willing to help each other. ☐☐☐☐☐☐

THE WORK YOU DO AT YOUR MILITARY WORKPLACE

- e. Your work provides you with a sense of pride. ☐☐☐☐☐☐
 f. Your work makes good use of your skills. ☐☐☐☐☐☐
 g. You like the kind of work you do. ☐☐☐☐☐☐
 h. Your job gives you the chance to acquire valuable skills. ☐☐☐☐☐☐

GR45A-GR45J

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

- 5.....Very often|
 4.....Often| |
 3.....Sometimes| | |
 2.....Once or twice| | | |
 1.....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 ☐☐☐☐☐☐

READINESS, HEALTH, AND WELL-BEING

GR46

46. Overall, how well prepared are you to perform your wartime job?

- 5 ☐ Very well prepared 2 ☐ Poorly prepared
 4 ☐ Well prepared 1 ☐ Very poorly prepared
 3 ☐ Neither well nor poorly prepared

GR47

47. Overall, how well prepared is your unit to perform its wartime mission?

- 5 ☐ Very well prepared 2 ☐ Poorly prepared
 4 ☐ Well prepared 1 ☐ Very poorly prepared
 3 ☐ Neither well nor poorly prepared

GR48A-GR48D

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

- 4.....Definitely true|
 3.....Mostly true| |
 2.....Mostly false| | |
 1.....Definitely false| | | |

- a. I am as healthy as anybody I know. ☐☐☐☐
 b. I seem to get sick a little easier than other people. ☐☐☐☐
 c. I expect my health to get worse. ☐☐☐☐
 d. My health is excellent. ☐☐☐☐

GR49A-GR49D

49. 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.*

- 4.....All or most of the time|
 3.....A good bit of the time| |
 2.....Some of the time| | |
 1.....Little or none of the time| | | |

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

GR50

50. Overall, how would you rate the current level of stress in your work life?

- 5 ☐ Much less than usual 2 ☐ More than usual
 4 ☐ Less than usual 1 ☐ Much more than usual
 3 ☐ About the same as usual

GR51

51. Overall, how would you rate the current level of stress in your personal life?

- 5 ☐ Much less than usual 2 ☐ More than usual
 4 ☐ Less than usual 1 ☐ Much more than usual
 3 ☐ About the same as usual

52. In the past month, how often have you...

5.....Very often|
 4.....Often| |
 3.....Sometimes| | |
 2.....Once or twice| | | |
 1.....Never| | | |

- a. Been upset because of something that happened unexpectedly? ☐☐☐☐☐☐
- b. Felt that you were unable to control the important things in your life? ☐☐☐☐☐☐
- c. Felt nervous and stressed? ☐☐☐☐☐☐
- d. Felt confident about your ability to handle your personal problems? ☐☐☐☐☐☐
- e. Felt that things were going your way? ☐☐☐☐☐☐
- f. Found that you could not cope with all of the things you had to do? ☐☐☐☐☐☐
- g. Been able to control irritations in your life? ☐☐☐☐☐☐
- h. Felt that you were on top of things? ☐☐☐☐☐☐
- i. Been angered because of things that were outside of your control? ☐☐☐☐☐☐
- j. Felt difficulties were piling up so high that you could not overcome them? ☐☐☐☐☐☐

53. To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."

5.....Very large extent|
 4.....Large extent| |
 3.....Moderate extent| | |
 2.....Small extent| | | |
 1.....Not at all| | | |

- a. Activation or deployment ☐☐☐☐☐☐
- b. Military work and civilian career (for example, hours, coworkers, change, supervisors) ☐☐☐☐☐☐
- c. Finances (yours and your family's) ☐☐☐☐☐☐
- d. Health (yours and your family's) ☐☐☐☐☐☐
- e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative) ☐☐☐☐☐☐
- f. Relationship with your spouse or significant other ☐☐☐☐☐☐
- g. Relationship with your children or other family members ☐☐☐☐☐☐
- h. Time away from your family ☐☐☐☐☐☐
- i. Crime in your community ☐☐☐☐☐☐
- j. Natural disasters (for example, fires, floods, storms, earthquakes) ☐☐☐☐☐☐
- k. Terrorism, including threat of terrorism ☐☐☐☐☐☐
- l. War or hostilities, including threat of war ☐☐☐☐☐☐
- m. Loss of civilian job ☐☐☐☐☐☐
- n. Loss of career advancement opportunities ☐☐☐☐☐☐

54. To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all."

5.....Very large extent|
 4.....Large extent| |
 3.....Moderate extent| | |
 2.....Small extent| | | |
 1.....Not at all| | | |

- a. Time with family ☐☐☐☐☐☐
- b. Time with friends ☐☐☐☐☐☐
- c. Vacation time ☐☐☐☐☐☐
- d. Work out/physical activity ☐☐☐☐☐☐
- e. TV/movies/music/Internet or other recreation or hobbies ☐☐☐☐☐☐
- f. Financial counseling ☐☐☐☐☐☐
- g. Financial aid societies ☐☐☐☐☐☐
- h. Spouse employment ☐☐☐☐☐☐
- i. Second income ☐☐☐☐☐☐
- j. Couple/marital counseling ☐☐☐☐☐☐
- k. Personal counseling ☐☐☐☐☐☐
- l. Domestic violence counseling ☐☐☐☐☐☐
- m. Drinking/use of alcohol ☐☐☐☐☐☐
- n. Family support groups ☐☐☐☐☐☐
- o. Child care ☐☐☐☐☐☐
- p. Services (to individuals or families) concerning military deployment ☐☐☐☐☐☐
- q. Religious activities ☐☐☐☐☐☐
- r. Other (Please specify below.) ☐☐☐☐☐☐

Please print.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55A-GR55N, GR55SK1, GR55SK2, Note

55. 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.

3.....Yes, and your gender was a factor|

2.....Yes, but your gender was NOT a factor| |

1.....No, or does not apply| | |

- a. You were rated lower than you deserved on your last military evaluation. ☐ ☐ ☐
- b. Your last military evaluation contained unjustified negative comments. ☐ ☐ ☐
- c. You were held to a higher performance standard than others in your military job. ☐ ☐ ☐
- d. You did not get a military award or decoration given to others in similar circumstances. ☐ ☐ ☐
- e. Your current military assignment has not made use of your job skills. ☐ ☐ ☐
- f. Your current military assignment is not good for your career if you continue in the military. ☐ ☐ ☐
- g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement. ☐ ☐ ☐
- h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement. ☐ ☐ ☐
- i. You did not learn until it was too late of opportunities that would have helped your military career. ☐ ☐ ☐
- j. You were unable to get straight answers about your military promotion possibilities. ☐ ☐ ☐
- k. You were excluded from social events important to military career development and being kept informed. ☐ ☐ ☐
- l. You did not get a military job assignment that you wanted and for which you were qualified. ☐ ☐ ☐
- m. If you answered "Yes, and your gender was a factor" to "i" above, was this assignment legally open to women?

NO

YES

☐ 1

☐ ...2

- n. Have you had any other adverse personnel actions in the past 12 months? ☐ ☐ ☐
- If "Yes," please specify below.

GB55SP, Note
Please print.

GR56, GR56SK, Note

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

- 1 ☐ None were sex discrimination
- 2 ☐ Some were sex discrimination; some were not sex discrimination
- 3 ☐ All were sex discrimination
- 61 ☐ Does not apply—I marked "No, or does not apply" to every item in Question 55

GR57A-GR57S, GR57SK, Note

57. 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**—active duty or Reserve
 - **on- or off-duty** (to include off-duty members while in civilian workplaces or community)
 - **on- or off-installation or ship; and/or**
- **DoD Civilian Employees and/or Contractors**
 - **in your military workplace or on your installation/ship**

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

5.....Very often|

4.....Often| |

3.....Sometimes| | |

2.....Once or twice| | | |

1.....Never| | | | |

- 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? *Unless you mark "Never," please describe below.* ☐☐☐☐☐☐

GR57SP, Note
Please print.

GR58, GR58SK, Note

58. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 57 to have been sexual harassment?

1. ☒ None were sexual harassment⇒CONTINUE WITH QUESTION 59
2. ☒ Some were sexual harassment; some were not sexual harassment⇒CONTINUE WITH QUESTION 59
3. ☒ All were sexual harassment⇒CONTINUE WITH QUESTION 59
61. ☒ Does not apply—I marked "Never" to every item in Question 57⇒GO TO QUESTION 85

ONE SITUATION WITH THE GREATEST EFFECT

GR59A-GR59S, GR59SK, Note

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

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

- 2.. Did this|
- 1.. 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.* ☐☐

GR59SP, Note
Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you – Question 59.

GR60A-GR60F, GR60SK, Note

60. To what degree was this situation...

- 5.....Extremely|
- 4.....Very| |
- 3.....Moderately| | |
- 2.....Slightly| | | |
- 1.....Not at all| | | | |

- a. Annoying? ☐☐☐☐☐☐
- b. Offensive? ☐☐☐☐☐☐
- c. Disturbing? ☐☐☐☐☐☐
- d. Threatening? ☐☐☐☐☐☐
- e. Embarrassing? ☐☐☐☐☐☐
- f. Frightening? ☐☐☐☐☐☐

GR61A-GR61D, GR61SK, Note

61. Where and when did this situation occur?

- 4.....All of it|
- 3.....Most of it| |
- 2.....Some of it| | |
- 1.....None of it| | | |

- a. At a military installation ☐☐☐☐

- b. At your military work (the place where you perform your military duties) ☒ ☒ ☒ ☒
- c. While in compensated (pay or points) status ☒ ☒ ☒ ☒
- d. While activated or deployed ☒ ☒ ☒ ☒
- e. At your civilian work ☒ ☒ ☒ ☒
- f. At your civilian school ☒ ☒ ☒ ☒
- g. At some other civilian location ☒ ☒ ☒ ☒

GR62, GR62SK, Note

62. How many people were responsible for the behaviors in this situation?

1. ☒ One person
2. ☒ A group (more than one person)

GR63, GR63SK, Note

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

1. ☒ Male
2. ☒ Female
3. ☒ Both males and females were involved
4. ☒ Gender unknown

GR64, GR64SK, Note

64. How well did you know the offender(s) at the time of the incident(s)?

1. ☒ Very well (current/former significant other, friend, etc.)
2. ☒ Somewhat well (casual acquaintance)
3. ☒ Not well (only knew person by sight)
4. ☒ Not at all (stranger—someone you had never seen before)
5. ☒ Don't know (anonymous offender—did not see offender and/or could not be certain if you knew the offender)
6. ☒ There were multiple offenders—some you knew and others you did not.

GR65, GR65SK, Note

65. Do/did you work with the person(s) involved at your civilian job?

2. ☒ Yes
1. ☒ No
- N ☒ Does not apply, no civilian job

GR66, GR66, Note

66. Are/were you in a civilian school setting with the person(s) involved?

2. ☒ Yes
1. ☒ No
- N ☒ Does not apply, not in school

GR67, GR67SK, Note

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

- | | 2. Yes | 1. No |
|--|-------------------------------------|-------------------------------------|
| a. Your immediate military supervisor? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Your unit commander? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Other military person(s) of higher rank/grade than you? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Your military coworker(s)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Your military subordinate(s)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Your military training instructor? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Other military person(s)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. DoD civilian employees? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. DoD contractors? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Other civilian person? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

GR68, GR68SK, Note

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

1. ☒ Once
2. ☒ Occasionally
3. ☒ Frequently

GR69, GR69SK, Note

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

1. ☒ Less than 1 week
2. ☒ 1 week to less than 1 month
3. ☒ 1 month to less than 3 months
4. ☒ 3 months to less than 6 months
5. ☒ 6 months to less than 9 months
6. ☒ 9 months to less than 12 months
7. ☒ 12 months or more

GR70, GR70SK, Note

70. Is the situation still going on?

2. ☒ Yes
1. ☒ No

GR71A-GR71R, GR71SK1, GR71SK2, Note

71. To what extent did you...

- | | 5. Very large extent | 4. Large extent | 3. Moderate extent | 2. Small extent | 1. Not at all |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Try to avoid the person(s) who bothered you? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Try to forget it? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Tell the person(s) you didn't like what he or she was doing? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Stay out of the person's or persons' way? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Tell yourself it was not really important? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Talk to some of your <u>family</u> about the situation? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Talk to some of your <u>coworkers</u> about the situation? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. Talk to some of your <u>friends</u> about the situation? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. Talk to a <u>chaplain or counselor</u> about the situation? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Try to avoid being alone with the person(s)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. Tell the person(s) to stop? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| l. Just put up with it? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| m. Ask the person(s) to leave you alone? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

- n. Blame yourself for what happened? ☐ ☐ ☐ ☐ ☐ ☐
- o. Assume the person(s) meant well? ☐ ☐ ☐ ☐ ☐ ☐
- p. Pray about it? ☐ ☐ ☐ ☐ ☐ ☐
- q. Pretend not to notice, hoping the person(s) would leave you alone? ☐ ☐ ☐ ☐ ☐ ☐
- r. Do something else in response to the situation? *Please specify below.* ☐ ☐ ☐ ☐ ☐ ☐

GR70SP, Note
Please print.

GR72, GR72SK, Note

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

1. ☒ Definitely was not sexual harassment
2. ☒ Probably was not sexual harassment
3. ☒ Uncertain
4. ☒ Probably was sexual harassment
5. ☒ Definitely was sexual harassment

GR73A-GR73C, GR73SK, Note

73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.

2 1
Yes No

- a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace ☐ ☐
- b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school ☐ ☐
- c. Community officials, offices, or courts (for example, local police or harassment hotline) ☐ ☐

GR74A-GR74E, GR74SK, Note

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

2 1
Yes No

- a. Your immediate supervisor ☐ ☐
- b. Someone else in your military chain-of-command (including your commanding officer) ☐ ☐
- c. Supervisor(s) of the person(s) who did it ☐ ☐
- d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) ☐ ☐
- e. Other installation/Reserve component/DoD person or office with responsibility for follow-up ☐ ☐

GR75

75. Did you answer "Yes" to at least one item in Question 74?

- 2 ☒ Yes⇒IF YES, CONTINUE WITH QUESTION 76
- 1 ☒ No⇒IF NO, GO TO QUESTION 83

GR76A-GR76E, GR76SK, Note

76. What actions were taken in response to your report?

99.....Don't know|

1.....No | |

2.....Yes | |

- a. Person(s) who bothered you was/were talked to about the behavior ☐ ☐ ☐
- b. Your complaint was/is being investigated ☐ ☐ ☐
- c. You were encouraged to drop the complaint ☐ ☐ ☐
- 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.) ☐ ☐ ☐
- e. No action was taken ☐ ☐ ☐

GR77A-GR77E, GR77SK, Note

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

5.....Very satisfied|

4.....Satisfied | |

3.....Neither satisfied nor dissatisfied | |

2.....Dissatisfied | | |

1.....Very dissatisfied | | | |

- a. Availability of information about how to file a complaint ☐ ☐ ☐ ☐ ☐
- b. Treatment by personnel handling your complaint ☐ ☐ ☐ ☐ ☐
- c. Amount of time it took/is taking to resolve your complaint ☐ ☐ ☐ ☐ ☐
- d. How well you were/are kept informed about the progress of your complaint ☐ ☐ ☐ ☐ ☐
- e. Degree to which your privacy was/is being protected ☐ ☐ ☐ ☐ ☐

GR78, GR78SK, Note

78. Is the action still being processed?

- 2 ☒ Yes⇒IF YES, GO TO QUESTION 82
- 1 ☒ No⇒IF NO, CONTINUE WITH QUESTION 79

GR79, GR79SK, Note

79. Was your complaint found to be true?

- 2 ☒ Yes
- 1 ☒ No
- 4 ☒ They were unable to determine whether your complaint was true or not.

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

99.....Don't know|
1.....No| |
2.....Yes| | |

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| a. The outcome of your complaint was explained to you | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. The situation was corrected | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Some action was taken against the person(s) who bothered you | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Nothing was done about the complaint | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Action was taken against you | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

GR81, GR81SK1, GR81SK2, Note

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

5. ☒ Very satisfied
4. ☒ Satisfied
3. ☒ Neither satisfied nor dissatisfied
2. ☒ Dissatisfied
1. ☒ Very dissatisfied

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

GR79SP, Note
Please print.

GR82, GR82SK, Note

82. Did you report all of the behaviors you marked in Question 59 to one of the installation/Reserve component/DoD individuals or organizations listed in Question 74?

2. ☒ Yes⇒If YES, GO TO QUESTION 84
1. ☒ No⇒IF NO, CONTINUE WITH QUESTION 83

GR83A-GR83W, GR83SK, Note

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

- | | | |
|---|-------------------------------------|-------------------------------------|
| | 2 | 1 |
| | 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 military 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 military 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"/> |
| j. You thought reporting would take too much time and effort | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. You thought you would be labeled a troublemaker if you reported | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| l. A peer talked you out of making a formal complaint | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| m. A supervisor talked you out of making a formal complaint | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

- n. You did not want to hurt the person's or persons' feelings, family, or career ☒ ☒
o. You thought your performance evaluation or chance for promotion would suffer if you reported ☒ ☒
p. You were afraid of retaliation from the person(s) who did it ☒ ☒
q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it ☒ ☒
r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command ☒ ☒
s. You thought it would negatively impact your civilian job ☒ ☒
t. Although the incident(s) occurred in a civilian environment, you thought it would negatively impact your military career ☒ ☒
u. You were warned not to complain ☒ ☒
v. You had already reported the situation to civilian individuals or organizations ☒ ☒
w. Some other reason ☒ ☒

GR84A-GR84L, GR84SK, Note

84. Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

99.....Don't know|
1.....No| |
2.....Yes| | |

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| a. You were ignored or shunned by others at work | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. You were blamed for the situation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. People gossiped about you in an unkind or negative way | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. You lost perks/privileges that you had before | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. You were given less favorable job duties | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. You were denied an opportunity for training | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. You were given an unfair job performance appraisal | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. You were unfairly disciplined | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. You were denied a promotion | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. You were transferred to a less desirable job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. You were unfairly demoted | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| l. You were mistreated in some other way | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

PERSONNEL POLICY AND PRACTICES

GR85A-GR85C

85. 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.

99.....Don't know|
1.....No| |
2.....Yes| | |

- | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Senior leadership of my Reserve component | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Senior leadership of my installation/ship | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. My immediate supervisor | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

GR86

86. Have you had any training from military sources during the past 12 months on topics related to sexual harassment?

2. ☒ Yes⇒IF YES, CONTINUE WITH QUESTION 87

1. ☒ No⇒IF NO, GO TO QUESTION 90

GR087, GR087SK, Note

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

TIMES

GR88A-GR88G, GR88SK, Note

88. My Reserve component's training... Mark the extent to which you agree or disagree with each of the following statements.

5.....Strongly agree|
4.....Agree| |
3.....Neither agree nor disagree| | |
2.....Disagree| | | |
1.....Strongly disagree| | | |

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

GR89, GR89SK1, GR89SK2, Note

89. In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?

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

If the training you received was not at all effective, please specify why below.

GR87SP, Note

Please print.

GR90A-GR90C

90. To what extent are/is...

5.....Very large extent|
4.....Large extent| |
3.....Moderate extent| | |
2.....Small extent| | | |
1.....Not at all| | | |

IN YOUR MILITARY UNIT/WORKGROUP

- Policies forbidding sexual harassment publicized? ☒☒☒☒
- Complaint procedures related to sexual harassment publicized? ☒☒☒☒
- Complaints about sexual harassment taken seriously no matter who files them? ☒☒☒☒
- Enlisted members required to attend formal sexual harassment training? ☒☒☒☒
- Officers required to attend formal sexual harassment training? ☒☒☒☒
- Leaders consistently modeling respectful behavior to both male and female personnel? ☒☒☒☒
- Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? ☒☒☒☒

AT YOUR MILITARY DUTY STATION/SHIP

- Policies forbidding sexual harassment publicized? ☒☒☒☒
- Complaint procedures related to sexual harassment publicized? ☒☒☒☒
- Complaints about sexual harassment taken seriously no matter who files them? ☒☒☒☒
- There is a specific office with the authority to investigate sexual harassment complaints? ☒☒☒☒
- Enlisted members required to attend formal sexual harassment training? ☒☒☒☒
- Officers required to attend formal sexual harassment training? ☒☒☒☒
- Leaders consistently modeling respectful behavior to both male and female personnel? ☒☒☒☒

IN YOUR SERVICE/RESERVE COMPONENT

- An advice/hotline available for reporting sexual harassment complaints? ☒☒☒☒

GR91

91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- ☒ Less of a problem today
- ☒ About the same as 4 years ago
- ☒ More of a problem today

GR92, GR92SK, Note

92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- ☒ Don't know, you have been in the military less than 4 years
- ☒ Less of a problem today
- ☒ About the same as 4 years ago
- ☒ More of a problem today

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

- 99 ☒ Don't know, you have been in the military less than 4 years
1. ☒ Much less often
2. ☒ Less often
3. ☒ About the same
4. ☒ More often
5. ☒ Much more often

95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

[illegible]

96. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D
---	---	---	---	---	---	---	---

COMMENTS

97. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

[illegible]

THANK YOU FOR YOUR TIME AND ASSISTANCE

**2004 Workplace and Gender Relations Survey of
Reserve Component Members
BACKGROUND INFORMATION**

SRSEX

1. Are you . . . ?

- 1 ☐ Male
2 ☐ Female

BACKGROUND INFORMATION

SRED

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.*

- 1 ☐ Less than 12 years of school (no diploma)
2 ☐ GED or other high school equivalency certificate
3 ☐ High school diploma
4 ☐ Less than 2 years of college credits, but no college degree
5 ☐ 2-year college degree (AA/AS)
6 ☐ More than 2 years of college credits, but no 4-year college degree
7 ☐ 4-year college degree (BA/BS)
8 ☐ Some graduate school, but no graduate degree
9 ☐ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

BACKGROUND INFORMATION

SRHISPA

3. Are you Spanish/Hispanic/Latino?

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

BACKGROUND INFORMATION

SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE, SRRACEF

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

BACKGROUND INFORMATION

SRRACESP

Please specify other race.

BACKGROUND INFORMATION

SRMARST

5. What is your marital status?

- 1 ☐ Married
- 2 ☐ Separated
- 3 ☐ Divorced
- 4 ☐ Widowed
- 5 ☐ Never married

BACKGROUND INFORMATION

SRCOMP

6. Of which Reserve component are you a member?

- 1 ☐ Army National Guard
- 2 ☐ Army Reserve
- 3 ☐ Naval Reserve
- 4 ☐ Marine Corps Reserve
- 5 ☐ Air National Guard
- 6 ☐ Air Force Reserve
- 7 ☐ Coast Guard Reserve

BACKGROUND INFORMATION

SRGRADE

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

- | | | | |
|------------------------------------|-------------------------------------|--|--|
| <u>1</u> <input type="radio"/> E-1 | <u>6</u> <input type="radio"/> E-6 | <u>12</u> <input type="radio"/> W-2 | <u>22</u> <input type="radio"/> O-2/O-2E |
| <u>2</u> <input type="radio"/> E-2 | <u>7</u> <input type="radio"/> E-7 | <u>13</u> <input type="radio"/> W-3 | <u>23</u> <input type="radio"/> O-3/O-3E |
| <u>3</u> <input type="radio"/> E-3 | <u>8</u> <input type="radio"/> E-8 | <u>14</u> <input type="radio"/> W-4 | <u>24</u> <input type="radio"/> O-4 |
| <u>4</u> <input type="radio"/> E-4 | <u>9</u> <input type="radio"/> E-9 | <u>15</u> <input type="radio"/> W-5 | <u>25</u> <input type="radio"/> O-5 |
| <u>5</u> <input type="radio"/> E-5 | <u>11</u> <input type="radio"/> W-1 | <u>21</u> <input type="radio"/> O-1/O-1E | <u>26</u> <input type="radio"/> O-6 or above |

BACKGROUND INFORMATION

GR08

8. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- 2 Yes

- ☐ No

BACKGROUND INFORMATION

GR09

9. How many years have you spent in military service? Do not count partial years. To indicate less than one year, enter "00." Include in military service years:

- **Time spent as an active-duty Service member**
- **Time spent as a National Guard/Reserve component member**
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

SATISFACTION AND RETENTION INTENTION

GR10

10. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- 5 ☐ Very likely
- 4 ☐ Likely
- 3 ☐ Neither likely nor unlikely
- 2 ☐ Unlikely
- 1 ☐ Very unlikely

SATISFACTION AND RETENTION INTENTION

GR011a

Are you already eligible for military retirement?

- 2 ☐ Yes
- 1 ☐ No

SATISFACTION AND RETENTION INTENTION

GR011b

11. If you could stay in the National Guard/Reserve as long as you want, how likely is it that you would choose to serve until eligible for retirement?

- 5 ☐ Very likely
- 4 ☐ Likely
- 3 ☐ Neither likely nor unlikely
- 2 ☐ Unlikely
- 1 ☐

- ☐ Very unlikely

SATISFACTION AND RETENTION INTENTION

GR12

12. When you leave military service, how many total years do you expect to have completed? Do not count partial years. To indicate less than one year, enter "00." Include in military service years:

- *Time spent as an active-duty Service member*
- *Time spent as a National Guard/Reserve component member*
 - *Time spent mobilized/activated on active duty*
 - *Time spent in a full-time active-duty program*
 - *Time spent in Individual Ready Reserves (IRR)*
 - *Time spent as an Individual Mobilization Augmentee (IMA)*

SATISFACTION AND RETENTION INTENTION

GR13

13. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- 5 ☐ Much better
- 4 ☐ Somewhat better
- 3 ☐ About what you expected
- 2 ☐ Somewhat worse
- 1 ☐ Much worse

SATISFACTION AND RETENTION INTENTION

GR14

14. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- 5 ☐ Much better
- 4 ☐ Somewhat better
- 3 ☐ About what you expected
- 2 ☐ Somewhat worse
- 1 ☐ Much worse

SATISFACTION AND RETENTION INTENTION

GR15A, GR15B, GR15C, GR15D, GR15E, GR15F, GR15G, GR15H, GR15I, GR15J, GR15K, GR15L, GR15M, GR15N, GR15O, GR15P, GR15Q

15. Taking all things into consideration, how satisfied are you, in general, with each of the

following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. The type of work you do in your military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your opportunities for promotion in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The quality of your coworkers in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The quality of your supervisor in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military values, lifestyle, and tradition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
g. Amount of enjoyment from your National Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Training received during your unit drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Your unit's morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Opportunities for leadership in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
l. Types of assignments received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Assignment stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Your personal workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Time required at National Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- p. Your possibility of being activated or deployed in the future ☐ ☐ ☐ ☐ ☐
- q. Number of recent activations or deployments you have experienced ☐ ☐ ☐ ☐ ☐

SATISFACTION AND RETENTION INTENTION

GR16

16. Overall, how satisfied are you with the military way of life?

- 5 ☐ Very satisfied
- 4 ☐ Satisfied
- 3 ☐ Neither satisfied nor dissatisfied
- 2 ☐ Dissatisfied
- 1 ☐ Very dissatisfied

SATISFACTION AND RETENTION INTENTION

GR17A, GR17B, GR17C, GR17D, GR17E, GR17F, GR17G, GR17H

17. How much do you agree or disagree with the following statements about working for your Reserve component?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. I feel like "part of the family" in my Reserve component | <u>1</u>
<input type="radio"/> | <u>2</u>
<input type="radio"/> | <u>3</u>
<input type="radio"/> | <u>4</u>
<input type="radio"/> | <u>5</u>
<input type="radio"/> |
| b. My Reserve component has a great deal of personal meaning to me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. It would be too costly for me to leave my Reserve component in the near future | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I am afraid of what might happen if I quit my Reserve component without having another job lined up | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Too much of my life would be interrupted if I decided to leave my Reserve component now | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) How much do you agree or disagree with the following statements about working for your Reserve component?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| f. I feel a strong sense of belonging to my Reserve component | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I feel "emotionally attached" to my | | | | | |

- Reserve component ☐ ☐ ☐ ☐ ☐
- h. One of the problems with leaving my Reserve component would be the lack of available alternatives ☐ ☐ ☐ ☐ ☐

SATISFACTION AND RETENTION INTENTION

GR18A, GR18B

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

- | | Yes | No |
|--------------------|-----------------------------------|-----------------------------------|
| a. A male friend | <u>2</u>
<input type="radio"/> | <u>1</u>
<input type="radio"/> |
| b. A female friend | <input type="radio"/> | <input type="radio"/> |

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

In this survey, the term "activated" refers to the voluntary or involuntary call to active duty of a Reserve component member under the provision of 10USC 12301(a) (Mobilization), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). It does NOT apply to members in an Active Guard/Reserve Program (AGR/TAR/AR), members serving in full-time National Guard Duty, or members serving on State Active Duty.

In this survey, the term "deployment" refers to the movement of a member, or unit, for duty purposes to a location that would be considered outside normal commuting distance or time from the member's permanent duty station. Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

GR19

19. Have you been activated in the past 24 months? This includes activations that started more than 24 months ago and continued into the past 24 months.

- 2 ☐ Yes
- 1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR20

20. Was at least one of your activations in the past 24 months longer than 30 consecutive days?

- 2 ☐ Yes
- 1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR21

21. In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- 1 ☐ Voluntary
- 2 ☐ Involuntary
- 3 ☐ Both

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR22

22. Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?

- 2 ☐ Yes
- 1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR23

23. In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- 1 ☐ CONUS
- 2 ☐ OCONUS
- 3 ☐ Both

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR24

24. Are you currently activated?

- 2 ☐ Yes
- 1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR25

25. Are you currently deployed?

- 2 ☐ Yes
- 1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR26

26. Prior to your current activation, were you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

2 ☐ Yes

1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR27

27. Prior to your current activation, were you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

2 ☐ Yes

1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR28

28. Prior to your current activation, were you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

2 ☐ Yes

1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR29

29. In the week prior to your most recent activation, did you have a civilian job?

3 ☐ Yes, full-time (35 hours or more per week)

2 ☐ Yes, part-time (less than 35 hours per week)

1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR30

30. At the time of your most recent activation, were you a student in a civilian school?

- 3 ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
2 ☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR31

31. Are you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- 2 ☐ Yes
1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR32

32. Are you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- 2 ☐ Yes
1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR33

33. Are you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- 2 ☐ Yes
1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR34

34. Do you have a civilian job?

- 3 ☐ Yes, full-time (35 hours or more per week)
2 ☐ Yes, part-time (less than 35 hours per week)
1 ☐ No

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN

EDUCATION STATUS

GR35

35. Are you a student in a civilian school?

- 3 ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
- 2 ☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
- 1 ☐ No

YOUR MILITARY WORKPLACE

This section refers to your current National Guard/Reserve workplace only.

GR36

36. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

YOUR MILITARY WORKPLACE

GR37

37. How long have you been in your present military unit? *To indicate less than one year, enter "00."*

YOUR MILITARY WORKPLACE

GR38A, GR38B, GR38C

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

	Yes	No
a. A student in a resident military course?	2 <input type="radio"/>	1 <input type="radio"/>
b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender?	<input type="radio"/>	<input type="radio"/>
c. In a military work environment where members of your gender are uncommon?	<input type="radio"/>	<input type="radio"/>

YOUR MILITARY WORKPLACE

GR39

39. What is the gender of your immediate supervisor in your current military workgroup?

- 1 ☐ Male
- 2 ☐ Female

YOUR MILITARY WORKPLACE

GR40

40. What is the paygrade of your immediate supervisor in your current military workgroup?

- | | | |
|---|--|--|
| <u>1</u> <input type="radio"/> E-4 or below
<u>2</u> <input type="radio"/> E-5
<u>3</u> <input type="radio"/> E-6
<u>4</u> <input type="radio"/> E-7
<u>5</u> <input type="radio"/> E-8
<u>6</u> <input type="radio"/> E-9
<u>7</u> <input type="radio"/> Civilian GS-1 to GS-6 (or equivalent) | <u>8</u> <input type="radio"/> Civilian GS-7 to GS-11 (or equivalent)
<u>9</u> <input type="radio"/> Civilian GS-12 or above (or equivalent)
<u>11</u> <input type="radio"/> W-1
<u>12</u> <input type="radio"/> W-2
<u>13</u> <input type="radio"/> W-3
<u>14</u> <input type="radio"/> W-4
<u>15</u> <input type="radio"/> W-5 | <u>21</u> <input type="radio"/> O-1/O-1E
<u>22</u> <input type="radio"/> O-2/O-2E
<u>23</u> <input type="radio"/> O-3/O-3E
<u>24</u> <input type="radio"/> O-4
<u>25</u> <input type="radio"/> O-5
<u>26</u> <input type="radio"/> O-6 or above |
|---|--|--|

YOUR MILITARY WORKPLACE

GR41

41. Which of the following statements best describes the gender mix of your current military workgroup?

- 1 ☐ All men
- 2 ☐ Almost entirely men
- 3 ☐ More men than women
- 4 ☐ About equal numbers of men and women
- 5 ☐ More women than men
- 6 ☐ Almost entirely women
- 7 ☐ All women

YOUR MILITARY WORKPLACE

GR42A, GR42B, GR42C, GR42D, GR42E, GR42F, GR42G, GR42H, GR42I, GR42J, GR42K, GR42L, GR42M, GR42N, GR42O, GR42P

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

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. I have the materials and equipment I need to do my work right	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. At work, I have the opportunity to do what I do best every duty day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In the last 7 duty days, I have received recognition or praise for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

doing good work

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| e. My supervisor, or someone at work, seems to care about me as a person | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. There is someone at work who encourages my development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent do you agree or disagree with the following statements about your military workplace?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| g. At work, my opinions seem to count | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. The mission/purpose of my Reserve component makes me feel my job is important | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. My coworkers are committed to doing quality work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. I have a best friend at work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. In the last 6 months, someone at work has talked to me about my progress | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. This last year, I have had opportunities at work to learn and to grow | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent do you agree or disagree with the following statements about your military workplace?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. My supervisor helps everyone in my workgroup feel included | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. At my workplace, all employees are kept well informed about issues and decisions that affect them | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

YOUR MILITARY WORKPLACE

GR43A, GR43B, GR43C, GR43D, GR43E, GR43F

43. To what extent do you agree or disagree with the following statements about your military workgroup?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you make a request through channels in your military workgroup, you know somebody will listen	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. The leaders in your military workgroup are more interested in looking good than being good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You would go for help with a personal problem to people in your military chain-of-command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent do you agree or disagree with the following statements about your military workgroup?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are impressed with the quality of leadership in your military workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR MILITARY WORKPLACE

GR44A, GR44B, GR44C, GR44D, GR44E, GR44F, GR44G, GR44H

44. To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers.	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| b. Your coworkers put in the effort required for their jobs. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The people in your workgroup tend to get along. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. The people in your workgroup are willing to help each other. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

To what extent do you agree or disagree with the following statements about THE WORK you do at your military workplace?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| e. Your work provides you with a sense of pride. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Your work makes good use of your skills. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. You like the kind of work you do. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Your job gives you the chance to acquire valuable skills. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

YOUR MILITARY WORKPLACE

GR45A, GR45B, GR45C, GR45D, GR45E, GR45F, GR45G, GR45H, GR45I, GR45J

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

- | | Never | Once or twice | Sometimes | Often | Very often |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Using an angry tone of voice | <u>1</u>
<input type="radio"/> | <u>2</u>
<input type="radio"/> | <u>3</u>
<input type="radio"/> | <u>4</u>
<input type="radio"/> | <u>5</u>
<input type="radio"/> |
| b. Avoiding you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Making you look bad | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Yelling or raising one's voice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Withholding information from you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Swearing directed at you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Talking about you behind your back | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Insulting, criticizing you (including sarcasm) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Saying offensive or crude things | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

about you

- j. Flaunting status or power over you ☐ ☐ ☐ ☐ ☐

READINESS, HEALTH, AND WELL-BEING

GR46

46. Overall, how well prepared are you to perform your wartime job?

- 5 ☐ Very well prepared
4 ☐ Well prepared
3 ☐ Neither well nor poorly prepared
2 ☐ Poorly prepared
1 ☐ Very poorly prepared

READINESS, HEALTH, AND WELL-BEING

GR47

47. Overall, how well prepared is your unit to perform its wartime mission?

- 5 ☐ Very well prepared
4 ☐ Well prepared
3 ☐ Neither well nor poorly prepared
2 ☐ Poorly prepared
1 ☐ Very poorly prepared

READINESS, HEALTH, AND WELL-BEING

GR48A, GR48B, GR48C, GR48D

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

	Definitely false	Mostly false	Mostly true	Definitely true
a. I am as healthy as anybody I know	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>
b. I seem to get sick a little easier than other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I expect my health to get worse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My health is excellent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

GR49A, GR49B, GR49C, GR49D

49. 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.

	Little or none of the time	Some of the time	A good bit of the time	All or most of the time
a. Cut down on the amount of time you spent on work or other activities	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>
b. Accomplished less than you would like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Were limited in the kind of work or other activities you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Had difficulty performing the work or other activities you do (for example, it took extra effort)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

GR50

50. Overall, how would you rate the current level of stress in your work life?

- 5 ☐ Much less than usual
4 ☐ Less than usual
3 ☐ About the same as usual
2 ☐ More than usual
1 ☐ Much more than usual

READINESS, HEALTH, AND WELL-BEING

GR51

51. Overall, how would you rate the current level of stress in your personal life?

- 5 ☐ Much less than usual
4 ☐ Less than usual
3 ☐ About the same as usual
2 ☐ More than usual
1 ☐ Much more than usual

READINESS, HEALTH, AND WELL-BEING

GR52A, GR52B, GR52C, GR52D, GR52E, GR52F, GR52G, GR52H, GR52I, GR52J

52. In the past month, how often have you . . .

	Never	Once or twice	Sometimes	Often	Very often
a. Been upset because of something that happened unexpectedly?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Felt that you were unable to control					

- the important things in your life? ☐ ☐ ☐ ☐ ☐
- c. Felt nervous and stressed? ☐ ☐ ☐ ☐ ☐
- d. Felt confident about your ability to handle your personal problems? ☐ ☐ ☐ ☐ ☐
- e. Felt that things were going your way? ☐ ☐ ☐ ☐ ☐

(Continued) In the past month, how often have you . . .

- | | Never | Once or
twice | Sometimes | Often | Very often |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| f. Found that you could not cope with all of the things you had to do? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Been able to control irritations in your life? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Felt that you were on top of things? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Been angered because of things that were outside of your control? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Felt difficulties were piling up so high that you could not overcome them? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

READINESS, HEALTH, AND WELL-BEING

GR53A, GR53B, GR53C, GR53D, GR53E, GR53F, GR53G, GR53H, GR53I, GR53J, GR53K, GR53L, GR53M, GR53N

53. To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."

- | | Not at all | Small
extent | Moderate
extent | Large
extent | Very
large
extent |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Activation or deployment | <u>1</u>
<input type="radio"/> | <u>2</u>
<input type="radio"/> | <u>3</u>
<input type="radio"/> | <u>4</u>
<input type="radio"/> | <u>5</u>
<input type="radio"/> |
| b. Military work and civilian career (for example, hours, coworkers, change, supervisors) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Finances (yours and your family's) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Health (yours and your family's) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent have the following created stress in your life in the past 12 months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
f. Relationship with your spouse or significant other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Relationship with your children or other family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Time away from your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Crime in your community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Natural disasters (for example, fires, floods, storms, earthquakes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent have the following created stress in your life in the past 12 months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
k. Terrorism, including threat of terrorism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. War or hostilities, including threat of war	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Loss of civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Loss of career advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

GR54A, GR54B, GR54C, GR54D, GR54E, GR54F, GR54G, GR54H, GR54I, GR54J, GR54K, GR54L, GR54M, GR54N, GR54O, GR54P, GR54Q, GR54R

54. To what extent have the following reduced stress in your life in the past 12 months? *If you have not used an item below or if it did not reduce stress, please mark "Not at all."*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Time with family	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Time with friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Work out/physical activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. TV/movies/music/Internet or other recreation or hobbies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Financial counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent have the following reduced stress in your life in the past 12

months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
g. Financial aid societies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Spouse employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Second income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Couple/marital counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Personal counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Domestic violence counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent have the following reduced stress in your life in the past 12 months?

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
m. Drinking/use of alcohol	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Services (to individuals or families) concerning military deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Religious activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

READINESS, HEALTH, AND WELL-BEING

GR054sp

Please specify what else reduced stress in your life in the past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55A, GR55B, GR55C, GR55D, GR55E, GR55F, GR55G, GR55H, GR55I, GR55J, GR55K, GR55L, GR55N

55. 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.*

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

- | | | | |
|--|-----------------------------------|-----------------------------------|-----------------------------------|
| a. You were rated lower than you deserved on your last military evaluation | <u>1</u>
<input type="radio"/> | <u>2</u>
<input type="radio"/> | <u>3</u>
<input type="radio"/> |
| b. Your last military evaluation contained unjustified negative comments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. You were held to a higher performance standard than others in your military job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. You did not get a military award or decoration given to others in similar circumstances | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Your current military assignment has not made use of your job skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?

- | | No, or does not apply | Yes, but your gender was NOT a factor | Yes, and your gender was a factor |
|---|------------------------------|--|--|
| f. Your current military assignment is not good for your career if you continue in the military | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. You did not learn <u>until it was too late</u> of opportunities that would have helped your military career | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?

- | | No, or does not apply | Yes, but your gender was NOT a factor | Yes, and your gender was a factor |
|--|------------------------------|--|--|
| j. You were unable to get straight answers about your military promotion possibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. You were excluded from social events important to military career development and being kept informed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- l. You did not get a military job assignment that you wanted and for which you were qualified ☐ ☐ ☐
- m. Have you had any other adverse personnel actions in the past 12 months? ☐ ☐ ☐

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55M

You indicated, "Yes, and your gender was a factor" in not getting a military assignment that you wanted and for which you were qualified. Was this assignment legally open to women?

- 1 ☐ No
- 2 ☐ Yes

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55sp

Please specify what other adverse personnel actions happened to you during the past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR56

56. Do you consider ANY of the behaviors (a through m) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sex discrimination?

- 1 ☐ None were sex discrimination
- 2 ☐ Some were sex discrimination; some were not sex discrimination
- 3 ☐ All were sex discrimination

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR57A, GR57B, GR57C, GR57D, GR57E, GR57F, GR57G, GR57H, GR57I, GR57J, GR57K, GR57L, GR57M, GR57N, GR57O, GR57P, GR57Q, GR57R, GR57S

57. 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-active duty or Reserve**
-on- or off-duty (to include off-duty members while in civilian workplaces or community)
-on- or off-installation or ship; and/or
- **DoD Civilian Employees and/or Contractors**
- in your military workplace or on your installation/ship

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

	Never	Once or twice	Sometimes	Often	Very often
a. Repeatedly told sexual stories or jokes that were offensive to you?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Referred to people of your gender in insulting or offensive terms?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Made offensive remarks about your appearance, body, or sexual activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

	Never	Once or twice	Sometimes	Often	Very often
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Put you down or was condescending to you because of your gender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? ☐ ☐ ☐ ☐ ☐

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

- | | Never | Once or twice | Sometimes | Often | Very often |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Touched you in a way that made you feel uncomfortable? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Treated you badly for refusing to have sex? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .

- | | Never | Once or twice | Sometimes | Often | Very often |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related behavior? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR057sp

Please describe what other unwanted gender-related behaviors you've experienced during the

past 12 months.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR58

58. 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?

- 1 ☐ None were sexual harassment
- 2 ☐ Some were sexual harassment; some were not sexual harassment
- 3 ☐ All were sexual harassment

ONE SITUATION WITH THE GREATEST EFFECT

GR59A, GR59B, GR59C, GR59D, GR59E, GR59F, GR59G, GR59H, GR59I, GR59J, GR59K, GR59L, GR59M, GR59N, GR59O, GR59P, GR59Q, GR59R, GR59S

59. Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

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

	Did not do this	Did this
a. Repeatedly told sexual stories or jokes that were offensive to you	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>
b. Referred to people of your gender in insulting or offensive terms	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	<input type="radio"/>	<input type="radio"/>
e. Made offensive remarks about your appearance, body, or sexual activities	<input type="radio"/>	<input type="radio"/>

(Continued) What did the person(s) do during this situation?

Did not do this

Did this

- | | | |
|--|-----------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you | <input type="radio"/> | <input type="radio"/> |
| 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="radio"/> | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it | <input type="radio"/> | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender | <input type="radio"/> | <input type="radio"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No" | <input type="radio"/> | <input type="radio"/> |

(Continued) What did the person(s) do during this situation?

- | | Did not do this | Did this |
|--|------------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review) | <input type="radio"/> | <input type="radio"/> |
| m. Touched you in a way that made you feel uncomfortable | <input type="radio"/> | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you | <input type="radio"/> | <input type="radio"/> |
| o. Treated you badly for refusing to have sex | <input type="radio"/> | <input type="radio"/> |

(Continued) What did the person(s) do during this situation?

- | | Did not do this | Did this |
|---|------------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related | | |

GR059sp

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GR60A, GR60B, GR60C, GR60D, GR60E, GR60F

Not at all Slightly Moderately Very Extremely

- | | | | | | |
|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Annoying? | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Offensive? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Disturbing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Threatening? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Embarrassing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Frightening? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

GR61A, GR61B, GR61C, GR61D, GR61E, GR61F, GR61G

None of it Some of it Most of it All of it

- | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. At a military installation | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> |
| | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. At your military work (the place where you perform your military duties) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. While in compensated (pay or points) status | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. While activated or deployed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- e. At your civilian work ☐ ☐ ☐ ☐
- f. At your civilian school ☐ ☐ ☐ ☐
- g. At some other civilian location ☐ ☐ ☐ ☐

ONE SITUATION WITH THE GREATEST EFFECT

GR62

62. How many people were responsible for the behaviors in this situation?

- 2 ☐ One person
- 1 ☐ A group (more than one person)

ONE SITUATION WITH THE GREATEST EFFECT

GR63

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

- 1 ☐ Male
- 2 ☐ Female
- 3 ☐ Both males and females were involved
- 4 ☐ Gender unknown

ONE SITUATION WITH THE GREATEST EFFECT

GR64

64. How well did you know the offender(s) at the time of the incident(s)?

- 1 ☐ Very well (current/former significant other, friend, etc.)
- 2 ☐ Somewhat well (casual acquaintance)
- 3 ☐ Not well (only knew person by sight)
- 4 ☐ Not at all (stranger--someone you had never seen before)
- 5 ☐ Don't know (anonymous offender--did not see offender and/or could not be certain if you knew the offender)
- 6 ☐ There were multiple offenders--some you knew and others you did not.

ONE SITUATION WITH THE GREATEST EFFECT

GR65

65. Do/did you work with the person(s) involved at your civilian job?

- 2 ☐ Yes
- 1 ☐ No
- N ☐ Does not apply, no civilian job

ONE SITUATION WITH THE GREATEST EFFECT

GR66

66. Are/were you in a civilian school setting with the person(s) involved?

- 2 ☐ Yes
- 1 ☐ No
- N ☐ Does not apply, not in school

ONE SITUATION WITH THE GREATEST EFFECT

GR67A, GR67B, GR67C, GR67D, GR67E, GR67F, GR67G, GR67H, GR67I, GR67J

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

	Yes	No
a. Your immediate military supervisor?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Your unit commander?	<input type="radio"/>	<input type="radio"/>
c. Other military person(s) of higher rank/grade than you?	<input type="radio"/>	<input type="radio"/>
d. Your military coworker(s)?	<input type="radio"/>	<input type="radio"/>
e. Your military subordinate(s)?	<input type="radio"/>	<input type="radio"/>
f. Your military training instructor?	<input type="radio"/>	<input type="radio"/>
g. Other military person(s)?	<input type="radio"/>	<input type="radio"/>
h. DoD civilian employees?	<input type="radio"/>	<input type="radio"/>
i. DoD contractors?	<input type="radio"/>	<input type="radio"/>
j. Other civilian person?	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT

GR68

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

- 1 ☐ Once
- 2 ☐ Occasionally
- 3 ☐ Frequently

ONE SITUATION WITH THE GREATEST EFFECT

GR69

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

- 1 ☐ Less than 1 week
- 2 ☐ 1 week to less than 1 month
- 3 ☐ 1 month to less than 3 months
- 4 ☐ 3 months to less than 6 months
- 5 ☐ 6 months to less than 9 months
- 6 ☐ 9 months to less than 12 months

7 ☐ 12 months or more

ONE SITUATION WITH THE GREATEST EFFECT

GR70

70. Is the situation still going on?

2 ☐ Yes

1 ☐ No

ONE SITUATION WITH THE GREATEST EFFECT

GR71A, GR71B, GR71C, GR71D, GR71E, GR71F, GR71G, GR71H, GR71I, GR71J, GR71K, GR71L, GR71M, GR71N, GR71O, GR71P, GR71Q, GR71R

71. To what extent did you ...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Try to avoid the person(s) who bothered you?	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. Try to forget it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Tell the person(s) you didn't like what he or she was doing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Stay out of the person's or persons' way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Tell yourself it was not really important?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Talk to some of your <u>family</u> about the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent did you ...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
g. Talk to some of your <u>coworkers</u> about the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Talk to some of your <u>friends</u> about the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Talk to a <u>chaplain or counselor</u> about the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Try to avoid being alone with the person(s)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Tell the person(s) to stop?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Just put up with it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) To what extent did you . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
m. Ask the person(s) to leave you alone?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Blame yourself for what happened?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Assume the person(s) meant well?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Pray about it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Pretend not to notice, hoping the person(s) would leave you alone?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Do something else in response to the situation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT

GR071sp

Please specify what else you did in response to the situation.

ONE SITUATION WITH THE GREATEST EFFECT

GR72

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

- 1 ☐ Definitely was not sexual harassment
- 2 ☐ Probably was not sexual harassment
- 3 ☐ Uncertain
- 4 ☐ Probably was sexual harassment
- 5 ☐ Definitely was sexual harassment

ONE SITUATION WITH THE GREATEST EFFECT

GR73A, GR73B, GR73C

73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>

kinds of complaints at your civilian workplace.

- b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school
- c. Community officials, office, or courts (for example, local police or harassment hotline)

☐☐☐☐

ONE SITUATION WITH THE GREATEST EFFECT

GR74A, GR74B, GR74C, GR74D, GR74E

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

- | | Yes | No |
|--|-----------------------------------|-----------------------------------|
| a. Your immediate supervisor | <u>2</u>
<input type="radio"/> | <u>1</u>
<input type="radio"/> |
| b. Someone else in your military chain-of-command (including your commanding officer) | <input type="radio"/> | <input type="radio"/> |
| c. Supervisor(s) of the person(s) who did it | <input type="radio"/> | <input type="radio"/> |
| d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) | <input type="radio"/> | <input type="radio"/> |
| e. Other installation/Reserve component/DoD person or office with responsibility for follow-up | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

GR75

75. Place holder in Servant for Q75

2 ☐ Yes

1 ☐ No

GR76A, GR76B, GR76C, GR76D, GR76E

76. What actions were taken in response to your report?

- | | Yes | No | Don't know |
|-------------------------------|------------|-----------|-------------------|
| a. Person(s) who bothered you | <u>2</u> | <u>1</u> | <u>99</u> |

- | | | | |
|--|-----------------------|-----------------------|-----------------------|
| was/were talked to about the behavior | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Your complaint was/is being investigated | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. You were encouraged to drop the complaint | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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 type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. No action was taken | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

GR77A, GR77B, GR77C, GR77D, GR77E

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

- | | Very
dissatisfied | Dissatisfied | Neither
satisfied
nor
dissatisfied | Satisfied | Very
satisfied |
|---|-----------------------------------|-----------------------------------|---|-----------------------------------|-----------------------------------|
| a. Availability of information about how to file a complaint | <u>1</u>
<input type="radio"/> | <u>2</u>
<input type="radio"/> | <u>3</u>
<input type="radio"/> | <u>4</u>
<input type="radio"/> | <u>5</u>
<input type="radio"/> |
| b. Treatment by personnel handling your complaint | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Amount of time it took/is taking to resolve your complaint | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. How well you were/are kept informed about the progress of your complaint | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Degree to which your privacy was/is being protected | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

GR78

78. Is the action still being processed?

- 2 ☐ Yes
- 1 ☐ No

ONE SITUATION WITH THE GREATEST EFFECT

GR79

79. Was your complaint found to be true?

- 2 ☐ Yes

- 1 ☐ No
- 3 ☐ They were unable to determine whether your complaint was true or not.

ONE SITUATION WITH THE GREATEST EFFECT

GR80A, GR80B, GR80C, GR80D, GR80E

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

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>	<u>99</u> <input type="radio"/>
b. The situation was corrected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Some action was taken against the person(s) who bothered you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Nothing was done about the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Action was taken against you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ONE SITUATION WITH THE GREATEST EFFECT

GR81

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

- 5 ☐ Very satisfied
- 4 ☐ Satisfied
- 3 ☐ Neither satisfied nor dissatisfied
- 2 ☐ Dissatisfied
- 1 ☐ Very dissatisfied

ONE SITUATION WITH THE GREATEST EFFECT

GR081sp

Please specify why you were dissatisfied/very dissatisfied with the outcome of your complaint.

ONE SITUATION WITH THE GREATEST EFFECT

GR82

82. Did you report all of the behaviors you experienced to one of the installation/Reserve component/DoD individuals or organizations?

- 2 ☐ Yes
- 1 ☐ No



ONE SITUATION WITH THE GREATEST EFFECT

GR83A, GR83B, GR83C, GR83D, GR83E, GR83F, GR83G, GR83H, GR83I, GR83J, GR83K, GR83L, GR83M, GR83N, GR83O, GR83P, GR83Q, GR83R, GR83S, GR83T, GR83U, GR83V, GR83W

83. What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. You did not know how to report	<input type="radio"/>	<input type="radio"/>
c. You felt uncomfortable making a report	<input type="radio"/>	<input type="radio"/>
d. You took care of the problem yourself	<input type="radio"/>	<input type="radio"/>
e. You talked to someone informally in your military chain-of-command	<input type="radio"/>	<input type="radio"/>
f. You did not think anything would be done if you reported	<input type="radio"/>	<input type="radio"/>

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

	Yes	No
g. You thought you would not be believed if you reported	<input type="radio"/>	<input type="radio"/>
h. You thought your military coworkers would be angry if you reported	<input type="radio"/>	<input type="radio"/>
i. You wanted to fit in	<input type="radio"/>	<input type="radio"/>
j. You thought reporting would take too much time and effort	<input type="radio"/>	<input type="radio"/>
k. You thought you would be labeled a troublemaker if you reported	<input type="radio"/>	<input type="radio"/>
l. A <u>peer</u> talked you out of making a formal complaint	<input type="radio"/>	<input type="radio"/>

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

	Yes	No
m. A <u>supervisor</u> talked you out of making a formal complaint	<input type="radio"/>	<input type="radio"/>
n. You did not want to hurt the person's or persons' feelings,	<input type="radio"/>	<input type="radio"/>

- family, or career
- o. You thought your performance evaluation or chance for promotion would suffer if you reported ☐ ☐
- p. You were afraid of retaliation from the person(s) who did it ☐ ☐
- q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it ☐ ☐
- r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command ☐ ☐

(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?

- | | Yes | No |
|---|-----------------------|-----------------------|
| s. You thought it would negatively impact your <u>civilian</u> job | <input type="radio"/> | <input type="radio"/> |
| t. Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career | <input type="radio"/> | <input type="radio"/> |
| u. You were warned not to complain | <input type="radio"/> | <input type="radio"/> |
| v. You had already reported the situation to <u>civilian</u> individuals or organizations | <input type="radio"/> | <input type="radio"/> |
| w. Some other reason | <input type="radio"/> | <input type="radio"/> |

ONE SITUATION WITH THE GREATEST EFFECT

GR84A, GR84B, GR84C, GR84D, GR84E, GR84F, GR84G, GR84H, GR84I, GR84J, GR84K, GR84L

84. Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

- | | Yes | No | Don't know |
|---|------------------------------------|------------------------------------|-------------------------------------|
| a. You were ignored or shunned by others at work | <input type="radio"/> ² | <input type="radio"/> ¹ | <input type="radio"/> ⁹⁹ |
| b. You were blamed for the situation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. People gossiped about you in an unkind or negative way | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. You lost perks/privileges that you had before | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. You were given less favorable job duties | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. You were denied an opportunity for training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) Did any of the following things happen in response to how you handled the situation?

	Yes	No	Don't know
g. You were given an unfair job performance appraisal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. You were unfairly disciplined	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. You were denied a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. You were transferred to a less desirable job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. You were unfairly demoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. You were mistreated in some other way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PERSONNEL POLICY AND PRACTICES

GR85A, GR85B, GR85C

85. 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.

	Yes	No	Don't know
a. Senior leadership of my Reserve component	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>	<u>99</u> <input type="radio"/>
b. Senior leadership of my installation/ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PERSONNEL POLICY AND PRACTICES

GR86

86. Have you had any training from military sources during the past 12 months on topics related to sexual harassment?

- 2 ☐ Yes
1 ☐ No

PERSONNEL POLICY AND PRACTICES

GR87

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

PERSONNEL POLICY AND PRACTICES

GR88A, GR88B, GR88C, GR88D, GR88E, GR88F, GR88G

88. My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered sexual harassment.	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Reserve component</u> as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaches that sexual harassment makes it difficult for individual <u>Reserve component members</u> to perform their duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Identifies behaviors that are offensive to others and should not be tolerated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) My Reserve component's training . . .

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
e. Gives useful tools for dealing with sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes you feel it is safe to complain about unwanted, sex-related attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Provides information about military policies, procedures, and consequences of sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PERSONNEL POLICY AND PRACTICES

GR89

89. In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?

- 1 ☐ Very effective
- 2 ☐ Moderately effective
- 3 ☐ Slightly effective
- 4 ☐ Not at all effective

PERSONNEL POLICIES AND PRACTICES

GR089sp

Please specify why the training you received was not at all effective in actually reducing/preventing sexual harassment?

PERSONNEL POLICY AND PRACTICES

GR90A, GR90B, GR90C, GR90D, GR90E, GR90F, GR90G, GR90H, GR90I, GR90J, GR90K, GR90L, GR90M, GR90N, GR90O

90. In your MILITARY UNIT/WORKGROUP, to what extent are . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Policies forbidding sexual harassment publicized?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Complaint procedures related to sexual harassment publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Complaints about sexual harassment taken seriously no matter who files them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Enlisted members required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) In your MILITARY UNIT/WORKGROUP, to what extent are . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
e. Officers required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Leaders consistently modeling respectful behavior to both male and female personnel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

At your **MILITARY DUTY STATION/SHIP**, to what extent are/is . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
h. Policies forbidding sexual harassment publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Complaint procedures related to sexual harassment publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Complaints about sexual harassment taken seriously no matter who files them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. There is a specific office with the authority to investigate sexual harassment complaints?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) At your **MILITARY DUTY STATION/SHIP**, to what extent are/is . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
l. Enlisted members required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Officers required to attend formal sexual harassment training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Leaders consistently modeling respectful behavior to both male and female personnel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your **SERVICE/RESERVE COMPONENT**, to what extent is . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
o. An advice/hotline available for reporting sexual harassment complaints?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PERSONNEL POLICY AND PRACTICES

GR91

91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- 1 ☐ Less of a problem today
- 2 ☐ About the same as 4 years ago
- 3 ☐ More of a problem today



PERSONNEL POLICY AND PRACTICES

GR92

92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- 1 ☐ Less of a problem today
- 2 ☐ About the same as 4 years ago
- 3 ☐ More of a problem today

PERSONNEL POLICY AND PRACTICES

GR93

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

- 1 ☐ Much less often
- 2 ☐ Less often
- 3 ☐ About the same
- 4 ☐ More often
- 5 ☐ Much more often

PERSONNEL POLICY AND PRACTICES

GR94

94. In your opinion, how often does sexual harassment occur at military workplaces compared to civilian workplaces?

- 99 ☐ Don't know, you have not worked in a civilian job
- 1 ☐ Much less often in the military
- 2 ☐ Less often in the military
- 3 ☐ About the same
- 4 ☐ More often in the military
- 5 ☐ Much more often in the military

TAKING THE SURVEY

REQUEST

95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

COMMENTS

GR96**96.** Place holder Q96COMMENT

97. If you have comments or concerns that you were not able to express in answering this survey, please type them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

APPENDIX D

Coding Scheme

1. Coding Scheme Generation Specifications SRRACESK, SRRACESPU. The following explains how to create the flag variable -- the codebook page should contain this information:

"SRRACESK is an indicator of whether SRRACESP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If SRRACEF = 2 then SRRACESK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"SRRACESPU = SRRACESP, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

```
If SRRACESK = 1 then do;  
  SRRACESP = '.N';
```

```
end;
```

.N = (Not Applicable)

2. GR011SK, GR011bU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR011SK is an indicator of whether GR011b were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR011a = 1 then GR011SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR011bU = GR011b, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

```
If GR011SK = 1 then do;  
  GR011b = .N;
```

```
end;
```

.N = (Not Applicable)

3. GR20SK, GR20U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR20SK is an indicator of whether GR20 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR19 = 2 then GR20SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR20U = GR20, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR20SK = 1 then do;
GR20 = .N;

end;

.N = (Not Applicable)

4. GR21SK, GR21U, GR22U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR21SK is an indicator of whether GR21, GR22 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR19 = 2 AND GR20 = 2) then GR21SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR21U = GR21, GR22U = GR22, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR21SK = 1 then do;
GR21 = .N;
GR22 = .N;

end;

.N = (Not Applicable)

5. GR26SK, GR26U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR26SK is an indicator of whether GR26 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR19 = 2 AND GR24 = 2) then GR26SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR26U = GR26, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR26SK = 1 then do;
GR26 = .N;

end;

.N = (Not Applicable)

6. GR27SK, GR27U, GR28U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR27SK is an indicator of whether GR27, GR28 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR19 = 2 AND GR24 = 2) AND GR26 = 1) then GR27SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR27U = GR27, GR28U = GR28, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR27SK = 1 then do;
GR27 = .N;
GR28 = .N;

end;

.N = (Not Applicable)

7. GR29SK, GR29U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR29SK is an indicator of whether GR29 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR19 = 2 AND GR24 = 2) AND GR26 = 1) AND GR28 = 1) then GR29SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR29U = GR29, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR29SK = 1 then do;
GR29 = .N;

end;

.N = (Not Applicable)

8. GR30SK, GR30U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR30SK is an indicator of whether GR30 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR19 = 2 AND GR24 = 2) AND GR26 = 1) then GR30SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR30U = GR30, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR30SK = 1 then do;
GR30 = .N;

end;

.N = (Not Applicable)

- 9.** GR31SK, GR31U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR31SK is an indicator of whether GR31 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR24 = 1 AND GR19 = 2) OR GR19 = 1) then GR31SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR31U = GR31, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR31SK = 1 then do;
GR31 = .N;

end;

.N = (Not Applicable)

- 10.** GR32SK, GR32U, GR33U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR32SK is an indicator of whether GR32, GR33 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) then GR32SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR32U = GR32, GR33U = GR33, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR32SK = 1 then do;
GR32 = .N;
GR33 = .N;

end;

.N = (Not Applicable)

- 11. GR34SK, GR34U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"GR34SK is an indicator of whether GR34 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) AND GR33 = 1) then GR34SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR34U = GR34, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR34SK = 1 then do;
GR34 = .N;

end;

.N = (Not Applicable)

- 12. GR35SK, GR35U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"GR35SK is an indicator of whether GR35 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) then GR35SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR35U = GR35, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR35SK = 1 then do;
GR35 = .N;

end;

.N = (Not Applicable)

- 13.** GR54SK, GR054spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR54SK is an indicator of whether GR054sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR54R = 3 OR GR54R = 2) OR GR54R = 4) OR GR54R = 5) then GR54SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR054spU = GR054sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR54SK = 1 then do;
GR054sp = '.N';

end;

.N = (Not Applicable)

- 14.** GR55SK1, GR55MU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR55SK1 is an indicator of whether GR55M were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR55L = 3 then GR55SK1 = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR55MU = GR55M, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR55SK1 = 1 then do;
GR55M = .N;

end;

.N = (Not Applicable)

- 15. GR55SK2, GR55spU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"GR55SK2 is an indicator of whether GR55sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR55N = 3 OR GR55N = 2) then GR55SK2 = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR55spU = GR55sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR55SK2 = 1 then do;
GR55sp = '.N';

end;

.N = (Not Applicable)

- 16. GR56SK, GR56U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"GR56SK is an indicator of whether GR56 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((GR55A = 2 OR GR55A = 3) OR (GR55B = 2 OR GR55B = 3)) OR (GR55C = 2 OR GR55C = 3)) OR (GR55D = 2 OR GR55D = 3)) OR (GR55E = 2 OR GR55E = 3)) OR (GR55F = 2 OR GR55F = 3)) OR (GR55G = 2 OR GR55G = 3)) OR (GR55H = 2 OR GR55H = 3)) OR (GR55I = 2 OR GR55I = 3)) OR (GR55J = 2 OR GR55J = 3)) OR (GR55K = 2 OR GR55K = 3)) OR (GR55L = 2 OR GR55L = 3)) OR (GR55N = 2 OR GR55N = 3)) then GR56SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR56U = GR56, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR56SK = 1 then do;
GR56 = '.N';

end;

.N = (Not Applicable)

- 17.** GR57SK, GR057spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR57SK is an indicator of whether GR057sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5) then GR57SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR057spU = GR057sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If GR57SK = 1 then do;
GR057sp = '.N';

end;

.N = (Not Applicable)

- 18.** GR58SK, GR58U, GR59AU, GR59BU, GR59CU, GR59DU, GR59EU, GR59FU, GR59GU, GR59HU, GR59IU, GR59JU, GR59KU, GR59LU, GR59MU, GR59NU, GR59OU, GR59PU, GR59QU, GR59RU, GR59SU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR58SK is an indicator of whether GR58, GR59A, GR59B, GR59C, GR59D, GR59E, GR59F, GR59G, GR59H, GR59I, GR59J, GR59K, GR59L, GR59M, GR59N, GR59O, GR59P, GR59Q, GR59R, GR59S were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR

GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) then GR58SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR58U = GR58, GR59AU = GR59A, GR59BU = GR59B, GR59CU = GR59C, GR59DU = GR59D, GR59EU = GR59E, GR59FU = GR59F, GR59GU = GR59G, GR59HU = GR59H, GR59IU = GR59I, GR59JU = GR59J, GR59KU = GR59K, GR59LU = GR59L, GR59MU = GR59M, GR59NU = GR59N, GR59OU = GR59O, GR59PU = GR59P, GR59QU = GR59Q, GR59RU = GR59R, GR59SU = GR59S, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR58SK = 1 then do;

GR58 = .N;
 GR59A = .N;
 GR59B = .N;
 GR59C = .N;
 GR59D = .N;
 GR59E = .N;
 GR59F = .N;
 GR59G = .N;
 GR59H = .N;
 GR59I = .N;
 GR59J = .N;
 GR59K = .N;
 GR59L = .N;
 GR59M = .N;
 GR59N = .N;
 GR59O = .N;
 GR59P = .N;
 GR59Q = .N;
 GR59R = .N;
 GR59S = .N;

end;

.N = (Not Applicable)

- 19.** GR60SK, GR60AU, GR60BU, GR60CU, GR60DU, GR60EU, GR60FU, GR61AU, GR61BU, GR61CU, GR61DU, GR61EU, GR61FU, GR61GU, GR62U, GR63U, GR64U, GR65U, GR66U, GR67AU, GR67BU, GR67CU, GR67DU, GR67EU, GR67FU, GR67GU, GR67HU, GR67IU, GR67JU, GR68U, GR69U, GR70U, GR71AU, GR71BU, GR71CU, GR71DU, GR71EU, GR71FU, GR71GU, GR71HU, GR71IU, GR71JU, GR71KU, GR71LU, GR71MU, GR71NU, GR71OU, GR71PU, GR71QU, GR71RU, GR72U, GR73AU, GR73BU, GR73CU, GR74AU, GR74BU, GR74CU, GR74DU, GR74EU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR60SK is an indicator of whether GR60A, GR60B, GR60C, GR60D, GR60E, GR60F, GR61A, GR61B, GR61C, GR61D, GR61E, GR61F, GR61G, GR62, GR63, GR64, GR65, GR66, GR67A, GR67B, GR67C, GR67D, GR67E, GR67F, GR67G, GR67H, GR67I, GR67J, GR68, GR69, GR70, GR71A, GR71B, GR71C, GR71D, GR71E, GR71F, GR71G, GR71H, GR71I, GR71J, GR71K, GR71L, GR71M, GR71N, GR71O, GR71P, GR71Q, GR71R, GR72, GR73A, GR73B, GR73C, GR74A, GR74B, GR74C, GR74D, GR74E were or were not to be asked of a respondent and its initial value is 1 (Not asked). If
 (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR
 (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR
 GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR
 GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR
 GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR
 (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR
 GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR
 GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J =
 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2
 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR
 GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR
 GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR
 (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR
 GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR
 GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR
 GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D
 = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR
 GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O
 = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR60SK = 2
 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR60AU = GR60A, GR60BU = GR60B, GR60CU = GR60C, GR60DU = GR60D, GR60EU = GR60E, GR60FU = GR60F, GR61AU = GR61A, GR61BU = GR61B, GR61CU = GR61C, GR61DU = GR61D, GR61EU = GR61E, GR61FU = GR61F, GR61GU = GR61G, GR62U = GR62, GR63U = GR63, GR64U = GR64, GR65U = GR65, GR66U = GR66, GR67AU = GR67A, GR67BU = GR67B, GR67CU = GR67C, GR67DU = GR67D,

GR67EU = GR67E, GR67FU = GR67F, GR67GU = GR67G, GR67HU = GR67H, GR67IU = GR67I, GR67JU = GR67J, GR68U = GR68, GR69U = GR69, GR70U = GR70, GR71AU = GR71A, GR71BU = GR71B, GR71CU = GR71C, GR71DU = GR71D, GR71EU = GR71E, GR71FU = GR71F, GR71GU = GR71G, GR71HU = GR71H, GR71IU = GR71I, GR71JU = GR71J, GR71KU = GR71K, GR71LU = GR71L, GR71MU = GR71M, GR71NU = GR71N, GR71OU = GR71O, GR71PU = GR71P, GR71QU = GR71Q, GR71RU = GR71R, GR72U = GR72, GR73AU = GR73A, GR73BU = GR73B, GR73CU = GR73C, GR74AU = GR74A, GR74BU = GR74B, GR74CU = GR74C, GR74DU = GR74D, GR74EU = GR74E, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR60SK = 1 then do;

GR60A = .N;
 GR60B = .N;
 GR60C = .N;
 GR60D = .N;
 GR60E = .N;
 GR60F = .N;
 GR61A = .N;
 GR61B = .N;
 GR61C = .N;
 GR61D = .N;
 GR61E = .N;
 GR61F = .N;
 GR61G = .N;
 GR62 = .N;
 GR63 = .N;
 GR64 = .N;
 GR65 = .N;
 GR66 = .N;
 GR67A = .N;
 GR67B = .N;
 GR67C = .N;
 GR67D = .N;
 GR67E = .N;
 GR67F = .N;
 GR67G = .N;
 GR67H = .N;
 GR67I = .N;
 GR67J = .N;
 GR68 = .N;
 GR69 = .N;
 GR70 = .N;
 GR71A = .N;
 GR71B = .N;
 GR71C = .N;

GR71D = .N;
GR71E = .N;
GR71F = .N;
GR71G = .N;
GR71H = .N;
GR71I = .N;
GR71J = .N;
GR71K = .N;
GR71L = .N;
GR71M = .N;
GR71N = .N;
GR71O = .N;
GR71P = .N;
GR71Q = .N;
GR71R = .N;
GR72 = .N;
GR73A = .N;
GR73B = .N;
GR73C = .N;
GR74A = .N;
GR74B = .N;
GR74C = .N;
GR74D = .N;
GR74E = .N;

end;

.N = (Not Applicable)

- 20.** GR59SK, GR059spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR59SK is an indicator of whether GR059sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR59S = 2 then GR59SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR059spU = GR059sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR59SK = 1 then do;
GR059sp = '.N';

end;

.N = (Not Applicable)

- 21.** GR71SK, GR071spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR71SK is an indicator of whether GR071sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR71R = 3 OR GR71R = 2) OR GR71R = 4) OR GR71R = 5) then GR71SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR071spU = GR071sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR71SK = 1 then do;
GR071sp = '.N';

end;

.N = (Not Applicable)

22. GR75SK, GR75U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR75SK is an indicator of whether GR75 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR75SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR75U = GR75, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR75SK = 1 then do;
GR75 = .N;

end;

.N = (Not Applicable)

23. GR76SK, GR76AU, GR76BU, GR76CU, GR76DU, GR76EU, GR77AU, GR77BU, GR77CU, GR77DU, GR77EU, GR78U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR76SK is an indicator of whether GR76A, GR76B, GR76C, GR76D, GR76E, GR77A, GR77B, GR77C, GR77D, GR77E, GR78 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2))) then GR76SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR76AU = GR76A, GR76BU = GR76B, GR76CU = GR76C, GR76DU = GR76D, GR76EU = GR76E, GR77AU = GR77A, GR77BU = GR77B, GR77CU = GR77C, GR77DU = GR77D, GR77EU = GR77E, GR78U = GR78, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR76SK = 1 then do;
GR76A = .N;
GR76B = .N;
GR76C = .N;
GR76D = .N;
GR76E = .N;
GR77A = .N;
GR77B = .N;
GR77C = .N;
GR77D = .N;

GR77E = .N;
GR78 = .N;

end;

.N = (Not Applicable)

- 24.** GR79SK, GR79U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR79SK is an indicator of whether GR79 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2)) AND GR78 = 1)) then GR79SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR79U = GR79, but are unedited for forward coding of non-applicable or missing response values. "Here is how they are edited:

If GR79SK = 1 then do;
GR79 = .N;

end;

.N = (Not Applicable)

25. GR80SK, GR80AU, GR80BU, GR80CU, GR80DU, GR80EU, GR81U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR80SK is an indicator of whether GR80A, GR80B, GR80C, GR80D, GR80E, GR81 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR ((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2)) AND GR78 = 1)) then GR80SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR80AU = GR80A, GR80BU = GR80B, GR80CU = GR80C, GR80DU = GR80D, GR80EU = GR80E, GR81U = GR81, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR80SK = 1 then do;
 GR80A = .N;
 GR80B = .N;
 GR80C = .N;
 GR80D = .N;
 GR80E = .N;
 GR81 = .N;

end;

.N = (Not Applicable)

- 26.** GR81SK, GR081spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR81SK is an indicator of whether GR081sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR81 = 2 OR GR81 = 1) then GR81SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR081spU = GR081sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

If GR81SK = 1 then do;
GR081sp = '.N';

end;

.N = (Not Applicable)

- 27.** GR82SK, GR82U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR82SK is an indicator of whether GR82 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR

GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2))) then GR82SK = 2
 (Asked)." The following explains how the flag variable is used in editing -- the codebook
 page for the edited variable should contain this information:

"GR82U = GR82, but are unedited for forward coding of non-applicable or missing response
 values." Here is how they are edited:

If GR82SK = 1 then do;
 GR82 = .N;

end;

.N = (Not Applicable)

- 28.** GR83SK, GR83AU, GR83BU, GR83CU, GR83DU, GR83EU, GR83FU, GR83GU,
 GR83HU, GR83IU, GR83JU, GR83KU, GR83LU, GR83MU, GR83NU, GR83OU,
 GR83PU, GR83QU, GR83RU, GR83SU, GR83TU, GR83UU, GR83VU, GR83WU. The
 following explains how to create the flag variable -- the codebook page should contain this
 information:

"GR83SK is an indicator of whether GR83A, GR83B, GR83C, GR83D, GR83E, GR83F,
 GR83G, GR83H, GR83I, GR83J, GR83K, GR83L, GR83M, GR83N, GR83O, GR83P,
 GR83Q, GR83R, GR83S, GR83T, GR83U, GR83V, GR83W were or were not to be asked of
 a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR
 GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR
 GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR
 GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR
 (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR
 GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR
 GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR
 GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR
 (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR
 GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR
 GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR
 GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR
 (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR
 GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR
 GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR
 GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND
 (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E =
 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR
 GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P
 = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) AND (((((((GR74A = . OR
 GR74A = 1) OR GR74B = .) OR GR74B = 1) OR GR74C = .) OR GR74C = 1) OR GR74D
 = .) OR GR74D = 1) OR GR74E = .) OR GR74E = 1) OR (((((GR74A = 2 OR GR74B = 2)

OR GR74C = 2) OR GR74D = 2) OR GR74E = 2) AND GR82 = 1))) then GR83SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR83AU = GR83A, GR83BU = GR83B, GR83CU = GR83C, GR83DU = GR83D, GR83EU = GR83E, GR83FU = GR83F, GR83GU = GR83G, GR83HU = GR83H, GR83IU = GR83I, GR83JU = GR83J, GR83KU = GR83K, GR83LU = GR83L, GR83MU = GR83M, GR83NU = GR83N, GR83OU = GR83O, GR83PU = GR83P, GR83QU = GR83Q, GR83RU = GR83R, GR83SU = GR83S, GR83TU = GR83T, GR83UU = GR83U, GR83VU = GR83V, GR83WU = GR83W, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR83SK = 1 then do;

GR83A = .N;
GR83B = .N;
GR83C = .N;
GR83D = .N;
GR83E = .N;
GR83F = .N;
GR83G = .N;
GR83H = .N;
GR83I = .N;
GR83J = .N;
GR83K = .N;
GR83L = .N;
GR83M = .N;
GR83N = .N;
GR83O = .N;
GR83P = .N;
GR83Q = .N;
GR83R = .N;
GR83S = .N;
GR83T = .N;
GR83U = .N;
GR83V = .N;
GR83W = .N;

end;

.N = (Not Applicable)

29. ***After the 50 RC was complete and the initial datasets were created, we noticed that the information captured by this skip logic did not match up with what was envisioned; A recode was created for this variable with the following logic:*

/ coding for GR83AR2 variable */*

GR83AR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83AR2 = .N;

ELSE GR83AR2 = GR83A;

/ coding for GR83BR2 variable */*

GR83BR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2

OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83BR2 = .N;

ELSE GR83BR2 = GR83B;

/ coding for GR83CR2 variable */*

GR83CR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83CR2 = .N;

ELSE GR83CR2 = GR83C;

/ coding for GR83DR2 variable */*

GR83DR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR

GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83DR2 = .N;

ELSE GR83DR2 = GR83D;

/ coding for GR83ER2 variable */*

GR83ER2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2
OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F
= 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR
GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L
= 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2
OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P
= 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR
GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83ER2 = .N;

ELSE GR83ER2 = GR83E;

/ coding for GR83FR2 variable */*

GR83FR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2
OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F
= 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR
GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L
= 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2

OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83FR2 = .N;

ELSE GR83FR2 = GR83F;

/ coding for GR83GR2 variable */*

GR83GR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83GR2 = .N;

ELSE GR83GR2 = GR83G;

/ coding for GR83HR2 variable */*

GR83HR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5

OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83HR2 = .N;

ELSE GR83HR2 = GR83H;

/* coding for GR83IR2 variable */

GR83IR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83IR2 = .N;

ELSE GR83IR2 = GR83I;

/* coding for GR83JR2 variable */

GR83JR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR

GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83JR2 = .N;

ELSE GR83JR2 = GR83J;

/ coding for GR83KR2 variable */*

GR83KR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83KR2 = .N;

ELSE GR83KR2 = GR83K;

/ coding for GR83LR2 variable */*

GR83LR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2

OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83LR2 = .N;

ELSE GR83LR2 = GR83L;

/* coding for GR83MR2 variable */

GR83MR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83MR2 = .N;

ELSE GR83MR2 = GR83M;

/ coding for GR83NR2 variable */*

GR83NR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83NR2 = .N;

ELSE GR83NR2 = GR83N;

/ coding for GR83OR2 variable */*

GR83OR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83OR2 = .N;

ELSE GR83OR2 = GR83O;

/ coding for GR83PR2 variable */*

GR83PR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83PR2 = .N;

ELSE GR83PR2 = GR83P;

/ coding for GR83QR2 variable */*

GR83QR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83QR2 = .N;

ELSE GR83QR2 = GR83Q;

/ coding for GR83RR2 variable */*

GR83RR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83RR2 = .N;

ELSE GR83RR2 = GR83R;

/ coding for GR83SR2 variable */*

GR83SR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83SR2 = .N;

ELSE GR83SR2 = GR83S;

/ coding for GR83TR2 variable */*

GR83TR2 = .;

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83TR2 = .N;
ELSE GR83TR2 = GR83T;*

/ coding for GR83UR2 variable */*

GR83UR2 = .;

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83UR2 = .N;
ELSE GR83UR2 = GR83U;*

/ coding for GR83VR2 variable */*

GR83VR2 = .;

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83VR2 = .N;
ELSE GR83VR2 = GR83V;*

/ coding for GR83WR2 variable */*

GR83WR2 = .;

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN
GR83WR2 = .N;
ELSE GR83WR2 = GR83W;*

30. GR84SK, GR84AU, GR84BU, GR84CU, GR84DU, GR84EU, GR84FU, GR84GU, GR84HU, GR84IU, GR84JU, GR84KU, GR84LU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR84SK is an indicator of whether GR84A, GR84B, GR84C, GR84D, GR84E, GR84F, GR84G, GR84H, GR84I, GR84J, GR84K, GR84L were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR84SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR84AU = GR84A, GR84BU = GR84B, GR84CU = GR84C, GR84DU = GR84D, GR84EU = GR84E, GR84FU = GR84F, GR84GU = GR84G, GR84HU = GR84H, GR84IU = GR84I, GR84JU = GR84J, GR84KU = GR84K, GR84LU = GR84L, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR84SK = 1 then do;

GR84A = .N;

GR84B = .N;

GR84C = .N;

GR84D = .N;

GR84E = .N;

GR84F = .N;

GR84G = .N;

GR84H = .N;

GR84I = .N;

GR84J = .N;

GR84K = .N;

GR84L = .N;

end;

.N = (Not Applicable)

- 31.** GR87SK, GR87U, GR88AU, GR88BU, GR88CU, GR88DU, GR88EU, GR88FU, GR88GU, GR89U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR87SK is an indicator of whether GR87, GR88A, GR88B, GR88C, GR88D, GR88E, GR88F, GR88G, GR89 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR86 = 2 then GR87SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR87U = GR87, GR88AU = GR88A, GR88BU = GR88B, GR88CU = GR88C, GR88DU = GR88D, GR88EU = GR88E, GR88FU = GR88F, GR88GU = GR88G, GR89U = GR89, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR87SK = 1 then do;

GR87 = .N;
GR88A = .N;
GR88B = .N;
GR88C = .N;
GR88D = .N;
GR88E = .N;
GR88F = .N;
GR88G = .N;
GR89 = .N;

end;

.N = (Not Applicable)

- 32.** GR89SK, GR089spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR89SK is an indicator of whether GR089sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR89 = 4 then GR89SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR089spU = GR089sp, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

```
If GR89SK = 1 then do;  
  GR089sp = '.N';
```

```
end;
```

.N = (Not Applicable)

- 33.** GR92SK, GR92U, GR93U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR92SK is an indicator of whether GR92, GR93 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR09 > 3 then GR92SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR92U = GR92, GR93U = GR93, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

```
If GR92SK = 1 then do;  
  GR92 = .N;  
  GR93 = .N;
```

```
end;
```

.N = (Not Applicable)

34. SRRACEA—SRRACEE, SRRETH1

The codebook pages for SRRACEA—SRRACEE should note:

“These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.”

SRRACEA—SRRACEE are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaskan Native” was marked, SRRACED indicates whether “Asian” was marked, SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked, and SRRACEF indicates whether “Some other race” was marked. If none are marked, then all of SRRACEA—SRRACEE are assigned –9 (missing).

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH1 should note:

“These racial/ethnic categories are consistent with the 1997 standards for maintaining, collecting, and presenting federal data on race and ethnicity.”

SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the “RACIAL CATEGORY” column of the chart is preceded by an H for “Hispanic” if the respondent has a value of 2 for SRHISPA1, and by a NH for “Non-Hispanic” if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart.

For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7.

Non-Hispanics reporting no race code are coded as missing (-9). The “Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

CODERACIAL CATEGORY (SRRETH1)SR-
HISPA1SR-
RACEASR-
RACEBSR-
RACECSR-

RACEDSR-

RACEESR-

RACEF

1H American Indian or Alaska Native2112111

2H Asian2111211

3H Black or African American2121111

4H Native Hawaiian or Other Pacific Islander2111121

5H White2211111

6H Some other race2111112

7Hispanic/Latino reporting more than one race2(Any combination of more than one 2 in SRRACEA-F)

8H Unknown race2-9-9-9-9-9

9NH American Indian or Alaska Native1112111

10NH Asian1111211

11NH Black or African American1121111

12NH Native Hawaiian or Other Pacific Islander1111121

13NH White1211111

14NH Some other race1111112

15NH American Indian or Alaska Native & White1212111

16NH Asian & White1211211

17NH Black or African American & White1221111

18NH American Indian or Alaska Native & Black or African American1122111

19NH Balance of individuals reporting more than one race1(Any other combination of more than one 2 in SRRACEA-F)

APPENDIX E

Alphabetical List of Variables

2004 Workplace and Gender Relations Survey of Reserve Component Members
Alphabetical Variable List for the Survey Analysis Files

Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
TOTAL*	x	Num	8	8	STDOS8.	Variance estimation strata totals Based On Population Frame Counts	1312
A_COMMIT*	x	Num	3	GR190_.	STDOS2.	Affective Commit Scale	696
ACTVD*	x	Num	3	ACTVD.	STDOS2.	Active Duty Date Group	1216
ACTVGRP*	x	Num	3	ACTVGRP.	STDOS2.	Active DEERS and RCCPDS	1217
ACTVSOC*	x	Num	3	ACTVSOC.	STDOS2.	DEERS End Condition and Date Activated	1218
AD_DATE*	x	Num	3	AD_DATE.	STDOS2.	Active Duty Date Status	1219
AD_STR*	x	Char	3	\$GR238_.	\$CHAR3.	Active Duty Strength Accounting Code	1220
ADGT911*	x	Num	3	ADGT911_.	STDOS2.	Active Duty Date Post 20010911 Status	1221
ADJ1CC*	x	Num	8	20.14	20	Non-Response Adjust Cell	1313
ADJ1F0*	x	Num	8	20.14	20	FS Unk Elig NonResponse Adj Factor	1314
ADJ1W0*	x	Num	8	20.14	20	FS Unk Elig NonResponse Adj Weight	1315
ADJ2F0*	x	Num	8	20.14	20	FS Elig NonRespondent Adj Factor	1316
ADJ2W0*	x	Num	8	20.14	20	FS Elig NonRespondent Adj Weight	1317
AFFCOM*	x	Num	3	GR029_.	STDOS2.	Variable used to create A_COMMIT	695
AGE*	x	Num	3	AGE.	STDOS4.	Member's Age	1222
AGER*	x	Num	3	GR236_.	STDOS4.	Age based on Record Data	1198
AGR_LGL*	x	Char	1	\$AGRLGL.	\$CHAR1.	AGR Service Legal Authority Code	1223
ANYDISC*	x	Num	3	GR043_.	STDOS2.	Variable Used to Create Any Discrimination	871
ANYPROBS*	x	Num	3	GR058_.	STDOS2.	Experience any problems at work	1146
ASGN	x	Num	3	GR099_.	STDOS2.	Assignment Incident Rate	108
ASGN_G*	x	Num	3	GR043_.	STDOS2.	Variable used to construct ASGN	869
BATCH*	x	Num	3	GR253_.	STDOS4.	DRC Batch Number applied	1199
BLKREAS*	x	Num	3	GR010_.	STDOS2.	Reason Survey Returned Blank	1200
BSW0*	x	Num	8	20.14	20	Base Weight	1318
C_COMMIT*	x	Num	3	GR029_.	STDOS2.	Continuance Commitment Scale	698
CAR	x	Num	3	GR099_.	STDOS2.	Career Incident Rate	109
CAR_G*	x	Num	3	GR043_.	STDOS2.	Variable used to construct CAR	870
CAREER*	x	Num	3	GR029_.	STDOS2.	Careerism Scale	748
CARERCMP*	x	Num	3	GR029_.	STDOS2.	Variable used to construct CAREER	747
CAS_ELIG*	x	Char	15	\$CHAR15.	\$CHAR15.	CASRO eligibility disposition code	1319
CENREGN*	x	Num	3	CENREGN.	STDOS2.	Census Region	1224
COMPFLAG*	x	Num	3	GR009_.	STDOS2.	Questionnaire Complete Flag	1320
CONCOM*	x	Num	3	GR029_.	STDOS2.	Variable used to create C_COMMIT	697

* Variable is on full survey file only

2004 Workplace and Gender Relations Survey of Reserve Component Members
Alphabetical Variable List for the Survey Analysis Files

Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
CRACE_CD*	x	Char	1	\$GR241_.	\$CHAR1.	Constructed Race Code	1225
CRDBV1O*	x	Num	3	GR192_.	STDOS2.	One Situation with the Greatest Effect Crude/Offensive Behavior Incident Rate Only	977
CRDBVR	x	Num	3	GR099_.	STDOS2.	Crude/Offensive Behavior Incident Rate	111
CRDBVR1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Crude/Offensive Behavior Incident Rate	971
CRDBVRO*	x	Num	3	GR192_.	STDOS2.	Crude/Offensive Behavior Incident Rate Only--Recode	926
CRITFLAG*	x	Num	3	GR008_.	STDOS2.	Critical Questions Complete Flag	1321
CWORKSAT	x	Num	3	GR029_.	STDOS2.	Coworker Satisfaction	102
CWRK_SAT*	x	Num	3	GR043_.	STDOS2.	Variable used to create CWORKSAT	758
DARVDATE*	x	Num	5	DATE9.	MMDDYY8.	Date Survey Arrived	1201
DENTDATE*	x	Num	5	DATE9.	MMDDYY8.	Date Survey Processed	1202
DIM1*	x	Num	8	20.14	20	First ranking dimension	1322
DIM2*	x	Num	8	20.14	20	Second ranking dimension	1323
DIM3*	x	Num	8	20.14	20	Third ranking dimension	1324
DIM4*	x	Num	8	20.14	20	Fourth ranking dimension	1325
DIM5*	x	Num	8	20.14	20	Fifth ranking dimension	1326
DIM6*	x	Num	8	20.14	20	Sixth ranking dimension	1327
DIM7*	x	Num	8	20.14	20	Seventh ranking dimension	1328
DODELIGF*	x	Num	3	ELIG_F.	STDOS2.	Eligibility Flag without Coast Guard	1329
DR200307*	x	Num	3	DR20037_.	STDOS2.	0307 DEERS PITE Eligibility	1226
DRFLG9*	x	Char	1	\$GR249_.	\$CHAR1.	0309 DEERS PITE Flag	1227
DUPRET*	x	Num	3	GR234_.	STDOS2.	Multiple Returns Flag - Excludes Blanks	1203
DUPRET2*	x	Num	3	GR011_.	STDOS2.	Multiple Returns Flag - Includes Blanks	1204
EDUC*	x	Num	3	EDUC.	STDOS2.	Education Level	1228
ELIG_R*	x	Char	15	\$CHAR15.	\$CHAR15.	Form Eligibility	1330
ELIGFLGW	x	Num	3	ELIG_F.	STDOS2.	Eligibility Flag	117
ETHNIC*	x	Char	2	\$GR239_.	\$CHAR2.	Ethnic Code	1229
EVAL	x	Num	3	GR099_.	STDOS2.	Evaluation Incident Rate	107
EVAL_G*	x	Num	3	GR043_.	STDOS2.	Variable used to construct EVAL	868
FEMAREGN*	x	Num	3	FEMAREG.	STDOS2.	FEMA Regional Offices	1230
FLAG_FIN*	x	Num	3	GR235_.	STDOS2.	Final Disposition	1205
GEN_HEAL*	x	Num	3	GR029_.	STDOS2.	Variable used to create GENHEAL	775
GENHEAL	x	Num	3	GR190_.	STDOS2.	General Health Scale	105
GR011*	x	Num	3	GR030_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely is it	134

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR011a*	x	Num	3	GR033_.	STDOS2.	Are you already eligible for military retirement?	135
GR011AR*	x	Num	3	GR033_.	STDOS2.	Are you already eligible for military retirement? (Recode)	663
GR011b*	x	Num	3	GR032_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely is it	136
GR011BR*	x	Num	3	GR107_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely is it	664
GR011bU*	x	Num	3	GR034_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely is it	427
GR011SK*	x	Num	3	GR225_.	STDOS2.	Are you already eligible for military retirement?-Skip	137
GR08	8	Num	3	GR165_.	STDOS2.	Served active duty > 24 months	1
GR09*	9	Num	5	GR259_.	STDOS8.	Years of service	133
GR09R*	9	Num	3	GR038_.	STDOS2.	Tab: Years of service	661
GR09U*	9	Num	3	GR037_.	STDOS2.	Uned: Years of service	426
GR10	10	Num	3	GR185_.	STDOS2.	Likelihood stay in NG/R	2
GR10R*	10	Num	3	GR181_.	STDOS2.	Tab: Likelihood stay in NG/R	662
GR11BR2*	x	Num	3	GR108_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely is it	665
GR12*	12	Num	5	GR259_.	STDOS8.	Expected years of service	138
GR12R*	12	Num	3	GR039_.	STDOS2.	Tab: Expected years of service	666
GR12U*	12	Num	3	GR037_.	STDOS2.	Uned: Expected years of service	428
GR13	13	Num	3	GR160_.	STDOS2.	Quality of life in NG/R	3
GR13R*	13	Num	3	GR156_.	STDOS2.	Tab: Quality of life in NG/R	667
GR14	14	Num	3	GR160_.	STDOS2.	Quality of work life in NG/R	4
GR14R*	14	Num	3	GR156_.	STDOS2.	Tab: Quality of work life in NG/R	668
GR15A	15a	Num	3	GR109_.	STDOS2.	Sat w/ compensation	5
GR15AR*	15a	Num	3	GR179_.	STDOS2.	Tab: Sat w/ compensation	669
GR15B	15b	Num	3	GR109_.	STDOS2.	Sat w/ type of work	6
GR15BR*	15b	Num	3	GR179_.	STDOS2.	Tab: Sat w/ type of work	670
GR15C	15c	Num	3	GR109_.	STDOS2.	Sat w/ promotion chances	7
GR15CR*	15c	Num	3	GR179_.	STDOS2.	Tab: Sat w/ promotion chances	671
GR15D	15d	Num	3	GR109_.	STDOS2.	Sat w/ coworkers	8
GR15DR*	15d	Num	3	GR179_.	STDOS2.	Tab: Sat w/ coworkers	672
GR15E	15e	Num	3	GR109_.	STDOS2.	Sat w/ supervisor	9
GR15ER*	15e	Num	3	GR179_.	STDOS2.	Tab: Sat w/ supervisor	673
GR15F	15f	Num	3	GR109_.	STDOS2.	Sat w/ mil values	10
GR15FR*	15f	Num	3	GR179_.	STDOS2.	Tab: Sat w/ mil values	674
GR15G	15g	Num	3	GR109_.	STDOS2.	Sat w/ enjoyment of NG/R duties	11

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR15GR*	15g	Num	3	GR179_.	STDOS2.	Tab: Sat w/ enjoyment of NG/R duties	675
GR15H	15h	Num	3	GR109_.	STDOS2.	Sat w/ unit drill training	12
GR15HR*	15h	Num	3	GR179_.	STDOS2.	Tab: Sat w/ unit drill training	676
GR15I	15i	Num	3	GR109_.	STDOS2.	Sat w/ unit morale	13
GR15IR*	15i	Num	3	GR179_.	STDOS2.	Tab: Sat w/ unit morale	677
GR15J	15j	Num	3	GR109_.	STDOS2.	Sat w/ chances for leadership	14
GR15JR*	15j	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances for leadership	678
GR15K	15k	Num	3	GR109_.	STDOS2.	Sat w/ chances use primary skills	15
GR15KR*	15k	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances use primary skills	679
GR15L	15l	Num	3	GR109_.	STDOS2.	Sat w/ assignments	16
GR15LR*	15l	Num	3	GR179_.	STDOS2.	Tab: Sat w/ assignments	680
GR15M	15m	Num	3	GR109_.	STDOS2.	Sat w/ assignment stability	17
GR15MR*	15m	Num	3	GR179_.	STDOS2.	Tab: Sat w/ assignment stability	681
GR15N	15n	Num	3	GR109_.	STDOS2.	Sat w/ personal workload	18
GR15NR*	15n	Num	3	GR179_.	STDOS2.	Tab: Sat w/ personal workload	682
GR15O	15o	Num	3	GR109_.	STDOS2.	Sat w/ time reqrd for NG/R duties	19
GR15OR*	15o	Num	3	GR179_.	STDOS2.	Tab: Sat w/ time reqrd for NG/R duties	683
GR15P	15p	Num	3	GR109_.	STDOS2.	Sat w/ chances of activation	20
GR15PR*	15p	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances of activation	684
GR15Q	15q	Num	3	GR109_.	STDOS2.	Sat w/ recnt activations	21
GR15QR*	15q	Num	3	GR179_.	STDOS2.	Tab: Sat w/ recnt activations	685
GR16	16	Num	3	GR182_.	STDOS2.	Sat w/ mil way of life	22
GR16R*	16	Num	3	GR179_.	STDOS2.	Tab: Sat w/ mil way of life	686
GR17A	17a	Num	3	GR104_.	STDOS2.	Feel like part of family in NG/R	23
GR17AR*	17a	Num	3	GR177_.	STDOS2.	Tab: Feel like part of family in NG/R	687
GR17B	17b	Num	3	GR104_.	STDOS2.	NG/R has personal meaning	24
GR17BR*	17b	Num	3	GR177_.	STDOS2.	Tab: NG/R has personal meaning	688
GR17C	17c	Num	3	GR104_.	STDOS2.	Too costly to leave NG/R	25
GR17CR*	17c	Num	3	GR177_.	STDOS2.	Tab: Too costly to leave NG/R	689
GR17D	17d	Num	3	GR104_.	STDOS2.	Afraid quit NG/R w/o another job	26
GR17DR*	17d	Num	3	GR177_.	STDOS2.	Tab: Afraid quit NG/R w/o another job	690
GR17E	17e	Num	3	GR104_.	STDOS2.	Life interrupted if leave NG/R	27
GR17ER*	17e	Num	3	GR177_.	STDOS2.	Tab: Life interrupted if leave NG/R	691

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR17F	17f	Num	3	GR104_.	STDOS2.	Sense of belonging to NG/R	28
GR17FR*	17f	Num	3	GR177_.	STDOS2.	Tab: Sense of belonging to NG/R	692
GR17G	17g	Num	3	GR104_.	STDOS2.	Emotionally attached to NG/R	29
GR17GR*	17g	Num	3	GR177_.	STDOS2.	Tab: Emotionally attached to NG/R	693
GR17H	17h	Num	3	GR104_.	STDOS2.	Lack of alternatives if leave NG/R	30
GR17HR*	17h	Num	3	GR177_.	STDOS2.	Tab: Lack of alternatives if leave NG/R	694
GR18A	18a	Num	3	GR079_.	STDOS2.	Recommend male friend join mil	31
GR18AR*	18a	Num	3	GR165_.	STDOS2.	Tab: Recommend male friend join mil	699
GR18B	18b	Num	3	GR079_.	STDOS2.	Recommend female friend join mil	32
GR18BR*	18b	Num	3	GR165_.	STDOS2.	Tab: Recommend female friend join mil	700
GR19*	19	Num	3	GR165_.	STDOS2.	Been actvtd past 24 months	139
GR20*	20	Num	3	GR079_.	STDOS2.	Was actvtn > 30 consec days	140
GR20SK*	x	Num	3	GR225_.	STDOS2.	[20--] Was actvtn > 30 consec days -Skip	141
GR20U*	20	Num	3	GR165_.	STDOS2.	Uned: Was actvtn > 30 consec days	429
GR21*	21	Num	3	GR113_.	STDOS2.	Was actvtn vol, invol or both	142
GR21SK*	x	Num	3	GR225_.	STDOS2.	[21--] Was actvtn vol, invol or both -Skip	143
GR21U*	21	Num	3	GR187_.	STDOS2.	Uned: Was actvtn vol, invol or both	430
GR22*	22	Num	3	GR079_.	STDOS2.	Did actvtn result in dplymnt	144
GR22U*	22	Num	3	GR165_.	STDOS2.	Uned: Did actvtn result in dplymnt	431
GR23*	23	Num	3	GR053_.	STDOS2.	Was actvtn CONUS OCONUS or both	145
GR23SK*	x	Num	3	GR225_.	STDOS2.	[23--] Was actvtn CONUS OCONUS or both -Skip	146
GR23U*	23	Num	3	GR136_.	STDOS2.	Uned: Was actvtn CONUS OCONUS or both	432
GR24*	24	Num	3	GR079_.	STDOS2.	Currently activated	147
GR24R*	24	Num	3	GR205_.	STDOS2.	Tab: Currently activated	701
GR24SK*	x	Num	3	GR018_.	STDOS2.	[24--] Currently activated -Skip	148
GR24U*	24	Num	3	GR165_.	STDOS2.	Uned: Currently activated	433
GR25*	25	Num	3	GR079_.	STDOS2.	Currently deployed	149
GR25R*	25	Num	3	GR122_.	STDOS2.	Tab: Currently deployed	702
GR25SK*	x	Num	3	GR225_.	STDOS2.	[25--] Currently deployed -Skip	150
GR25U*	25	Num	3	GR165_.	STDOS2.	Uned: Currently deployed	434
GR26*	26	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u AGR/TAR	151
GR26SK*	x	Num	3	GR018_.	STDOS2.	[26] Prior crnt actvtn were u AGR/TAR -Skip	152
GR26U*	26	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u AGR/TAR	435

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR27*	27	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u IMA	153
GR27SK*	x	Num	3	GR225_.	STDOS2.	[27] Prior crnt actvtn were u IMA -Skip	154
GR27U*	27	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u IMA	436
GR28*	28	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u mil tech	155
GR28U*	28	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u mil tech	437
GR29*	29	Num	3	GR080_.	STDOS2.	Week prior actvtn have civ job	156
GR29R*	29	Num	3	GR116_.	STDOS2.	Tab: Week prior actvtn have civ job	703
GR29R2*	x	Num	3	GR097_.	STDOS2.	In the week prior to your most recent activation, did you have a civilian job? (Combin	704
GR29SK*	x	Num	3	GR225_.	STDOS2.	[29--] Week prior actvtn have civ job -Skip	157
GR29U*	29	Num	3	GR166_.	STDOS2.	Uned: Week prior actvtn have civ job	438
GR30*	30	Num	3	GR081_.	STDOS2.	At time of actvtn were u student	158
GR30R*	30	Num	3	GR117_.	STDOS2.	Tab: At time of actvtn were u student	705
GR30R2*	x	Num	3	GR090_.	STDOS2.	At the time of your most recent activation, were you a student in a civilian school? (C	706
GR30SK*	x	Num	3	GR018_.	STDOS2.	[30] At time of actvtn were u student -Skip	159
GR30U*	30	Num	3	GR167_.	STDOS2.	Uned: At time of actvtn were u student	439
GR31*	31	Num	3	GR079_.	STDOS2.	Currently AGR/TAR	160
GR31SK*	x	Num	3	GR225_.	STDOS2.	[31] Currently AGR/TAR -Skip	161
GR31U*	31	Num	3	GR165_.	STDOS2.	Uned: Currently AGR/TAR	440
GR32*	32	Num	3	GR079_.	STDOS2.	Currently IMA	162
GR32SK*	x	Num	3	GR225_.	STDOS2.	[32] Currently IMA -Skip	163
GR32U*	32	Num	3	GR165_.	STDOS2.	Uned: Currently IMA	441
GR33*	33	Num	3	GR079_.	STDOS2.	Currently mil tech	164
GR33U*	33	Num	3	GR165_.	STDOS2.	Uned: Currently mil tech	442
GR34*	34	Num	3	GR080_.	STDOS2.	Currently have civ job	165
GR34R*	34	Num	3	GR115_.	STDOS2.	Tab: Currently have civ job	707
GR34R2*	x	Num	3	GR097_.	STDOS2.	Do you have a civilian job? (RECODE 2)	708
GR34SK*	x	Num	3	GR225_.	STDOS2.	[34] Currently have civ job -Skip	166
GR34U*	34	Num	3	GR166_.	STDOS2.	Uned: Currently have civ job	443
GR35*	35	Num	3	GR081_.	STDOS2.	Currently student	167
GR35R*	35	Num	3	GR117_.	STDOS2.	Tab: Currently student	709
GR35R2*	x	Num	3	GR090_.	STDOS2.	Are you a student in a civilian school? (Combining student items--Recode GR35)	710
GR35SK*	x	Num	3	GR018_.	STDOS2.	[35] Currently student -Skip	168
GR35U*	35	Num	3	GR167_.	STDOS2.	Uned: Currently student	444

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR36*	36	Num	5	GR259_.	STDOS8.	Past 12 mnth- #day paid NG/R status	169
GR36R*	36	Num	3	GR035_.	STDOS2.	Tab: Past 12 mnth- #day paid NG/R status	711
GR36R2*	x	Num	3	GR036_.	STDOS2.	In the past 12 months, how many days (full days, not drill periods) did you spend in :	712
GR36U*	36	Num	3	GR254_.	STDOS4.	Uned: Past 12 mnth- #day paid NG/R status	445
GR37*	37	Num	5	GR259_.	STDOS8.	How long in present unit	170
GR37R*	37	Num	3	GR040_.	STDOS2.	Tab: How long in present unit	713
GR37U*	37	Num	3	GR254_.	STDOS4.	Uned: How long in present unit	446
GR38A*	38a	Num	3	GR079_.	STDOS2.	Are u student in res mil course	171
GR38AR*	38a	Num	3	GR165_.	STDOS2.	Tab: Are u student in res mil course	714
GR38B*	38b	Num	3	GR079_.	STDOS2.	Are u in gendered MOS	172
GR38BR*	38b	Num	3	GR165_.	STDOS2.	Tab: Are u in gendered MOS	715
GR38C*	38c	Num	3	GR079_.	STDOS2.	Are u in gendered workplace	173
GR38CR*	38c	Num	3	GR165_.	STDOS2.	Tab: Are u in gendered workplace	716
GR39*	39	Num	3	GR151_.	STDOS2.	Gender of supervisor	174
GR40*	40	Num	3	GR143_.	STDOS2.	Paygrade of supervisor	175
GR40R*	40	Num	3	GR144_.	STDOS2.	Tab: Paygrade of supervisor	717
GR40R2*	x	Num	3	GR145_.	STDOS2.	What is the paygrade of your immediate supervisor in your current military workgroup	718
GR41*	41	Num	3	GR133_.	STDOS2.	Gender ratio of workgroup	176
GR41R*	41	Num	3	GR155_.	STDOS2.	Tab: Gender ratio of workgroup	719
GR42A	42a	Num	3	GR104_.	STDOS2.	Know what expected at wrk	33
GR42AR*	42a	Num	3	GR177_.	STDOS2.	Tab: Know what expected at wrk	720
GR42B	42b	Num	3	GR104_.	STDOS2.	Have right equipment at wrk	34
GR42BR*	42b	Num	3	GR177_.	STDOS2.	Tab: Have right equipment at wrk	721
GR42C	42c	Num	3	GR104_.	STDOS2.	Chance to do best at wrk	35
GR42CR*	42c	Num	3	GR177_.	STDOS2.	Tab: Chance to do best at wrk	722
GR42D	42d	Num	3	GR104_.	STDOS2.	Recvd praise in last 7 days	36
GR42DR*	42d	Num	3	GR177_.	STDOS2.	Tab: Recvd praise in last 7 days	723
GR42E	42e	Num	3	GR104_.	STDOS2.	Supervisor cares about me	37
GR42ER*	42e	Num	3	GR177_.	STDOS2.	Tab: Supervisor cares about me	724
GR42F	42f	Num	3	GR104_.	STDOS2.	Someone helps me develop at wrk	38
GR42FR*	42f	Num	3	GR177_.	STDOS2.	Tab: Someone helps me develop at wrk	725
GR42G	42g	Num	3	GR104_.	STDOS2.	My opinion count at wrk	39
GR42GR*	42g	Num	3	GR177_.	STDOS2.	Tab: My opinion count at wrk	726

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR42H	42h	Num	3	GR104_.	STDOS2.	My NG/R job is important	40
GR42HR*	42h	Num	3	GR177_.	STDOS2.	Tab: My NG/R job is important	727
GR42I	42i	Num	3	GR104_.	STDOS2.	My coworkers do quality wrk	41
GR42IR*	42i	Num	3	GR177_.	STDOS2.	Tab: My coworkers do quality wrk	728
GR42J	42j	Num	3	GR104_.	STDOS2.	Have best friend at wrk	42
GR42JR*	42j	Num	3	GR177_.	STDOS2.	Tab: Have best friend at wrk	729
GR42K	42k	Num	3	GR104_.	STDOS2.	Last 6 mnths recvd progress update	43
GR42KR*	42k	Num	3	GR177_.	STDOS2.	Tab: Last 6 mnths recvd progress update	730
GR42L	42l	Num	3	GR104_.	STDOS2.	Chance to learn at wrk	44
GR42LR*	42l	Num	3	GR177_.	STDOS2.	Tab: Chance to learn at wrk	731
GR42M	42m	Num	3	GR104_.	STDOS2.	Promotions based on wrk only	45
GR42MR*	42m	Num	3	GR177_.	STDOS2.	Tab: Promotions based on wrk only	732
GR42N	42n	Num	3	GR104_.	STDOS2.	Supervisor makes all feel included	46
GR42NR*	42n	Num	3	GR177_.	STDOS2.	Tab: Supervisor makes all feel included	733
GR42O	42o	Num	3	GR104_.	STDOS2.	Trust supervisor w/ equal treatment	47
GR42OR*	42o	Num	3	GR177_.	STDOS2.	Tab: Trust supervisor w/ equal treatment	734
GR42P	42p	Num	3	GR104_.	STDOS2.	Employees kept informed	48
GR42PR*	42p	Num	3	GR177_.	STDOS2.	Tab: Employees kept informed	735
GR43A*	43a	Num	3	GR104_.	STDOS2.	If make request someone will listen	177
GR43AR*	43a	Num	3	GR177_.	STDOS2.	Tab: If make request someone will listen	736
GR43AR2*	x	Num	3	GR176_.	STDOS2.	Variable used to construct CAREER (Reverse code of GR43A)	742
GR43B*	43b	Num	3	GR104_.	STDOS2.	Wrk leaders only want to look good	178
GR43BR*	43b	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only want to look good	737
GR43BR2*	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43B)	743
GR43C*	43c	Num	3	GR104_.	STDOS2.	Would take problem to command	179
GR43CR*	43c	Num	3	GR177_.	STDOS2.	Tab: Would take problem to command	738
GR43CR2*	x	Num	3	GR176_.	STDOS2.	Variable used to construct CAREER (Reverse code of GR43C)	744
GR43D*	43d	Num	3	GR104_.	STDOS2.	Wrk leaders only care about job	180
GR43DR*	43d	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only care about job	739
GR43DR2*	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43D)	745
GR43E*	43e	Num	3	GR104_.	STDOS2.	Impressed w/ wrk leaders	181
GR43ER*	43e	Num	3	GR177_.	STDOS2.	Tab: Impressed w/ wrk leaders	740
GR43F*	43f	Num	3	GR104_.	STDOS2.	Wrk leaders only care about career	182

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR43FR*	43f	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only care about career	741
GR43FR2*	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43F)	746
GR44A*	44a	Num	3	GR104_.	STDOS2.	Little conflict w/ coworkers	183
GR44AR*	44a	Num	3	GR177_.	STDOS2.	Tab: Little conflict w/ coworkers	750
GR44B*	44b	Num	3	GR104_.	STDOS2.	Coworkers put in effort	184
GR44BR*	44b	Num	3	GR177_.	STDOS2.	Tab: Coworkers put in effort	751
GR44C*	44c	Num	3	GR104_.	STDOS2.	Workgroup gets along	185
GR44CR*	44c	Num	3	GR177_.	STDOS2.	Tab: Workgroup gets along	752
GR44D*	44d	Num	3	GR104_.	STDOS2.	Workgroup helps each other	186
GR44DR*	44d	Num	3	GR177_.	STDOS2.	Tab: Workgroup helps each other	753
GR44E*	44e	Num	3	GR104_.	STDOS2.	Mil work gives u sense of pride	187
GR44ER*	44e	Num	3	GR177_.	STDOS2.	Tab: Mil work gives u sense of pride	754
GR44F*	44f	Num	3	GR104_.	STDOS2.	Mil work uses your skills	188
GR44FR*	44f	Num	3	GR177_.	STDOS2.	Tab: Mil work uses your skills	755
GR44G*	44g	Num	3	GR104_.	STDOS2.	Like your mil work	189
GR44GR*	44g	Num	3	GR177_.	STDOS2.	Tab: Like your mil work	756
GR44H*	44h	Num	3	GR104_.	STDOS2.	Mil job lets you gain skills	190
GR44HR*	44h	Num	3	GR177_.	STDOS2.	Tab: Mil job lets you gain skills	757
GR45A*	45a	Num	3	GR074_.	STDOS2.	Last yr trgted w/ angry voice	191
GR45AR*	45a	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ angry voice	760
GR45B*	45b	Num	3	GR074_.	STDOS2.	Last yr trgted w/ avoiding u	192
GR45BR*	45b	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ avoiding u	761
GR45C*	45c	Num	3	GR074_.	STDOS2.	Last yr trgted w/ making u look bad	193
GR45CR*	45c	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ making u look bad	762
GR45D*	45d	Num	3	GR074_.	STDOS2.	Last yr trgted w/ yelling	194
GR45DR*	45d	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ yelling	763
GR45E*	45e	Num	3	GR074_.	STDOS2.	Last yr trgted w/ withholding info	195
GR45ER*	45e	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ withholding info	764
GR45F*	45f	Num	3	GR074_.	STDOS2.	Last yr trgted w/ swearing at u	196
GR45FR*	45f	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ swearing at u	765
GR45G*	45g	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ tlkng behnd ur back	197
GR45GR*	45g	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ tlkng behnd ur back	766
GR45H*	45h	Num	3	GR074_.	STDOS2.	Last yr trgted w/ insulting u	198

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR45HR*	45h	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ insulting u	767
GR45I*	45i	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ crude talk about u	199
GR45IR*	45i	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ crude talk about u	768
GR45J*	45j	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ flauntng pwer ovr u	200
GR45JR*	45j	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ flauntng pwer ovr u	769
GR46	46	Num	3	GR184_.	STDOS2.	How prprd to do wartime job	49
GR46R*	46	Num	3	GR180_.	STDOS2.	Tab: How prprd to do wartime job	771
GR47	47	Num	3	GR184_.	STDOS2.	How unit prprd to do wartime job	50
GR47R*	47	Num	3	GR180_.	STDOS2.	Tab: How unit prprd to do wartime job	772
GR48A*	48a	Num	3	GR054_.	STDOS2.	I am healthy as others	201
GR48B*	48b	Num	3	GR054_.	STDOS2.	I get sick easier than others	202
GR48BR*	48b	Num	3	GR137_.	STDOS2.	Tab: I get sick easier than others	773
GR48C*	48c	Num	3	GR054_.	STDOS2.	I expect health to worsen	203
GR48CR*	48c	Num	3	GR137_.	STDOS2.	Tab: I expect health to worsen	774
GR48D*	48d	Num	3	GR054_.	STDOS2.	My health is excellent	204
GR49A*	49a	Num	3	GR064_.	STDOS2.	Tabulation_Only	205
GR49AR*	49a	Num	3	GR134_.	STDOS2.	Tab: Tabulation_Only	776
GR49AR3*	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the following pro	780
GR49B	49b	Num	3	GR064_.	STDOS2.	Health limited accomplishments	51
GR49BR*	49b	Num	3	GR134_.	STDOS2.	Tab: Health limited accomplishments	777
GR49BR3*	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the following pro	781
GR49C*	49c	Num	3	GR064_.	STDOS2.	Health limited type of work	206
GR49CR*	49c	Num	3	GR134_.	STDOS2.	Tab: Health limited type of work	778
GR49CR3*	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the following pro	782
GR49D	49d	Num	3	GR064_.	STDOS2.	Health limited wrk performance	52
GR49DR*	49d	Num	3	GR134_.	STDOS2.	Tab: Health limited wrk performance	779
GR49DR3*	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the following pro	783
GR50	50	Num	3	GR159_.	STDOS2.	Current work stress	53
GR50R*	50	Num	3	GR150_.	STDOS2.	Tab: Current work stress	786
GR50R2*	x	Num	3	GR072_.	STDOS2.	Overall, how would you rate the current level of stress in your work life? (RECODE)	788
GR51	51	Num	3	GR159_.	STDOS2.	Current personal stress	54
GR51R*	51	Num	3	GR150_.	STDOS2.	Tab: Current personal stress	787
GR51R2*	x	Num	3	GR072_.	STDOS2.	Overall, how would you rate the current level of stress in your work life? (RECODE)	789

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR52A*	52a	Num	3	GR074_.	STDOS2.	Pst mnth been upset	207
GR52AR*	52a	Num	3	GR161_.	STDOS2.	Tab: Pst mnth been upset	790
GR52AR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52A to add a 0)	800
GR52B*	52b	Num	3	GR074_.	STDOS2.	Pst mnth felt lack of control	208
GR52BR*	52b	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt lack of control	791
GR52BR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52B to add a 0)	801
GR52C*	52c	Num	3	GR074_.	STDOS2.	Pst mnth felt nervous	209
GR52CR*	52c	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt nervous	792
GR52CR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52C to add a 0)	802
GR52D*	52d	Num	3	GR074_.	STDOS2.	Pst mnth can handle personal probs	210
GR52DR*	52d	Num	3	GR161_.	STDOS2.	Tab: Pst mnth can handle personal probs	793
GR52DR2*	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52D and adding a 0)	803
GR52E*	52e	Num	3	GR074_.	STDOS2.	Pst mnth things going ur way	211
GR52ER*	52e	Num	3	GR161_.	STDOS2.	Tab: Pst mnth things going ur way	794
GR52ER2*	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52E and add a 0)	804
GR52F*	52f	Num	3	GR074_.	STDOS2.	Pst mnth couldn't cope	212
GR52FR*	52f	Num	3	GR161_.	STDOS2.	Tab: Pst mnth couldn't cope	795
GR52FR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52F to add a 0)	805
GR52G*	52g	Num	3	GR074_.	STDOS2.	Pst mnth able control irritations	213
GR52GR*	52g	Num	3	GR161_.	STDOS2.	Tab: Pst mnth able control irritations	796
GR52GR2*	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52G and add a 0)	806
GR52H*	52h	Num	3	GR074_.	STDOS2.	Pst mnth on top of things	214
GR52HR*	52h	Num	3	GR161_.	STDOS2.	Tab: Pst mnth on top of things	797
GR52HR2*	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52H and add a 0)	807
GR52I*	52i	Num	3	GR074_.	STDOS2.	Pst mnth angry w/ uncntrolled stuff	215
GR52IR*	52i	Num	3	GR161_.	STDOS2.	Tab: Pst mnth angry w/ uncntrolled stuff	798
GR52IR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52I to add a 0)	808
GR52J*	52j	Num	3	GR074_.	STDOS2.	Pst mnth felt not overcome prblms	216
GR52JR*	52j	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt not overcome prblms	799
GR52JR2*	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52J to add a 0)	809
GR53A*	53a	Num	3	GR096_.	STDOS2.	Pst yr actvatn make stress	217
GR53AR*	53a	Num	3	GR172_.	STDOS2.	Tab: Pst yr actvatn make stress	810
GR53B	53b	Num	3	GR096_.	STDOS2.	Pst yr mil and civ work stressful	55

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR53BR*	53b	Num	3	GR172_.	STDOS2.	Tab: Pst yr mil and civ work stressful	811
GR53C	53c	Num	3	GR096_.	STDOS2.	Pst yr finances stressful	56
GR53CR*	53c	Num	3	GR172_.	STDOS2.	Tab: Pst yr finances stressful	812
GR53D	53d	Num	3	GR096_.	STDOS2.	Pst yr health stressful	57
GR53DR*	53d	Num	3	GR172_.	STDOS2.	Tab: Pst yr health stressful	813
GR53E	53e	Num	3	GR096_.	STDOS2.	Pst yr life events stressful	58
GR53ER*	53e	Num	3	GR172_.	STDOS2.	Tab: Pst yr life events stressful	814
GR53F	53f	Num	3	GR096_.	STDOS2.	Pst yr spouse relationship stressful	59
GR53FR*	53f	Num	3	GR172_.	STDOS2.	Tab: Pst yr spouse relationship stressful	815
GR53G	53g	Num	3	GR096_.	STDOS2.	Pst yr family relationship stressful	60
GR53GR*	53g	Num	3	GR172_.	STDOS2.	Tab: Pst yr famly relationship stressful	816
GR53H	53h	Num	3	GR096_.	STDOS2.	Pst yr time away stressful	61
GR53HR*	53h	Num	3	GR172_.	STDOS2.	Tab: Pst yr time away stressful	817
GR53I	53i	Num	3	GR096_.	STDOS2.	Pst yr community crime stressful	62
GR53IR*	53i	Num	3	GR172_.	STDOS2.	Tab: Pst yr community crime stressful	818
GR53J	53j	Num	3	GR096_.	STDOS2.	Pst yr natural disasters stressful	63
GR53JR*	53j	Num	3	GR172_.	STDOS2.	Tab: Pst yr natural disasters stressful	819
GR53K	53k	Num	3	GR096_.	STDOS2.	Pst yr terrorism stressful	64
GR53KR*	53k	Num	3	GR172_.	STDOS2.	Tab: Pst yr terrorism stressful	820
GR53L	53l	Num	3	GR096_.	STDOS2.	Pst yr war stressful	65
GR53LR*	53l	Num	3	GR172_.	STDOS2.	Tab: Pst yr war stressful	821
GR53M	53m	Num	3	GR096_.	STDOS2.	Pst yr loss of civ job stressful	66
GR53MR*	53m	Num	3	GR172_.	STDOS2.	Tab: Pst yr loss of civ job stressful	822
GR53N	53n	Num	3	GR096_.	STDOS2.	Pst yr lost career oppty stressful	67
GR53NR*	53n	Num	3	GR172_.	STDOS2.	Tab: Pst yr lost career oppty stressful	823
GR54A	54a	Num	3	GR096_.	STDOS2.	Pst yr family reduce strss	68
GR54AR*	54a	Num	3	GR172_.	STDOS2.	Tab: Pst yr famly reduce strss	824
GR54B	54b	Num	3	GR096_.	STDOS2.	Pst yr time w/ frnds reduc stress	69
GR54BR*	54b	Num	3	GR172_.	STDOS2.	Tab: Pst yr time w/ frnds reduc stress	825
GR54C	54c	Num	3	GR096_.	STDOS2.	Pst yr vactn time reduc stress	70
GR54CR*	54c	Num	3	GR172_.	STDOS2.	Tab: Pst yr vactn time reduc stress	826
GR54D	54d	Num	3	GR096_.	STDOS2.	Pst yr wrk out reduc stress	71
GR54DR*	54d	Num	3	GR172_.	STDOS2.	Tab: Pst yr wrk out reduc stress	827

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR54E	54e	Num	3	GR096_.	STDOS2.	Pst yr hobbies reduc stress	72
GR54ER*	54e	Num	3	GR172_.	STDOS2.	Tab: Pst yr hobbies reduc stress	828
GR54F	54f	Num	3	GR096_.	STDOS2.	Pst yr fin cnsng reduc stress	73
GR54FR*	54f	Num	3	GR172_.	STDOS2.	Tab: Pst yr fin cnsng reduc stress	829
GR54G	54g	Num	3	GR096_.	STDOS2.	Pst yr fin aid groups reduc stress	74
GR54GR*	54g	Num	3	GR172_.	STDOS2.	Tab: Pst yr fin aid groups reduc stress	830
GR54H*	54h	Num	3	GR096_.	STDOS2.	Pst yr spouse empmnt reduc stress	218
GR54HR*	54h	Num	3	GR172_.	STDOS2.	Tab: Pst yr spouse empmnt reduc stress	831
GR54I*	54i	Num	3	GR096_.	STDOS2.	Pst yr 2nd income reduc stress	219
GR54IR*	54i	Num	3	GR172_.	STDOS2.	Tab: Pst yr 2nd income reduc stress	832
GR54J*	54j	Num	3	GR096_.	STDOS2.	Pst yr couple cnsng reduc stress	220
GR54JR*	54j	Num	3	GR172_.	STDOS2.	Tab: Pst yr couple cnsng reduc stress	833
GR54K	54k	Num	3	GR096_.	STDOS2.	Pst yr per cnsng reduc stress	75
GR54KR*	54k	Num	3	GR172_.	STDOS2.	Tab: Pst yr per cnsng reduc stress	834
GR54L*	54l	Num	3	GR096_.	STDOS2.	Pst yr violnce cnsng reduc stress	221
GR54LR*	54l	Num	3	GR172_.	STDOS2.	Tab: Pst yr violnce cnsng reduc stress	835
GR54M	54m	Num	3	GR096_.	STDOS2.	Pst yr alcohol reduc stress	76
GR54MR*	54m	Num	3	GR172_.	STDOS2.	Tab: Pst yr alcohol reduc stress	836
GR54N	54n	Num	3	GR096_.	STDOS2.	Pst yr fam supp grps reduc stress	77
GR54NR*	54n	Num	3	GR172_.	STDOS2.	Tab: Pst yr fam supp grps reduc stress	837
GR54O*	54o	Num	3	GR096_.	STDOS2.	Pst yr chld care reduc stress	222
GR54OR*	54o	Num	3	GR172_.	STDOS2.	Tab: Pst yr chld care reduc stress	838
GR54P	54p	Num	3	GR096_.	STDOS2.	Pst yr deploy services reduc stress	78
GR54PR*	54p	Num	3	GR172_.	STDOS2.	Tab: Pst yr deploy services reduc stress	839
GR54Q	54q	Num	3	GR096_.	STDOS2.	Pst yr relig actv reduc stress	79
GR54QR*	54q	Num	3	GR172_.	STDOS2.	Tab: Pst yr relig actv reduc stress	840
GR54R	54r	Num	3	GR096_.	STDOS2.	Pst yr other reduc stress	80
GR54RR*	54r	Num	3	GR172_.	STDOS2.	Tab: Pst yr other reduc stress	841
GR54SK*	x	Num	3	GR225_.	STDOS2.	[54r] Pst yr other reduc stress -Skip	223
GR55A*	55a	Num	3	GR078_.	STDOS2.	Dsc 12 mo: rated lower than deserve	224
GR55AR*	55a	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: rated lower than deserve	842
GR55AR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55A--Combining items into	855
GR55AR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	872

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR55B*	55b	Num	3	GR078_.	STDOS2.	Dsc 12 mo: unjustified neg comments	225
GR55BR*	55b	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: unjustified neg comments	843
GR55BR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55B--Combining items into 0	856
GR55BR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	873
GR55C*	55c	Num	3	GR078_.	STDOS2.	Dsc 12 mo: higher perform standard	226
GR55CR*	55c	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: higher perform standard	844
GR55CR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55C--Combining items into 0	857
GR55CR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	874
GR55D*	55d	Num	3	GR078_.	STDOS2.	Dsc 12 mo: did not get award	227
GR55DR*	55d	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: did not get award	845
GR55DR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55D--Combining items into 0	858
GR55DR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	875
GR55E*	55e	Num	3	GR078_.	STDOS2.	Dsc 12 mo: assign not use job skill	228
GR55ER*	55e	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: assign not use job skill	846
GR55ER2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55E--Combining items into 0	859
GR55ER3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	876
GR55F*	55f	Num	3	GR078_.	STDOS2.	Dsc 12 mo: assign no good fr career	229
GR55FR*	55f	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: assign no good fr career	847
GR55FR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55F--Combining items into 0	860
GR55FR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	877
GR55G*	55g	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no daily short term task	230
GR55GR*	55g	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: no daily short term task	848
GR55GR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55G--Combining items into 0	861
GR55GR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	878
GR55H*	55h	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no mentor for career	231
GR55HR*	55h	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: no mentor for career	849
GR55HR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55H--Combining items into 0	862
GR55HR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	879
GR55I*	55i	Num	3	GR078_.	STDOS2.	Dsc 12 mo: didn't learn career opps	232
GR55IR*	55i	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: didn't learn career opps	850
GR55IR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55I--Combining items into 0	863
GR55IR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you	880
GR55J*	55j	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no answers for promotion	233

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GR55JR*	55j	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: no answers for promotion	851
GR55JR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55J--Combining items into 0 and 1)	864
GR55JR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you want to talk about it?	881
GR55K*	55k	Num	3	GR078_.	STDOS2.	Dsc 12 mo: exclude frm social event	234
GR55KR*	55k	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: exclude frm social event	852
GR55KR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55K--Combining items into 0 and 1)	865
GR55KR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you want to talk about it?	882
GR55L*	55l	Num	3	GR078_.	STDOS2.	Dsc 12 mo: not get job wanted/qual	235
GR55LM*	x	Num	3	GR188_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you want to talk about it?	853
GR55LMR*	x	Num	3	GR047_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55LM--Combining items into 0 and 1)	866
GR55LMR2*	x	Num	3	GR139_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you want to talk about it?	883
GR55M*	55m	Num	3	GR079_.	STDOS2.	Dsc 12 mo: assign open to women	236
GR55MU*	55m	Num	3	GR165_.	STDOS2.	Uned: Dsc 12 mo: assign open to women	447
GR55N*	55n	Num	3	GR078_.	STDOS2.	Dsc 12 mo: other personnel actions	237
GR55NR*	55n	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: other personnel actions	854
GR55NR2*	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55N--Combining items into 0 and 1)	867
GR55NR3*	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, do you want to talk about it?	884
GR55SK1*	x	Num	3	GR225_.	STDOS2.	You did not get a military job assignment that you wanted and for which you were qualified	238
GR55SK2*	x	Num	3	GR225_.	STDOS2.	Have you had any other adverse personnel actions in the past 12 months?-Skip	239
GR56*	56	Num	3	GR087_.	STDOS2.	Y/n events sex discrimination	240
GR56SK*	x	Num	3	GR225_.	STDOS2.	You were rated lower than you deserved on your last military evaluation-Skip	241
GR56U*	56	Num	3	GR087_.	STDOS2.	Uned: Y/n events sex discrimination	448
GR57A*	57a	Num	3	GR074_.	STDOS2.	Pst 12 mo: offnsv sex story/joke	242
GR57AR*	57a	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offnsv sex story/joke	885
GR57AR2*	x	Num	3	GR130_.	STDOS2.	Variable used to construct GR57 scales (Recode for GR57A--Combining items into 0 and 1)	904
GR57AR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was offensive	933
GR57B*	57b	Num	3	GR074_.	STDOS2.	Pst 12 mo: offensive gender terms	243
GR57BR*	57b	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offensive gender terms	886
GR57BR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57B--Combining items into 0 and 1)	905
GR57BR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was offensive	934
GR57C*	57c	Num	3	GR074_.	STDOS2.	Pst 12 mo: unwelcome sex discuss	244
GR57CR*	57c	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: unwelcome sex discuss	887
GR57CR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57C--Combining items into 0 and 1)	906

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR57CR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	935
GR57D*	57d	Num	3	GR074_.	STDOS2.	Pst 12 mo: treat diffrent b/c of sex	245
GR57DR*	57d	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: treat diffrent b/c of sex	888
GR57DR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57D--Combining items into 0 a	907
GR57DR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	936
GR57E*	57e	Num	3	GR074_.	STDOS2.	Pst 12 mo: remark on appearance	246
GR57ER*	57e	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: remark on appearance	889
GR57ER2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57E--Combining items into 0 a	908
GR57ER3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	937
GR57F*	57f	Num	3	GR074_.	STDOS2.	Pst 12 mo: embarrassing gestures	247
GR57FR*	57f	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: embarrassing gestures	890
GR57FR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57F--Combining items into 0 a	909
GR57FR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	938
GR57G*	57g	Num	3	GR074_.	STDOS2.	Pst 12 mo: offnsv sexist remarks	248
GR57GR*	57g	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offnsv sexist remarks	891
GR57GR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57G--Combining items into 0 a	910
GR57GR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	939
GR57H*	57h	Num	3	GR074_.	STDOS2.	Pst 12 mo: romantic/sex relation	249
GR57HR*	57h	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: romantic/sex relation	892
GR57HR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57H--Combining items into 0 a	911
GR57HR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	940
GR57I*	57i	Num	3	GR074_.	STDOS2.	Pst 12 mo: put down, gender	250
GR57IR*	57i	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: put down, gender	893
GR57IR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57I--Combining items into 0 a	912
GR57IR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	941
GR57J*	57j	Num	3	GR074_.	STDOS2.	Pst 12 mo: ask date after said no	251
GR57JR*	57j	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: ask date after said no	894
GR57JR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57J--Combining items into 0 a	913
GR57JR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	942
GR57K*	57k	Num	3	GR074_.	STDOS2.	Pst 12 mo: bribed to engage in sex	252
GR57KR*	57k	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: bribed to engage in sex	895
GR57KR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57K--Combining items into 0 a	914
GR57KR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that wa	943

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR57L*	57l	Num	3	GR074_.	STDOS2.	Pst 12 mo: threat, sex cooperation	253
GR57LR*	57l	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: threat, sex cooperation	896
GR57LR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57L--Combining items into 0 and 1)	915
GR57LR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	944
GR57M*	57m	Num	3	GR074_.	STDOS2.	Pst 12 mo: touch make uncomfortable	254
GR57MR*	57m	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: touch make uncomfortable	897
GR57MR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57M--Combining items into 0 and 1)	916
GR57MR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	945
GR57N*	57n	Num	3	GR074_.	STDOS2.	Pst 12 mo: attempt stroke/fondle	255
GR57NR*	57n	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: attempt stroke/fondle	898
GR57NR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57N--Combining items into 0 and 1)	917
GR57NR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	946
GR57O*	57o	Num	3	GR074_.	STDOS2.	Pst 12 mo: treat bad if refuse sex	256
GR57OR*	57o	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: treat bad if refuse sex	899
GR57OR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57O--Combining items into 0 and 1)	918
GR57OR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	947
GR57P*	57p	Num	3	GR074_.	STDOS2.	Pst 12 mo: promo, sex cooperative	257
GR57PR*	57p	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: promo, sex cooperative	900
GR57PR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57P--Combining items into 0 and 1)	919
GR57PR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	948
GR57Q*	57q	Num	3	GR074_.	STDOS2.	Pst 12 mo: attempt sex, unsuccess	258
GR57QR*	57q	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: attempt sex, unsuccess	901
GR57QR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57Q--Combining items into 0 and 1)	920
GR57QR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	949
GR57R*	57r	Num	3	GR074_.	STDOS2.	Pst 12 mo: sex without consent	259
GR57RR*	57r	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: sex without consent	902
GR57RR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57R--Combining items into 0 and 1)	921
GR57RR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	950
GR57S*	57s	Num	3	GR074_.	STDOS2.	Pst 12 mo: other behavior	260
GR57SK*	x	Num	3	GR225_.	STDOS2.	[57s] Pst 12 mo: other behavior -Skip	261
GR57SR*	57s	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: other behavior	903
GR57SR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57S--Combining items into 0 and 1)	922
GR57SR3*	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior that was	951

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR58*	58	Num	3	GR088_.	STDOS2.	Label behavior sex harassment	262
GR58SK*	x	Num	3	GR225_.	STDOS2.	[58] Label behavior sex harassment -Skip	263
GR58U*	58	Num	3	GR088_.	STDOS2.	Uned: Label behavior sex harassment	449
GR59A*	59a	Num	3	GR057_.	STDOS2.	Told sexual stories or jokes	264
GR59AR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59A--Combining items into 0 and 1)	952
GR59AU*	59a	Num	3	GR141_.	STDOS2.	Uned: Told sexual stories or jokes	450
GR59B*	59b	Num	3	GR057_.	STDOS2.	One sit: offensive gender terms	265
GR59BR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59B--Combining items into 0 and 1)	953
GR59BU*	59b	Num	3	GR141_.	STDOS2.	Uned: One sit: offensive gender terms	451
GR59C*	59c	Num	3	GR057_.	STDOS2.	One sit: unwelcome sex discuss	266
GR59CR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59C--Combining items into 0 and 1)	954
GR59CU*	59c	Num	3	GR141_.	STDOS2.	Uned: One sit: unwelcome sex discuss	452
GR59D*	59d	Num	3	GR057_.	STDOS2.	One sit: treat diffrent b/c of sex	267
GR59DR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59D--Combining items into 0 and 1)	955
GR59DU*	59d	Num	3	GR141_.	STDOS2.	Uned: One sit: treat diffrent b/c of sex	453
GR59E*	59e	Num	3	GR057_.	STDOS2.	One sit: remark on appearance	268
GR59ER2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59E--Combining items into 0 and 1)	956
GR59EU*	59e	Num	3	GR141_.	STDOS2.	Uned: One sit: remark on appearance	454
GR59F*	59f	Num	3	GR057_.	STDOS2.	One sit: embarrassing gestures	269
GR59FR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59F--Combining items into 0 and 1)	957
GR59FU*	59f	Num	3	GR141_.	STDOS2.	Uned: One sit: embarrassing gestures	455
GR59G*	59g	Num	3	GR057_.	STDOS2.	One sit: offnsv sexist remarks	270
GR59GR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59G--Combining items into 0 and 1)	958
GR59GU*	59g	Num	3	GR141_.	STDOS2.	Uned: One sit: offnsv sexist remarks	456
GR59H*	59h	Num	3	GR057_.	STDOS2.	One sit: romantic/sex relation	271
GR59HR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59H--Combining items into 0 and 1)	959
GR59HU*	59h	Num	3	GR141_.	STDOS2.	Uned: One sit: romantic/sex relation	457
GR59I*	59i	Num	3	GR057_.	STDOS2.	One sit: put down, gender	272
GR59IR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59I--Combining items into 0 and 1)	960
GR59IU*	59i	Num	3	GR141_.	STDOS2.	Uned: One sit: put down, gender	458
GR59J*	59j	Num	3	GR057_.	STDOS2.	One sit: ask date after said no	273
GR59JR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59J--Combining items into 0 and 1)	961
GR59JU*	59j	Num	3	GR141_.	STDOS2.	Uned: One sit: ask date after said no	459

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GR59K*	59k	Num	3	GR057_.	STDOS2.	One sit: bribed to engage in sex	274
GR59KR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59K--Combining items into 0 and 1)	962
GR59KU*	59k	Num	3	GR141_.	STDOS2.	Uned: One sit: bribed to engage in sex	460
GR59L*	59l	Num	3	GR057_.	STDOS2.	One sit: threat, sex cooperation	275
GR59LR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59L--Combining items into 0 and 1)	963
GR59LU*	59l	Num	3	GR141_.	STDOS2.	Uned: One sit: threat, sex cooperation	461
GR59M*	59m	Num	3	GR057_.	STDOS2.	One sit: touch make uncomfortable	276
GR59MR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59M--Combining items into 0 and 1)	964
GR59MU*	59m	Num	3	GR141_.	STDOS2.	Uned: One sit: touch make uncomfortable	462
GR59N*	59n	Num	3	GR191_.	STDOS2.	One sit: attempt stroke/fondle	277
GR59NR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59N--Combining items into 0 and 1)	965
GR59NU*	59n	Num	3	GR141_.	STDOS2.	Uned: One sit: attempt stroke/fondle	463
GR59O*	59o	Num	3	GR057_.	STDOS2.	One sit: treat bad if refuse sex	278
GR59OR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59O--Combining items into 0 and 1)	966
GR59OU*	59o	Num	3	GR141_.	STDOS2.	Uned: One sit: treat bad if refuse sex	464
GR59P*	59p	Num	3	GR057_.	STDOS2.	One sit: promo, sex cooperative	279
GR59PR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59P--Combining items into 0 and 1)	967
GR59PU*	59p	Num	3	GR141_.	STDOS2.	Uned: One sit: promo, sex cooperative	465
GR59Q*	59q	Num	3	GR057_.	STDOS2.	One sit: attempt sex, unsuccess	280
GR59QR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59Q--Combining items into 0 and 1)	968
GR59QU*	59q	Num	3	GR141_.	STDOS2.	Uned: One sit: attempt sex, unsuccess	466
GR59R*	59r	Num	3	GR057_.	STDOS2.	One sit: sex without consent	281
GR59RR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59R--Combining items into 0 and 1)	969
GR59RU*	59r	Num	3	GR141_.	STDOS2.	Uned: One sit: sex without consent	467
GR59S*	59s	Num	3	GR057_.	STDOS2.	One sit: other behavior	282
GR59SK*	x	Num	3	GR225_.	STDOS2.	Other unwanted gender-related behavior?-Skip	283
GR59SR2*	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59S--Combining items into 0 and 1)	970
GR59SU*	59s	Num	3	GR141_.	STDOS2.	Uned: One sit: other behavior	468
GR60A*	60a	Num	3	GR094_.	STDOS2.	Extent annoying	284
GR60AR*	60a	Num	3	GR093_.	STDOS2.	Tab: Extent annoying	983
GR60AU*	60a	Num	3	GR171_.	STDOS2.	Uned: Extent annoying	469
GR60B*	60b	Num	3	GR094_.	STDOS2.	Extent offensive	285
GR60BR*	60b	Num	3	GR093_.	STDOS2.	Tab: Extent offensive	984

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GR60BU*	60b	Num	3	GR171_.	STDOS2.	Uned: Extent offensive	470
GR60C*	60c	Num	3	GR094_.	STDOS2.	Extent disturbing	286
GR60CR*	60c	Num	3	GR093_.	STDOS2.	Tab: Extent disturbing	985
GR60CU*	60c	Num	3	GR171_.	STDOS2.	Uned: Extent disturbing	471
GR60D*	60d	Num	3	GR094_.	STDOS2.	Extent threatening	287
GR60DR*	60d	Num	3	GR093_.	STDOS2.	Tab: Extent threatening	986
GR60DU*	60d	Num	3	GR171_.	STDOS2.	Uned: Extent threatening	472
GR60E*	60e	Num	3	GR094_.	STDOS2.	Extent embarrassing	288
GR60ER*	60e	Num	3	GR093_.	STDOS2.	Tab: Extent embarrassing	987
GR60EU*	60e	Num	3	GR171_.	STDOS2.	Uned: Extent embarrassing	473
GR60F*	60f	Num	3	GR094_.	STDOS2.	Extent frightening	289
GR60FR*	60f	Num	3	GR093_.	STDOS2.	Tab: Extent frightening	988
GR60FU*	60f	Num	3	GR171_.	STDOS2.	Uned: Extent frightening	474
GR60SK*	x	Num	3	GR225_.	STDOS2.	[60] Extent -Skip	290
GR61A*	61a	Num	3	GR086_.	STDOS2.	Sit occur: at a mil installation	291
GR61AR*	61a	Num	3	GR085_.	STDOS2.	Tab: Sit occur: at a mil installation	989
GR61AU*	61a	Num	3	GR170_.	STDOS2.	Uned: Sit occur: at a mil installation	475
GR61B*	61b	Num	3	GR086_.	STDOS2.	Sit occur: work (mil duties)	292
GR61BR*	61b	Num	3	GR085_.	STDOS2.	Tab: Sit occur: work (mil duties)	990
GR61BU*	61b	Num	3	GR170_.	STDOS2.	Uned: Sit occur: work (mil duties)	476
GR61C*	61c	Num	3	GR086_.	STDOS2.	Sit occur: during duty hours	293
GR61CR*	61c	Num	3	GR085_.	STDOS2.	Tab: Sit occur: during duty hours	991
GR61CU*	61c	Num	3	GR170_.	STDOS2.	Uned: Sit occur: during duty hours	477
GR61D*	61d	Num	3	GR086_.	STDOS2.	Sit occur: while activated	294
GR61DR*	61d	Num	3	GR085_.	STDOS2.	Tab: Sit occur: while activated	992
GR61DU*	61d	Num	3	GR170_.	STDOS2.	Uned: Sit occur: while activated	478
GR61E*	61e	Num	3	GR086_.	STDOS2.	Sit occur: civ work	295
GR61ER*	61e	Num	3	GR085_.	STDOS2.	Tab: Sit occur: civ work	993
GR61EU*	61e	Num	3	GR170_.	STDOS2.	Uned: Sit occur: civ work	479
GR61F*	61f	Num	3	GR086_.	STDOS2.	Sit occur: civ school	296
GR61FR*	61f	Num	3	GR085_.	STDOS2.	Tab: Sit occur: civ school	994
GR61FU*	61f	Num	3	GR170_.	STDOS2.	Uned: Sit occur: civ school	480
GR61G*	61g	Num	3	GR086_.	STDOS2.	Sit occur: other civ location	297

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR61GR*	61g	Num	3	GR085_.	STDOS2.	Tab: Sit occur: other civ location	995
GR61GU*	61g	Num	3	GR170_.	STDOS2.	Uned: Sit occur: other civ location	481
GR62*	62	Num	3	GR049_.	STDOS2.	Number of offenders	298
GR62R*	62	Num	3	GR101_.	STDOS2.	Tab: Number of offenders	996
GR62U*	62	Num	3	GR132_.	STDOS2.	Uned: Number of offenders	482
GR63*	63	Num	3	GR066_.	STDOS2.	What was gender of offender	299
GR63R*	63	Num	3	GR065_.	STDOS2.	Tab: What was gender of offender	997
GR63U*	63	Num	3	GR152_.	STDOS2.	Uned: What was gender of offender	483
GR64*	64	Num	3	GR111_.	STDOS2.	How well you knew offender	300
GR64R*	64	Num	3	GR112_.	STDOS2.	Tab: How well you knew offender	998
GR64U*	64	Num	3	GR186_.	STDOS2.	Uned: How well you knew offender	484
GR65*	65	Num	3	GR041_.	STDOS2.	Y/n work w/ offender	301
GR65R*	65	Num	3	GR120_.	STDOS2.	Tab: Y/n work w/ offender	999
GR65R2*	x	Num	3	GR120_.	STDOS2.	Do/did you work with the person(s) involved at your civilian job? (RECODE 2)	1000
GR65U*	65	Num	3	GR041_.	STDOS2.	Uned: Y/n work w/ offender	485
GR66*	66	Num	3	GR042_.	STDOS2.	Sit happen in civ school	302
GR66R*	66	Num	3	GR121_.	STDOS2.	Tab: Sit happen in civ school	1001
GR66R2*	x	Num	3	GR121_.	STDOS2.	Are/were you in a civilian school setting with the person(s) involved? (RECODE 2)	1002
GR66U*	66	Num	3	GR042_.	STDOS2.	Uned: Sit happen in civ school	486
GR67A*	67a	Num	3	GR079_.	STDOS2.	Offender: immediate mil supv	303
GR67AR*	67a	Num	3	GR203_.	STDOS2.	Tab: Offender: immediate mil supv	1003
GR67AU*	67a	Num	3	GR165_.	STDOS2.	Uned: Offender: immediate mil supv	487
GR67B*	67b	Num	3	GR079_.	STDOS2.	Offender: unit commander	304
GR67BR*	67b	Num	3	GR203_.	STDOS2.	Tab: Offender: unit commander	1004
GR67BU*	67b	Num	3	GR165_.	STDOS2.	Uned: Offender: unit commander	488
GR67C*	67c	Num	3	GR079_.	STDOS2.	Offender: mil, higher rank	305
GR67CR*	67c	Num	3	GR203_.	STDOS2.	Tab: Offender: mil, higher rank	1005
GR67CU*	67c	Num	3	GR165_.	STDOS2.	Uned: Offender: mil, higher rank	489
GR67D*	67d	Num	3	GR079_.	STDOS2.	Offender: military coworkers	306
GR67DR*	67d	Num	3	GR203_.	STDOS2.	Tab: Offender: military coworkers	1006
GR67DU*	67d	Num	3	GR165_.	STDOS2.	Uned: Offender: military coworkers	490
GR67E*	67e	Num	3	GR079_.	STDOS2.	Offender: military subordinates	307
GR67ER*	67e	Num	3	GR203_.	STDOS2.	Tab: Offender: military subordinates	1007

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GR67EU*	67e	Num	3	GR165_.	STDOS2.	Uned: Offender: military subordinates	491
GR67F*	67f	Num	3	GR079_.	STDOS2.	Offender: mil train instructor	308
GR67FR*	67f	Num	3	GR203_.	STDOS2.	Tab: Offender: mil train instructor	1008
GR67FU*	67f	Num	3	GR165_.	STDOS2.	Uned: Offender: mil train instructor	492
GR67G*	67g	Num	3	GR079_.	STDOS2.	Offender: other mil persons	309
GR67GR*	67g	Num	3	GR203_.	STDOS2.	Tab: Offender: other mil persons	1009
GR67GU*	67g	Num	3	GR165_.	STDOS2.	Uned: Offender: other mil persons	493
GR67H*	67h	Num	3	GR079_.	STDOS2.	Offender: civilian employees	310
GR67HR*	67h	Num	3	GR203_.	STDOS2.	Tab: Offender: civilian employees	1010
GR67HU*	67h	Num	3	GR165_.	STDOS2.	Uned: Offender: civilian employees	494
GR67I*	67i	Num	3	GR079_.	STDOS2.	Offender: DoD contractors	311
GR67IR*	67i	Num	3	GR203_.	STDOS2.	Tab: Offender: DoD contractors	1011
GR67IU*	67i	Num	3	GR165_.	STDOS2.	Uned: Offender: DoD contractors	495
GR67J*	67j	Num	3	GR079_.	STDOS2.	Offender: other civilian person	312
GR67JR*	67j	Num	3	GR203_.	STDOS2.	Tab: Offender: other civilian person	1012
GR67JU*	67j	Num	3	GR165_.	STDOS2.	Uned: Offender: other civilian person	496
GR68*	68	Num	3	GR100_.	STDOS2.	Frequency of behaviors	313
GR68U*	68	Num	3	GR175_.	STDOS2.	Uned: Frequency of behaviors	497
GR69*	69	Num	3	GR062_.	STDOS2.	Duration of situation	314
GR69R*	69	Num	3	GR063_.	STDOS2.	Tab: Duration of situation	1014
GR69R2*	x	Num	3	GR190_.	STDOS2.	How long did this situation last, or if continuing, how long has it been going on? (Rec	1015
GR69U*	69	Num	3	GR148_.	STDOS2.	Uned: Duration of situation	498
GR70*	70	Num	3	GR079_.	STDOS2.	Situation still going on	315
GR70U*	70	Num	3	GR165_.	STDOS2.	Uned: Situation still going on	499
GR71A*	71a	Num	3	GR096_.	STDOS2.	Extent you: tried to avoid	316
GR71AR*	71a	Num	3	GR095_.	STDOS2.	Tab: Extent you: tried to avoid	1016
GR71AU*	71a	Num	3	GR173_.	STDOS2.	Uned: Extent you: tried to avoid	500
GR71B*	71b	Num	3	GR096_.	STDOS2.	Extent you: tried to forget	317
GR71BR*	71b	Num	3	GR095_.	STDOS2.	Tab: Extent you: tried to forget	1017
GR71BU*	71b	Num	3	GR173_.	STDOS2.	Uned: Extent you: tried to forget	501
GR71C*	71c	Num	3	GR096_.	STDOS2.	Extent you: told didn't like	318
GR71CR*	71c	Num	3	GR095_.	STDOS2.	Tab: Extent you: told didn't like	1018
GR71CU*	71c	Num	3	GR173_.	STDOS2.	Uned: Extent you: told didn't like	502

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR71D*	71d	Num	3	GR096_.	STDOS2.	Extent you: stayed out of way	319
GR71DR*	71d	Num	3	GR095_.	STDOS2.	Tab: Extent you: stayed out of way	1019
GR71DU*	71d	Num	3	GR173_.	STDOS2.	Uned: Extent you: stayed out of way	503
GR71E*	71e	Num	3	GR096_.	STDOS2.	Extent you: say it wasn't important	320
GR71ER*	71e	Num	3	GR095_.	STDOS2.	Tab: Extent you: say it wasn't important	1020
GR71EU*	71e	Num	3	GR173_.	STDOS2.	Uned: Extent you: say it wasn't important	504
GR71F*	71f	Num	3	GR096_.	STDOS2.	Extent you: talked to family	321
GR71FR*	71f	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to family	1021
GR71FU*	71f	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to family	505
GR71G*	71g	Num	3	GR096_.	STDOS2.	Extent you: talked to coworkers	322
GR71GR*	71g	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to coworkers	1022
GR71GU*	71g	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to coworkers	506
GR71H*	71h	Num	3	GR096_.	STDOS2.	Extent you: talked to friends	323
GR71HR*	71h	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to friends	1023
GR71HU*	71h	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to friends	507
GR71I*	71i	Num	3	GR096_.	STDOS2.	Extent you: chaplain/counselor	324
GR71IR*	71i	Num	3	GR095_.	STDOS2.	Tab: Extent you: chaplain/counselor	1024
GR71IU*	71i	Num	3	GR173_.	STDOS2.	Uned: Extent you: chaplain/counselor	508
GR71J*	71j	Num	3	GR096_.	STDOS2.	Extent you: avoid being alone	325
GR71JR*	71j	Num	3	GR095_.	STDOS2.	Tab: Extent you: avoid being alone	1025
GR71JU*	71j	Num	3	GR173_.	STDOS2.	Uned: Extent you: avoid being alone	509
GR71K*	71k	Num	3	GR096_.	STDOS2.	Extent you: told to stop	326
GR71KR*	71k	Num	3	GR095_.	STDOS2.	Tab: Extent you: told to stop	1026
GR71KU*	71k	Num	3	GR173_.	STDOS2.	Uned: Extent you: told to stop	510
GR71L*	71l	Num	3	GR096_.	STDOS2.	Extent you: put up with it	327
GR71LR*	71l	Num	3	GR095_.	STDOS2.	Tab: Extent you: put up with it	1027
GR71LU*	71l	Num	3	GR173_.	STDOS2.	Uned: Extent you: put up with it	511
GR71M*	71m	Num	3	GR096_.	STDOS2.	Extent you: asked to leave alone	328
GR71MR*	71m	Num	3	GR095_.	STDOS2.	Tab: Extent you: asked to leave alone	1028
GR71MU*	71m	Num	3	GR173_.	STDOS2.	Uned: Extent you: asked to leave alone	512
GR71N*	71n	Num	3	GR096_.	STDOS2.	Extent you: blamed self	329
GR71NR*	71n	Num	3	GR095_.	STDOS2.	Tab: Extent you: blamed self	1029
GR71NU*	71n	Num	3	GR173_.	STDOS2.	Uned: Extent you: blamed self	513

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR71O*	71o	Num	3	GR096_.	STDOS2.	Extent you: assumed meant well	330
GR71OR*	71o	Num	3	GR095_.	STDOS2.	Tab: Extent you: assumed meant well	1030
GR71OU*	71o	Num	3	GR173_.	STDOS2.	Uned: Extent you: assumed meant well	514
GR71P*	71p	Num	3	GR096_.	STDOS2.	Extent you: prayed about it	331
GR71PR*	71p	Num	3	GR095_.	STDOS2.	Tab: Extent you: prayed about it	1031
GR71PU*	71p	Num	3	GR173_.	STDOS2.	Uned: Extent you: prayed about it	515
GR71Q*	71q	Num	3	GR096_.	STDOS2.	Extent you: pretend not to notice	332
GR71QR*	71q	Num	3	GR095_.	STDOS2.	Tab: Extent you: pretend not to notice	1032
GR71QU*	71q	Num	3	GR173_.	STDOS2.	Uned: Extent you: pretend not to notice	516
GR71R*	71r	Num	3	GR096_.	STDOS2.	Extent you: do something else	333
GR71RR*	71r	Num	3	GR095_.	STDOS2.	Tab: Extent you: do something else	1033
GR71RU*	71r	Num	3	GR173_.	STDOS2.	Uned: Extent you: do something else	517
GR71SK*	x	Num	3	GR225_.	STDOS2.	Do something else in response to the situation?-Skip	334
GR72*	72	Num	3	GR056_.	STDOS2.	Label one sit sex harassment	335
GR72R*	72	Num	3	GR055_.	STDOS2.	Tab: Label one sit sex harassment	1034
GR72U*	72	Num	3	GR138_.	STDOS2.	Uned: Label one sit sex harassment	518
GR73A*	73a	Num	3	GR079_.	STDOS2.	Rpt to: civ supr or coworker	336
GR73AR*	73a	Num	3	GR203_.	STDOS2.	Tab: Rpt to: civ supr or coworker	1035
GR73AU*	73a	Num	3	GR165_.	STDOS2.	Uned: Rpt to: civ supr or coworker	519
GR73B*	73b	Num	3	GR079_.	STDOS2.	Rpt to: school advisor/professor	337
GR73BR*	73b	Num	3	GR203_.	STDOS2.	Tab: Rpt to: school advisor/professor	1036
GR73BU*	73b	Num	3	GR165_.	STDOS2.	Uned: Rpt to: school advisor/professor	520
GR73C*	73c	Num	3	GR079_.	STDOS2.	Rpt to: comm officials or courts	338
GR73CR*	73c	Num	3	GR203_.	STDOS2.	Tab: Rpt to: comm officials or courts	1037
GR73CU*	73c	Num	3	GR165_.	STDOS2.	Uned: Rpt to: comm officials or courts	521
GR74A*	74a	Num	3	GR079_.	STDOS2.	Report to your supervisor	339
GR74AR*	74a	Num	3	GR203_.	STDOS2.	Tab: Report to your supervisor	1038
GR74AU*	74a	Num	3	GR165_.	STDOS2.	Uned: Report to your supervisor	522
GR74B*	74b	Num	3	GR079_.	STDOS2.	Report to chain-of-command	340
GR74BR*	74b	Num	3	GR203_.	STDOS2.	Tab: Report to chain-of-command	1039
GR74BU*	74b	Num	3	GR165_.	STDOS2.	Uned: Report to chain-of-command	523
GR74C*	74c	Num	3	GR079_.	STDOS2.	Report to offender's boss	341
GR74CR*	74c	Num	3	GR203_.	STDOS2.	Tab: Report to offender's boss	1040

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR74CU*	74c	Num	3	GR165_.	STDOS2.	Uned: Report to offender's boss	524
GR74D*	74d	Num	3	GR079_.	STDOS2.	Report to special mil office	342
GR74DR*	74d	Num	3	GR203_.	STDOS2.	Tab: Report to special mil office	1041
GR74DU*	74d	Num	3	GR165_.	STDOS2.	Uned: Report to special mil office	525
GR74E*	74e	Num	3	GR079_.	STDOS2.	Report to other person	343
GR74ER*	74e	Num	3	GR203_.	STDOS2.	Tab: Report to other person	1042
GR74EU*	74e	Num	3	GR165_.	STDOS2.	Uned: Report to other person	526
GR75*	x	Num	3	GR031_.	STDOS2.	Did you answer "Yes" to at least one item in Question 74?	344
GR75SK*	x	Num	3	GR018_.	STDOS2.	[75] Answer "Yes" to at least one of Q74 -Skip	345
GR75U*	x	Num	3	GR165_.	STDOS2.	Did you answer "Yes" to at least one item in Question 74? -Unedited	527
GR76A*	76a	Num	3	GR084_.	STDOS2.	Action tkn-person talked to	346
GR76AR*	76a	Num	3	GR123_.	STDOS2.	Tab: Action tkn-person talked to	1047
GR76AR2*	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? a. Person(s) who bothered you	1052
GR76AU*	76a	Num	3	GR169_.	STDOS2.	Uned: Action tkn-person talked to	528
GR76B*	76b	Num	3	GR084_.	STDOS2.	Action tkn-complaint investigated	347
GR76BR*	76b	Num	3	GR123_.	STDOS2.	Tab: Action tkn-complaint investigated	1048
GR76BR2*	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? b. Your complaint was/is being	1053
GR76BU*	76b	Num	3	GR169_.	STDOS2.	Uned: Action tkn-complaint investigated	529
GR76C*	76c	Num	3	GR084_.	STDOS2.	Action tkn-encrgd to drop complaint	348
GR76CR*	76c	Num	3	GR123_.	STDOS2.	Tab: Action tkn-encrgd to drop complaint	1049
GR76CR2*	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? c. You were encouraged tp dro	1054
GR76CU*	76c	Num	3	GR169_.	STDOS2.	Uned: Action tkn-encrgd to drop complaint	530
GR76D*	76d	Num	3	GR084_.	STDOS2.	Action tkn-complaint discounted	349
GR76DR*	76d	Num	3	GR123_.	STDOS2.	Tab: Action tkn-complaint discounted	1050
GR76DR2*	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? d. Your complaint was discoun	1055
GR76DU*	76d	Num	3	GR169_.	STDOS2.	Uned: Action tkn-complaint discounted	531
GR76E*	76e	Num	3	GR084_.	STDOS2.	Action tkn-none	350
GR76ER*	76e	Num	3	GR123_.	STDOS2.	Tab: Action tkn-none	1051
GR76ER2*	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? e. No action was taken (RECO	1056
GR76EU*	76e	Num	3	GR169_.	STDOS2.	Uned: Action tkn-none	532
GR76SK*	x	Num	3	GR225_.	STDOS2.	[76] Action tkn -Skip	351
GR77A*	77a	Num	3	GR109_.	STDOS2.	Sat w/ info on how to file	352
GR77AR*	77a	Num	3	GR106_.	STDOS2.	Tab: Sat w/ info on how to file	1057

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR77AU*	77a	Num	3	GR182_.	STDOS2.	Uned: Sat w/ info on how to file	533
GR77B*	77b	Num	3	GR109_.	STDOS2.	Sat w/ treatment by pers handling	353
GR77BR*	77b	Num	3	GR106_.	STDOS2.	Tab: Sat w/ treatment by pers handling	1058
GR77BU*	77b	Num	3	GR182_.	STDOS2.	Uned: Sat w/ treatment by pers handling	534
GR77C*	77c	Num	3	GR109_.	STDOS2.	Sat w/ amount time to resolve	354
GR77CR*	77c	Num	3	GR106_.	STDOS2.	Tab: Sat w/ amount time to resolve	1059
GR77CU*	77c	Num	3	GR182_.	STDOS2.	Uned: Sat w/ amount time to resolve	535
GR77D*	77d	Num	3	GR109_.	STDOS2.	Sat w/ how well kept informed	355
GR77DR*	77d	Num	3	GR106_.	STDOS2.	Tab: Sat w/ how well kept informed	1060
GR77DU*	77d	Num	3	GR182_.	STDOS2.	Uned: Sat w/ how well kept informed	536
GR77E*	77e	Num	3	GR109_.	STDOS2.	Sat w/ degree privacy protect	356
GR77ER*	77e	Num	3	GR106_.	STDOS2.	Tab: Sat w/ degree privacy protect	1061
GR77EU*	77e	Num	3	GR182_.	STDOS2.	Uned: Sat w/ degree privacy protect	537
GR78*	78	Num	3	GR079_.	STDOS2.	Action still being processed	357
GR78U*	78	Num	3	GR165_.	STDOS2.	Uned: Action still being processed	538
GR79*	79	Num	3	GR083_.	STDOS2.	Was complaint true?	358
GR79R*	79	Num	3	GR124_.	STDOS2.	Tab: Was complaint true?	1062
GR79R2*	x	Num	3	GR077_.	STDOS2.	Was your complaint found to be true? (RECODE 2)	1063
GR79SK*	x	Num	3	GR225_.	STDOS2.	[79] Was complaint true? -Skip	359
GR79U*	79	Num	3	GR168_.	STDOS2.	Uned: Was complaint true?	539
GR80A*	80a	Num	3	GR084_.	STDOS2.	Outcome: outcome explained	360
GR80AR*	80a	Num	3	GR123_.	STDOS2.	Tab: Outcome: outcome explained	1064
GR80AR3*	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each	1069
GR80AU*	80a	Num	3	GR169_.	STDOS2.	Uned: Outcome: outcome explained	540
GR80B*	80b	Num	3	GR084_.	STDOS2.	Outcome: situation corrected	361
GR80BR*	80b	Num	3	GR123_.	STDOS2.	Tab: Outcome: situation corrected	1065
GR80BR3*	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each	1070
GR80BU*	80b	Num	3	GR169_.	STDOS2.	Uned: Outcome: situation corrected	541
GR80C*	80c	Num	3	GR084_.	STDOS2.	Outcome: action against prsn	362
GR80CR*	80c	Num	3	GR123_.	STDOS2.	Tab: Outcome: action against prsn	1066
GR80CR3*	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each	1071
GR80CU*	80c	Num	3	GR169_.	STDOS2.	Uned: Outcome: action against prsn	542
GR80D*	80d	Num	3	GR084_.	STDOS2.	Outcome: nothing was done	363

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR80DR*	80d	Num	3	GR123_.	STDOS2.	Tab: Outcome: nothing was done	1067
GR80DR3*	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each	1072
GR80DU*	80d	Num	3	GR169_.	STDOS2.	Uned: Outcome: nothing was done	543
GR80E*	80e	Num	3	GR084_.	STDOS2.	Outcome: action against you	364
GR80ER*	80e	Num	3	GR123_.	STDOS2.	Tab: Outcome: action against you	1068
GR80ER3*	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each	1073
GR80EU*	80e	Num	3	GR169_.	STDOS2.	Uned: Outcome: action against you	544
GR80SK*	x	Num	3	GR225_.	STDOS2.	[80] Outcome - Skip	365
GR81*	81	Num	3	GR109_.	STDOS2.	Sat w/ outcome	366
GR81R*	81	Num	3	GR106_.	STDOS2.	Tab: Sat w/ outcome	1074
GR81SK*	x	Num	3	GR225_.	STDOS2.	[81--] Sat w/ outcome -Skip	367
GR81U*	81	Num	3	GR182_.	STDOS2.	Uned: Sat w/ outcome	545
GR82*	82	Num	3	GR079_.	STDOS2.	Report all behaviors	368
GR82R*	82	Num	3	GR118_.	STDOS2.	Tab: Report all behaviors	1075
GR82SK*	x	Num	3	GR225_.	STDOS2.	[82] Report all behaviors -Skip	369
GR82U*	82	Num	3	GR165_.	STDOS2.	Uned: Report all behaviors	546
GR83A*	83a	Num	3	GR079_.	STDOS2.	No report: not important	370
GR83AR*	83a	Num	3	GR203_.	STDOS2.	Tab: No report: not important	1076
GR83AR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1099
GR83AU*	83a	Num	3	GR165_.	STDOS2.	Uned: No report: not important	547
GR83B*	83b	Num	3	GR079_.	STDOS2.	No report: not know how	371
GR83BR*	83b	Num	3	GR203_.	STDOS2.	Tab: No report: not know how	1077
GR83BR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1100
GR83BU*	83b	Num	3	GR165_.	STDOS2.	Uned: No report: not know how	548
GR83C*	83c	Num	3	GR079_.	STDOS2.	No report: felt uncomfortable	372
GR83CR*	83c	Num	3	GR203_.	STDOS2.	Tab: No report: felt uncomfortable	1078
GR83CR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1101
GR83CU*	83c	Num	3	GR165_.	STDOS2.	Uned: No report: felt uncomfortable	549
GR83D*	83d	Num	3	GR079_.	STDOS2.	No report: took care prob by self	373
GR83DR*	83d	Num	3	GR203_.	STDOS2.	Tab: No report: took care prob by self	1079
GR83DR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1102
GR83DU*	83d	Num	3	GR165_.	STDOS2.	Uned: No report: took care prob by self	550
GR83E*	83e	Num	3	GR079_.	STDOS2.	No report: talk informally, command	374

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GR83ER*	83e	Num	3	GR203_.	STDOS2.	Tab: No report: talk informally, command	1080
GR83ER2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1103
GR83EU*	83e	Num	3	GR165_.	STDOS2.	Uned: No report: talk informally, command	551
GR83F*	83f	Num	3	GR079_.	STDOS2.	No report: nothing would be done	375
GR83FR*	83f	Num	3	GR203_.	STDOS2.	Tab: No report: nothing would be done	1081
GR83FR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1104
GR83FU*	83f	Num	3	GR165_.	STDOS2.	Uned: No report: nothing would be done	552
GR83G*	83g	Num	3	GR079_.	STDOS2.	No report: wouldn't be believed	376
GR83GR*	83g	Num	3	GR203_.	STDOS2.	Tab: No report: wouldn't be believed	1082
GR83GR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1105
GR83GU*	83g	Num	3	GR165_.	STDOS2.	Uned: No report: wouldn't be believed	553
GR83H*	83h	Num	3	GR079_.	STDOS2.	No report: coworkers angry	377
GR83HR*	83h	Num	3	GR203_.	STDOS2.	Tab: No report: coworkers angry	1083
GR83HR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1106
GR83HU*	83h	Num	3	GR165_.	STDOS2.	Uned: No report: coworkers angry	554
GR83I*	83i	Num	3	GR079_.	STDOS2.	No report: wanted to fit in	378
GR83IR*	83i	Num	3	GR203_.	STDOS2.	Tab: No report: wanted to fit in	1084
GR83IR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1107
GR83IU*	83i	Num	3	GR165_.	STDOS2.	Uned: No report: wanted to fit in	555
GR83J*	83j	Num	3	GR079_.	STDOS2.	No report: too much time/effort	379
GR83JR*	83j	Num	3	GR203_.	STDOS2.	Tab: No report: too much time/effort	1085
GR83JR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1108
GR83JU*	83j	Num	3	GR165_.	STDOS2.	Uned: No report: too much time/effort	556
GR83K*	83k	Num	3	GR079_.	STDOS2.	No report: labeled troublemaker	380
GR83KR*	83k	Num	3	GR203_.	STDOS2.	Tab: No report: labeled troublemaker	1086
GR83KR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1109
GR83KU*	83k	Num	3	GR165_.	STDOS2.	Uned: No report: labeled troublemaker	557
GR83L*	83l	Num	3	GR079_.	STDOS2.	No report: peer talked out of	381
GR83LR*	83l	Num	3	GR203_.	STDOS2.	Tab: No report: peer talked out of	1087
GR83LR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1110
GR83LU*	83l	Num	3	GR165_.	STDOS2.	Uned: No report: peer talked out of	558
GR83M*	83m	Num	3	GR079_.	STDOS2.	No report: supv talked out of	382
GR83MR*	83m	Num	3	GR203_.	STDOS2.	Tab: No report: supv talked out of	1088

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GR83MR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1111
GR83MU*	83m	Num	3	GR165_.	STDOS2.	Uned: No report: supv talked out of	559
GR83N*	83n	Num	3	GR079_.	STDOS2.	No report: no hurt offender family	383
GR83NR*	83n	Num	3	GR203_.	STDOS2.	Tab: No report: no hurt offender family	1089
GR83NR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1112
GR83NU*	83n	Num	3	GR165_.	STDOS2.	Uned: No report: no hurt offender family	560
GR83O*	83o	Num	3	GR079_.	STDOS2.	No report: performance eval suffer	384
GR83OR*	83o	Num	3	GR203_.	STDOS2.	Tab: No report: performance eval suffer	1090
GR83OR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1113
GR83OU*	83o	Num	3	GR165_.	STDOS2.	Uned: No report: performance eval suffer	561
GR83P*	83p	Num	3	GR079_.	STDOS2.	No report: fear retal, offender	385
GR83PR*	83p	Num	3	GR203_.	STDOS2.	Tab: No report: fear retal, offender	1091
GR83PR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1114
GR83PU*	83p	Num	3	GR165_.	STDOS2.	Uned: No report: fear retal, offender	562
GR83Q*	83q	Num	3	GR079_.	STDOS2.	No report: fear retal, offndr frend	386
GR83QR*	83q	Num	3	GR203_.	STDOS2.	Tab: No report: fear retal, offndr frend	1092
GR83QR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1115
GR83QU*	83q	Num	3	GR165_.	STDOS2.	Uned: No report: fear retal, offndr frend	563
GR83R*	83r	Num	3	GR079_.	STDOS2.	No report: afraid retaliation, supv	387
GR83RR*	83r	Num	3	GR203_.	STDOS2.	Tab: No report: afraid retaliation, supv	1093
GR83RR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1116
GR83RU*	83r	Num	3	GR165_.	STDOS2.	Uned: No report: afraid retaliation, supv	564
GR83S*	83s	Num	3	GR079_.	STDOS2.	No report: neg impact	388
GR83SK*	x	Num	3	GR225_.	STDOS2.	[83] No report -Skip	393
GR83SR*	83s	Num	3	GR203_.	STDOS2.	Tab: No report: neg impact	1094
GR83SR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1117
GR83SU*	83s	Num	3	GR165_.	STDOS2.	Uned: No report: neg impact	565
GR83T*	83t	Num	3	GR079_.	STDOS2.	No report: neg impact on mil career	389
GR83TR*	83t	Num	3	GR203_.	STDOS2.	Tab: No report: neg impact on mil career	1095
GR83TR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1118
GR83TU*	83t	Num	3	GR165_.	STDOS2.	Uned: No report: neg impact on mil career	566
GR83U*	83u	Num	3	GR079_.	STDOS2.	No report: warned not to complain	390
GR83UR*	83u	Num	3	GR203_.	STDOS2.	Tab: No report: warned not to complain	1096

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GR83UR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1119
GR83UU*	83u	Num	3	GR165_.	STDOS2.	Uned: No report: warned not to complain	567
GR83V*	83v	Num	3	GR079_.	STDOS2.	No report: already rptd to civ	391
GR83VR*	83v	Num	3	GR203_.	STDOS2.	Tab: No report: already rptd to civ	1097
GR83VR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1120
GR83VU*	83v	Num	3	GR165_.	STDOS2.	Uned: No report: already rptd to civ	568
GR83W*	83w	Num	3	GR079_.	STDOS2.	No report: some other reason	392
GR83WR*	83w	Num	3	GR203_.	STDOS2.	Tab: No report: some other reason	1098
GR83WR2*	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/Reserv	1121
GR83WU*	83w	Num	3	GR165_.	STDOS2.	Uned: No report: some other reason	569
GR84A*	84a	Num	3	GR084_.	STDOS2.	Prob at wk: ignored by others	394
GR84AR*	84a	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: ignored by others	1122
GR84AR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84A--Combining items into 0 and	1134
GR84AR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1147
GR84AU*	84a	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: ignored by others	570
GR84B*	84b	Num	3	GR084_.	STDOS2.	Prob at wk: blamed for sit	395
GR84BR*	84b	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: blamed for sit	1123
GR84BR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84B--Combining items into 0 and	1135
GR84BR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1148
GR84BU*	84b	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: blamed for sit	571
GR84C*	84c	Num	3	GR084_.	STDOS2.	Prob at wk: people gossiped about u	396
GR84CR*	84c	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: people gossiped about u	1124
GR84CR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84C--Combining items into 0 and	1136
GR84CR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1149
GR84CU*	84c	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: people gossiped about u	572
GR84D*	84d	Num	3	GR084_.	STDOS2.	Prob at wk: lost perk/privileges	397
GR84DR*	84d	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: lost perk/privileges	1125
GR84DR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84D--Combining items into 0 and	1137
GR84DR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1150
GR84DU*	84d	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: lost perk/privileges	573
GR84E*	84e	Num	3	GR084_.	STDOS2.	Prob at wk: less favorable job duty	398
GR84ER*	84e	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: less favorable job duty	1126
GR84ER2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84E--Combining items into 0 and	1138

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR84ER3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1151
GR84EU*	84e	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: less favorable job duty	574
GR84F*	84f	Num	3	GR084_.	STDOS2.	Prob at wk: denied opp for training	399
GR84FR*	84f	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: denied opp for training	1127
GR84FR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84F--Combining items into 0 and	1139
GR84FR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1152
GR84FU*	84f	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: denied opp for training	575
GR84G*	84g	Num	3	GR084_.	STDOS2.	Prob at wk: unfair job evaluation	400
GR84GR*	84g	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfair job evaluation	1128
GR84GR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84G--Combining items into 0 and	1140
GR84GR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1153
GR84GU*	84g	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfair job evaluation	576
GR84H*	84h	Num	3	GR084_.	STDOS2.	Prob at wk: unfairly disciplined	401
GR84HR*	84h	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfairly disciplined	1129
GR84HR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84H--Combining items into 0 and	1141
GR84HR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1154
GR84HU*	84h	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfairly disciplined	577
GR84I*	84i	Num	3	GR084_.	STDOS2.	Prob at wk: denied promotion	402
GR84IR*	84i	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: denied promotion	1130
GR84IR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84I--Combining items into 0 and	1142
GR84IR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1155
GR84IU*	84i	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: denied promotion	578
GR84J*	84j	Num	3	GR084_.	STDOS2.	Prob at wk: transfer to worse job	403
GR84JR*	84j	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: transfer to worse job	1131
GR84JR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84J--Combining items into 0 and	1143
GR84JR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1156
GR84JU*	84j	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: transfer to worse job	579
GR84K*	84k	Num	3	GR084_.	STDOS2.	Prob at wk: unfairly demoted	404
GR84KR*	84k	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfairly demoted	1132
GR84KR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84K--combining items into 0 and	1144
GR84KR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1157
GR84KU*	84k	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfairly demoted	580
GR84L*	84l	Num	3	GR084_.	STDOS2.	Prob at wk: mistreated other way	405

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR84LR*	84l	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: mistreated other way	1133
GR84LR2*	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84L--Combining items into 0 and	1145
GR84LR3*	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the situation	1158
GR84LU*	84l	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: mistreated other way	581
GR84SK*	x	Num	3	GR018_.	STDOS2.	[84] Prob at wk -Skip	406
GR85A	85a	Num	3	GR084_.	STDOS2.	Effort to stop: senior leadership	81
GR85AR*	85a	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: senior leadership	1159
GR85AR2*	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1162
GR85AR3*	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1165
GR85B	85b	Num	3	GR084_.	STDOS2.	Effort to stop: instal/ship leaders	82
GR85BR*	85b	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: instal/ship leaders	1160
GR85BR2*	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1163
GR85BR3*	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1166
GR85C	85c	Num	3	GR084_.	STDOS2.	Effort to stop: immediate supervisr	83
GR85CR*	85c	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: immediate supervisr	1161
GR85CR2*	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1164
GR85CR3*	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and reason	1167
GR86	86	Num	3	GR165_.	STDOS2.	Pst 12 mo: had SH training	84
GR87*	87	Num	5	GR258_.	STDOS8.	Pst 12 mo: amount SH training	407
GR87R*	87	Num	3	GR105_.	STDOS2.	Tab: Pst 12 mo: amount SH training	1168
GR87SK*	x	Num	3	GR225_.	STDOS2.	[86--] Pst 12 mo: had SH training -Skip	408
GR87U*	87	Num	5	GR257_.	STDOS8.	Uned: Pst 12 mo: amount SH training	582
GR88A	88a	Num	3	GR104_.	STDOS2.	SH train: undrstnd word/actn are SH	85
GR88AR*	88a	Num	3	GR103_.	STDOS2.	Tab: SH train: undrstnd word/actn are SH	1169
GR88AU*	88a	Num	3	GR178_.	STDOS2.	Uned: SH train: undrstnd word/actn are SH	583
GR88B	88b	Num	3	GR104_.	STDOS2.	SH train: reduce cohesion in RC	86
GR88BR*	88b	Num	3	GR103_.	STDOS2.	Tab: SH train: reduce cohesion in RC	1170
GR88BU*	88b	Num	3	GR178_.	STDOS2.	Uned: SH train: reduce cohesion in RC	584
GR88C	88c	Num	3	GR104_.	STDOS2.	SH train: SH mk difclt to prfrm dty	87
GR88CR*	88c	Num	3	GR103_.	STDOS2.	Tab: SH train: SH mk difclt to prfrm dty	1171
GR88CU*	88c	Num	3	GR178_.	STDOS2.	Uned: SH train: SH mk difclt to prfrm dty	585
GR88D	88d	Num	3	GR104_.	STDOS2.	SH train: identify offensv behavior	88
GR88DR*	88d	Num	3	GR103_.	STDOS2.	Tab: SH train: identify offensv behavior	1172

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR88DU*	88d	Num	3	GR178_.	STDOS2.	Uned: SH train: identify offensv behavior	586
GR88E	88e	Num	3	GR104_.	STDOS2.	SH train: tool for dealing w/SH	89
GR88ER*	88e	Num	3	GR103_.	STDOS2.	Tab: SH train: tool for dealing w/SH	1173
GR88EU*	88e	Num	3	GR178_.	STDOS2.	Uned: SH train: tool for dealing w/SH	587
GR88F	88f	Num	3	GR104_.	STDOS2.	SH train: feel safe to complain	90
GR88FR*	88f	Num	3	GR103_.	STDOS2.	Tab: SH train: feel safe to complain	1174
GR88FU*	88f	Num	3	GR178_.	STDOS2.	Uned: SH train: feel safe to complain	588
GR88G	88g	Num	3	GR104_.	STDOS2.	SH train: gives info on SH	91
GR88GR*	88g	Num	3	GR103_.	STDOS2.	Tab: SH train: gives info on SH	1175
GR88GU*	88g	Num	3	GR178_.	STDOS2.	Uned: SH train: gives info on SH	589
GR89	89	Num	3	GR110_.	STDOS2.	How effective SH training	92
GR89R*	89	Num	3	GR092_.	STDOS2.	Tab: How effective SH training	1176
GR89R2*	x	Num	3	GR091_.	STDOS2.	In your opinion, how effective was the training you received in actually reducing/prev	1177
GR89SK*	x	Num	3	GR225_.	STDOS2.	[89--] How effective SH training -Skip	409
GR89U*	89	Num	3	GR183_.	STDOS2.	Uned: How effective SH training	590
GR90A*	90a	Num	3	GR096_.	STDOS2.	Unit: policies publicized	410
GR90AR*	90a	Num	3	GR172_.	STDOS2.	Tab: Unit: policies publicized	1178
GR90B*	90b	Num	3	GR096_.	STDOS2.	Unit: complaint procedure pub	411
GR90BR*	90b	Num	3	GR172_.	STDOS2.	Tab: Unit: complaint procedure pub	1179
GR90C	90c	Num	3	GR096_.	STDOS2.	Unit: complaints taken seriously	93
GR90CR*	90c	Num	3	GR172_.	STDOS2.	Tab: Unit: complaints taken seriously	1180
GR90D*	90d	Num	3	GR096_.	STDOS2.	Unit: enlist, attend training	412
GR90DR*	90d	Num	3	GR172_.	STDOS2.	Tab: Unit: enlist, attend training	1181
GR90E*	90e	Num	3	GR096_.	STDOS2.	Unit: officers, attend training	413
GR90ER*	90e	Num	3	GR172_.	STDOS2.	Tab: Unit: officers, attend training	1182
GR90F*	90f	Num	3	GR096_.	STDOS2.	Unit: leaders, respectful behavior	414
GR90FR*	90f	Num	3	GR172_.	STDOS2.	Tab: Unit: leaders, respectful behavior	1183
GR90G*	90g	Num	3	GR096_.	STDOS2.	Unit: female officers deal with	415
GR90GR*	90g	Num	3	GR172_.	STDOS2.	Tab: Unit: female officers deal with	1184
GR90H*	90h	Num	3	GR096_.	STDOS2.	Ship: policies publicized	416
GR90HR*	90h	Num	3	GR172_.	STDOS2.	Tab: Ship: policies publicized	1185
GR90I*	90i	Num	3	GR096_.	STDOS2.	Ship: complaint procedure pub	417
GR90IR*	90i	Num	3	GR172_.	STDOS2.	Tab: Ship: complaint procedure pub	1186

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR90J	90j	Num	3	GR096_.	STDOS2.	Ship: complaints taken seriously	94
GR90JR*	90j	Num	3	GR172_.	STDOS2.	Tab: Ship: complaints taken seriously	1187
GR90K*	90k	Num	3	GR096_.	STDOS2.	Ship: investigative office	418
GR90KR*	90k	Num	3	GR172_.	STDOS2.	Tab: Ship: investigative office	1188
GR90L*	90l	Num	3	GR096_.	STDOS2.	Ship: enlist, attend training	419
GR90LR*	90l	Num	3	GR172_.	STDOS2.	Tab: Ship: enlist, attend training	1189
GR90M*	90m	Num	3	GR096_.	STDOS2.	Ship: officers, attend training	420
GR90MR*	90m	Num	3	GR172_.	STDOS2.	Tab: Ship: officers, attend training	1190
GR90N*	90n	Num	3	GR096_.	STDOS2.	Ship: leaders, respectful behavior	421
GR90NR*	90n	Num	3	GR172_.	STDOS2.	Tab: Ship: leaders, respectful behavior	1191
GR90O*	90o	Num	3	GR096_.	STDOS2.	Svc: advice/hotline for cmplt	422
GR90OR*	90o	Num	3	GR172_.	STDOS2.	Tab: Svc: advice/hotline for cmplt	1192
GR91	91	Num	3	GR146_.	STDOS2.	Last 4 yrs, SH in nation a problem	95
GR92	92	Num	3	GR061_.	STDOS2.	Last 4 yrs, SH in mil a problem	96
GR92R*	92	Num	3	GR060_.	STDOS2.	Tab: Last 4 yrs, SH in mil a problem	1193
GR92SK*	x	Num	5	GR260_.	STDOS8.	[9--] Years of service -Skip	423
GR92U*	92	Num	3	GR147_.	STDOS2.	Uned: Last 4 yrs, SH in mil a problem	591
GR93	93	Num	3	GR070_.	STDOS2.	SH more/less freq in mil vs yrs ago	97
GR93R*	93	Num	3	GR071_.	STDOS2.	Tab: SH more/less freq in mil vs yrs ago	1194
GR93R2*	x	Num	3	GR067_.	STDOS2.	In your opinion, how often does sexual harassment occur in the military now, as com	1195
GR93U*	93	Num	3	GR158_.	STDOS2.	Uned: SH more/less freq in mil vs yrs ago	592
GR94*	x	Num	3	GR157_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplaces com	424
GR94R*	x	Num	3	GR069_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplaces com	1196
GR94R2*	x	Num	3	GR068_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplaces com	1197
GR96*	x	Num	8	GR261_.	15	Place holder Q96	425
HISP_IM*	x	Num	3	GR224_.	STDOS2.	Imputed Hispanic Ethnicity (HISP_IM)	636
HISP_IMF*	x	Num	3	GR227_.	STDOS2.	Hispanic Ethnicity Non-response Imputed Flag	637
INCWEB*	x	Num	3	GR006_.	STDOS2.	Incomplete Web Flag	1206
INRECNO*	x	Num	8	8	STDOS8.	Master SCS ID number	1207
LEADSAT	x	Num	3	GR043_.	STDOS2.	Supervisor Satisfaction Scale	101
LITHO*	x	Num	8	9	9	Litho code	1208
MAILTYP*	x	Num	3	GR020_.	STDOS2.	Mail Type	1209
MARITAL*	x	Char	1	\$GR242_.	\$CHAR1.	Marital Status	1231

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MILCIV*	x	Num	3	GR199_.	STDOS2.	Organizational Affiliation of the Offender	1013
NSAMP*	x	Num	4	5	STDOS6.	Stratum Sample Count	1232
NSTRAT*	x	Num	5	6	STDOS6.	Stratum Population Count	1233
ORG_CD*	x	Char	2	\$GR244_.	\$CHAR2.	Reserve Component	1234
OTHERBEH*	x	Num	3	GR099_.	STDOS2.	Other behavior incident rate	924
OTHERBHO*	x	Num	3	GR193_.	STDOS2.	Other behavior incident rate only--Recode	931
OTHRBEH1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Other Behavior Incident Rate	976
OTHRBHO1*	x	Num	3	GR193_.	STDOS2.	One Situation with the Greatest Effect Other Behavior Incident Rate Only--Recode	982
PAYGRD*	x	Char	3	\$GR245_.	\$CHAR3.	Pay Grade	1235
PCATCD*	x	Char	1	\$GR248_.	\$CHAR1.	Personnel Category Code	1236
PERCD*	x	Char	1	\$GR251_.	\$CHAR1.	Personnel End Reason Code	1237
PHYS_HEL*	x	Num	3	GR029_.	STDOS2.	Variable used to create PHYSHEAL	784
PHYSHEAL*	x	Num	3	GR029_.	STDOS2.	Physical Health Scale	785
PNDTHCD*	x	Char	1	\$GR250_.	\$CHAR1.	Person Death Code	1238
PNLECBGN*	x	Num	5	DATE9.	MMDDYY8.	Personnel Entitlement Condition Begin Calendar Date	1239
PNLECECD*	x	Num	5	DATE9.	MMDDYY8.	Personnel Entitlement Condition End Calendar Date	1240
PNLECTYP*	x	Num	3	PNLECTY.	STDOS2.	Personnel Entitlement Condition Type Code	1241
PNLENDT*	x	Num	5	DATE9.	MMDDYY8.	Personnel End Calendar Date	1242
POPFLG*	x	Num	3	POPFLG.	STDOS2.	Population Flag	1243
POPTVSTR*	x	Num	8	20.14	20	Taylor's Series Variance Strata Population	1331
PROGRAM*	x	Num	3	PROGRAM.	STDOS2.	Reserve Program	1244
PROGRAM1*	x	Num	3	PROG1_.	STDOS2.	Reserve Program 1	1245
PSTATUS*	x	Num	8	20.14	20	Ranking Disposition Code	1332
PSTSTR*	x	Num	8	20.14	20	Final Raking Cell	1333
PUBGROUP*	x	Num	4	5	STDOS6.	Public Use File Group 1	1246
PUBGRP2*	x	Num	4	5	STDOS6.	Public Use File Group 2	1247
QCOMP*	x	Num	3	GR001_.	STDOS2.	Questions completed count	1334
QCOMPP*	x	Num	3	GR001_.	STDOS2.	Questions Completed Proportion	1335
R_EDUC2*	x	Num	3	R_EDUC2_.	STDOS2.	Education	1248
RACE*	x	Num	3	RACE.	STDOS4.	Race Code	1249
RACE_ETH*	x	Char	1	\$GR240_.	\$CHAR1.	Constructed Race Ethnicity	1250
RACE_IM*	x	Num	3	GR190_.	STDOS2.	Self-Reported Race Levels, Except Imputed When Self-Report is Missing (RACE_IM)	640
RACE_IMF*	x	Num	3	GR227_.	STDOS2.	Self-Reported Race, Except Imputed When Self-Report is Missing - Imputed Flag	641

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RACE_NI*	x	Num	4	GR255_.	STDOS6.	Non-Imputed Self-Report of Race with Other	638
RANDOM*	x	Num	8	Z9.	9	Random Number	1251
RCOMPNN*	x	Num	3	RCOMPNN.	STDOS2.	Military Component	1252
REFUSE*	x	Num	3	GR004_.	STDOS2.	Refused	1210
REPORT_A*	x	Num	3	GR202_.	STDOS2.	Reported to anyone	1045
REPORT_C*	x	Num	3	GR200_.	STDOS2.	Reported to civilian individual or organization	1043
REPORT_M*	x	Num	3	GR201_.	STDOS2.	Reported to a military individual or organization	1044
REPORTA2*	x	Num	3	GR204_.	STDOS2.	Reported to anyone (Recode)	1046
RETHC2*	x	Num	3	RETHC2_.	STDOS2.	Race Ethnic Category 2	1253
RETHC3*	x	Num	3	RETHC3_.	STDOS2.	Race Ethnic Category 3	1254
RETHC4*	x	Num	3	RETHC4_.	STDOS2.	Race Ethnic Category 4	1255
RKF0*	x	Num	8	20.14	20	Ranking adjustment factor	1336
RKW0	x	Num	8	20.14	20	Final Raked Weight	118
RKW001*	x	Num	8	20.14	20	Final Raked Weight for Replicate 1	1337
RKW002*	x	Num	8	20.14	20	Final Raked Weight for Replicate 2	1338
RKW003*	x	Num	8	20.14	20	Final Raked Weight for Replicate 3	1339
RKW004*	x	Num	8	20.14	20	Final Raked Weight for Replicate 4	1340
RKW005*	x	Num	8	20.14	20	Final Raked Weight for Replicate 5	1341
RKW006*	x	Num	8	20.14	20	Final Raked Weight for Replicate 6	1342
RKW007*	x	Num	8	20.14	20	Final Raked Weight for Replicate 7	1343
RKW008*	x	Num	8	20.14	20	Final Raked Weight for Replicate 8	1344
RKW009*	x	Num	8	20.14	20	Final Raked Weight for Replicate 9	1345
RKW010*	x	Num	8	20.14	20	Final Raked Weight for Replicate 10	1346
RKW011*	x	Num	8	20.14	20	Final Raked Weight for Replicate 11	1347
RKW012*	x	Num	8	20.14	20	Final Raked Weight for Replicate 12	1348
RKW013*	x	Num	8	20.14	20	Final Raked Weight for Replicate 13	1349
RKW014*	x	Num	8	20.14	20	Final Raked Weight for Replicate 14	1350
RKW015*	x	Num	8	20.14	20	Final Raked Weight for Replicate 15	1351
RKW016*	x	Num	8	20.14	20	Final Raked Weight for Replicate 16	1352
RKW017*	x	Num	8	20.14	20	Final Raked Weight for Replicate 17	1353
RKW018*	x	Num	8	20.14	20	Final Raked Weight for Replicate 18	1354
RKW019*	x	Num	8	20.14	20	Final Raked Weight for Replicate 19	1355
RKW020*	x	Num	8	20.14	20	Final Raked Weight for Replicate 20	1356

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RKW021*	x	Num	8	20.14	20	Final Raked Weight for Replicate 21	1357
RKW022*	x	Num	8	20.14	20	Final Raked Weight for Replicate 22	1358
RKW023*	x	Num	8	20.14	20	Final Raked Weight for Replicate 23	1359
RKW024*	x	Num	8	20.14	20	Final Raked Weight for Replicate 24	1360
RKW025*	x	Num	8	20.14	20	Final Raked Weight for Replicate 25	1361
RKW026*	x	Num	8	20.14	20	Final Raked Weight for Replicate 26	1362
RKW027*	x	Num	8	20.14	20	Final Raked Weight for Replicate 27	1363
RKW028*	x	Num	8	20.14	20	Final Raked Weight for Replicate 28	1364
RKW029*	x	Num	8	20.14	20	Final Raked Weight for Replicate 29	1365
RKW030*	x	Num	8	20.14	20	Final Raked Weight for Replicate 30	1366
RKW031*	x	Num	8	20.14	20	Final Raked Weight for Replicate 31	1367
RKW032*	x	Num	8	20.14	20	Final Raked Weight for Replicate 32	1368
RKW033*	x	Num	8	20.14	20	Final Raked Weight for Replicate 33	1369
RKW034*	x	Num	8	20.14	20	Final Raked Weight for Replicate 34	1370
RKW035*	x	Num	8	20.14	20	Final Raked Weight for Replicate 35	1371
RKW036*	x	Num	8	20.14	20	Final Raked Weight for Replicate 36	1372
RKW037*	x	Num	8	20.14	20	Final Raked Weight for Replicate 37	1373
RKW038*	x	Num	8	20.14	20	Final Raked Weight for Replicate 38	1374
RKW039*	x	Num	8	20.14	20	Final Raked Weight for Replicate 39	1375
RKW040*	x	Num	8	20.14	20	Final Raked Weight for Replicate 40	1376
RKW041*	x	Num	8	20.14	20	Final Raked Weight for Replicate 41	1377
RKW042*	x	Num	8	20.14	20	Final Raked Weight for Replicate 42	1378
RKW043*	x	Num	8	20.14	20	Final Raked Weight for Replicate 43	1379
RKW044*	x	Num	8	20.14	20	Final Raked Weight for Replicate 44	1380
RKW045*	x	Num	8	20.14	20	Final Raked Weight for Replicate 45	1381
RKW046*	x	Num	8	20.14	20	Final Raked Weight for Replicate 46	1382
RKW047*	x	Num	8	20.14	20	Final Raked Weight for Replicate 47	1383
RKW048*	x	Num	8	20.14	20	Final Raked Weight for Replicate 48	1384
RKW049*	x	Num	8	20.14	20	Final Raked Weight for Replicate 49	1385
RKW050*	x	Num	8	20.14	20	Final Raked Weight for Replicate 50	1386
RKW051*	x	Num	8	20.14	20	Final Raked Weight for Replicate 51	1387
RKW052*	x	Num	8	20.14	20	Final Raked Weight for Replicate 52	1388
RKW053*	x	Num	8	20.14	20	Final Raked Weight for Replicate 53	1389

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RKW054*	x	Num	8	20.14	20	Final Raked Weight for Replicate 54	1390
RKW055*	x	Num	8	20.14	20	Final Raked Weight for Replicate 55	1391
RKW056*	x	Num	8	20.14	20	Final Raked Weight for Replicate 56	1392
RKW057*	x	Num	8	20.14	20	Final Raked Weight for Replicate 57	1393
RKW058*	x	Num	8	20.14	20	Final Raked Weight for Replicate 58	1394
RKW059*	x	Num	8	20.14	20	Final Raked Weight for Replicate 59	1395
RKW060*	x	Num	8	20.14	20	Final Raked Weight for Replicate 60	1396
RKW061*	x	Num	8	20.14	20	Final Raked Weight for Replicate 61	1397
RKW062*	x	Num	8	20.14	20	Final Raked Weight for Replicate 62	1398
RKW063*	x	Num	8	20.14	20	Final Raked Weight for Replicate 63	1399
RKW064*	x	Num	8	20.14	20	Final Raked Weight for Replicate 64	1400
RKW065*	x	Num	8	20.14	20	Final Raked Weight for Replicate 65	1401
RKW066*	x	Num	8	20.14	20	Final Raked Weight for Replicate 66	1402
RKW067*	x	Num	8	20.14	20	Final Raked Weight for Replicate 67	1403
RKW068*	x	Num	8	20.14	20	Final Raked Weight for Replicate 68	1404
RKW069*	x	Num	8	20.14	20	Final Raked Weight for Replicate 69	1405
RKW070*	x	Num	8	20.14	20	Final Raked Weight for Replicate 70	1406
RKW071*	x	Num	8	20.14	20	Final Raked Weight for Replicate 71	1407
RKW072*	x	Num	8	20.14	20	Final Raked Weight for Replicate 72	1408
RKW073*	x	Num	8	20.14	20	Final Raked Weight for Replicate 73	1409
RKW074*	x	Num	8	20.14	20	Final Raked Weight for Replicate 74	1410
RKW075*	x	Num	8	20.14	20	Final Raked Weight for Replicate 75	1411
RKW076*	x	Num	8	20.14	20	Final Raked Weight for Replicate 76	1412
RKW077*	x	Num	8	20.14	20	Final Raked Weight for Replicate 77	1413
RKW078*	x	Num	8	20.14	20	Final Raked Weight for Replicate 78	1414
RKW079*	x	Num	8	20.14	20	Final Raked Weight for Replicate 79	1415
RKW080*	x	Num	8	20.14	20	Final Raked Weight for Replicate 80	1416
RKW081*	x	Num	8	20.14	20	Final Raked Weight for Replicate 81	1417
RKW082*	x	Num	8	20.14	20	Final Raked Weight for Replicate 82	1418
RKW083*	x	Num	8	20.14	20	Final Raked Weight for Replicate 83	1419
RKW084*	x	Num	8	20.14	20	Final Raked Weight for Replicate 84	1420
RKW085*	x	Num	8	20.14	20	Final Raked Weight for Replicate 85	1421
RKW086*	x	Num	8	20.14	20	Final Raked Weight for Replicate 86	1422

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RKW087*	x	Num	8	20.14	20	Final Raked Weight for Replicate 87	1423
RKW088*	x	Num	8	20.14	20	Final Raked Weight for Replicate 88	1424
RKW089*	x	Num	8	20.14	20	Final Raked Weight for Replicate 89	1425
RKW090*	x	Num	8	20.14	20	Final Raked Weight for Replicate 90	1426
RKW091*	x	Num	8	20.14	20	Final Raked Weight for Replicate 91	1427
RKW092*	x	Num	8	20.14	20	Final Raked Weight for Replicate 92	1428
RKW093*	x	Num	8	20.14	20	Final Raked Weight for Replicate 93	1429
RKW094*	x	Num	8	20.14	20	Final Raked Weight for Replicate 94	1430
RKW095*	x	Num	8	20.14	20	Final Raked Weight for Replicate 95	1431
RKW096*	x	Num	8	20.14	20	Final Raked Weight for Replicate 96	1432
RKW097*	x	Num	8	20.14	20	Final Raked Weight for Replicate 97	1433
RKW098*	x	Num	8	20.14	20	Final Raked Weight for Replicate 98	1434
RKW099*	x	Num	8	20.14	20	Final Raked Weight for Replicate 99	1435
RKW100*	x	Num	8	20.14	20	Final Raked Weight for Replicate 100	1436
RKW101*	x	Num	8	20.14	20	Final Raked Weight for Replicate 101	1437
RKW102*	x	Num	8	20.14	20	Final Raked Weight for Replicate 102	1438
RKW103*	x	Num	8	20.14	20	Final Raked Weight for Replicate 103	1439
RKW104*	x	Num	8	20.14	20	Final Raked Weight for Replicate 104	1440
RKW105*	x	Num	8	20.14	20	Final Raked Weight for Replicate 105	1441
RKW106*	x	Num	8	20.14	20	Final Raked Weight for Replicate 106	1442
RKW107*	x	Num	8	20.14	20	Final Raked Weight for Replicate 107	1443
RKW108*	x	Num	8	20.14	20	Final Raked Weight for Replicate 108	1444
RKW109*	x	Num	8	20.14	20	Final Raked Weight for Replicate 109	1445
RKW110*	x	Num	8	20.14	20	Final Raked Weight for Replicate 110	1446
RKW111*	x	Num	8	20.14	20	Final Raked Weight for Replicate 111	1447
RKW112*	x	Num	8	20.14	20	Final Raked Weight for Replicate 112	1448
RKW113*	x	Num	8	20.14	20	Final Raked Weight for Replicate 113	1449
RKW114*	x	Num	8	20.14	20	Final Raked Weight for Replicate 114	1450
RKW115*	x	Num	8	20.14	20	Final Raked Weight for Replicate 115	1451
RKW116*	x	Num	8	20.14	20	Final Raked Weight for Replicate 116	1452
RKW117*	x	Num	8	20.14	20	Final Raked Weight for Replicate 117	1453
RKW118*	x	Num	8	20.14	20	Final Raked Weight for Replicate 118	1454
RKW119*	x	Num	8	20.14	20	Final Raked Weight for Replicate 119	1455

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RKW120*	x	Num	8	20.14	20	Final Raked Weight for Replicate 120	1456
RKW121*	x	Num	8	20.14	20	Final Raked Weight for Replicate 121	1457
RKW122*	x	Num	8	20.14	20	Final Raked Weight for Replicate 122	1458
RKW123*	x	Num	8	20.14	20	Final Raked Weight for Replicate 123	1459
RKW124*	x	Num	8	20.14	20	Final Raked Weight for Replicate 124	1460
RKW125*	x	Num	8	20.14	20	Final Raked Weight for Replicate 125	1461
RKW126*	x	Num	8	20.14	20	Final Raked Weight for Replicate 126	1462
RKW127*	x	Num	8	20.14	20	Final Raked Weight for Replicate 127	1463
RKW128*	x	Num	8	20.14	20	Final Raked Weight for Replicate 128	1464
RKW129*	x	Num	8	20.14	20	Final Raked Weight for Replicate 129	1465
RKW130*	x	Num	8	20.14	20	Final Raked Weight for Replicate 130	1466
RKW131*	x	Num	8	20.14	20	Final Raked Weight for Replicate 131	1467
RKW132*	x	Num	8	20.14	20	Final Raked Weight for Replicate 132	1468
RKW133*	x	Num	8	20.14	20	Final Raked Weight for Replicate 133	1469
RKW134*	x	Num	8	20.14	20	Final Raked Weight for Replicate 134	1470
RKW135*	x	Num	8	20.14	20	Final Raked Weight for Replicate 135	1471
RKW136*	x	Num	8	20.14	20	Final Raked Weight for Replicate 136	1472
RKW137*	x	Num	8	20.14	20	Final Raked Weight for Replicate 137	1473
RKW138*	x	Num	8	20.14	20	Final Raked Weight for Replicate 138	1474
RKW139*	x	Num	8	20.14	20	Final Raked Weight for Replicate 139	1475
RKW140*	x	Num	8	20.14	20	Final Raked Weight for Replicate 140	1476
RKW141*	x	Num	8	20.14	20	Final Raked Weight for Replicate 141	1477
RKW142*	x	Num	8	20.14	20	Final Raked Weight for Replicate 142	1478
RKW143*	x	Num	8	20.14	20	Final Raked Weight for Replicate 143	1479
RKW144*	x	Num	8	20.14	20	Final Raked Weight for Replicate 144	1480
RKW145*	x	Num	8	20.14	20	Final Raked Weight for Replicate 145	1481
RKW146*	x	Num	8	20.14	20	Final Raked Weight for Replicate 146	1482
RKW147*	x	Num	8	20.14	20	Final Raked Weight for Replicate 147	1483
RKW148*	x	Num	8	20.14	20	Final Raked Weight for Replicate 148	1484
RKW149*	x	Num	8	20.14	20	Final Raked Weight for Replicate 149	1485
RKW150*	x	Num	8	20.14	20	Final Raked Weight for Replicate 150	1486
RKW151*	x	Num	8	20.14	20	Final Raked Weight for Replicate 151	1487
RKW152*	x	Num	8	20.14	20	Final Raked Weight for Replicate 152	1488

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RKW153*	x	Num	8	20.14	20	Final Raked Weight for Replicate 153	1489
RKW154*	x	Num	8	20.14	20	Final Raked Weight for Replicate 154	1490
RKW155*	x	Num	8	20.14	20	Final Raked Weight for Replicate 155	1491
RKW156*	x	Num	8	20.14	20	Final Raked Weight for Replicate 156	1492
RKW157*	x	Num	8	20.14	20	Final Raked Weight for Replicate 157	1493
RKW158*	x	Num	8	20.14	20	Final Raked Weight for Replicate 158	1494
RKW159*	x	Num	8	20.14	20	Final Raked Weight for Replicate 159	1495
RKW160*	x	Num	8	20.14	20	Final Raked Weight for Replicate 160	1496
RKW161*	x	Num	8	20.14	20	Final Raked Weight for Replicate 161	1497
RKW162*	x	Num	8	20.14	20	Final Raked Weight for Replicate 162	1498
RKW163*	x	Num	8	20.14	20	Final Raked Weight for Replicate 163	1499
RKW164*	x	Num	8	20.14	20	Final Raked Weight for Replicate 164	1500
RKW165*	x	Num	8	20.14	20	Final Raked Weight for Replicate 165	1501
RKW166*	x	Num	8	20.14	20	Final Raked Weight for Replicate 166	1502
RKW167*	x	Num	8	20.14	20	Final Raked Weight for Replicate 167	1503
RKW168*	x	Num	8	20.14	20	Final Raked Weight for Replicate 168	1504
RKW169*	x	Num	8	20.14	20	Final Raked Weight for Replicate 169	1505
RKW170*	x	Num	8	20.14	20	Final Raked Weight for Replicate 170	1506
RMARITAL*	x	Num	3	RMARITL.	STDOS2.	Marital Status	1256
RORG_CD*	x	Num	3	GR237_.	STDOS2.	Reserve Component	1257
RPAYGRP1*	x	Num	3	RPYGRP1_.	STDOS2.	Pay Grade Group 1	1258
RPAYGRP2*	x	Num	3	RPYGRP2_.	STDOS2.	Pay Grade Group 2	1259
RPAYGRP3*	x	Num	3	RPYGRP3_.	STDOS2.	Pay Grade Group 3	1260
RPAYGRP4*	x	Num	3	RPYGRP4_.	STDOS2.	Pay Grade Group 4	1261
RPAYGRP5*	x	Num	3	RPYGRP5_.	STDOS2.	Pay Grade Group 5	1262
RPAYGRP6*	x	Num	3	RPYGRP6_.	STDOS2.	Pay Grade Group 6	1263
RPAYGRP7*	x	Num	3	RPYGRP7_.	STDOS2.	Pay Grade Group 7	1264
RPAYGRP8*	x	Num	3	RPYGRP8_.	STDOS2.	Pay Grade Group 8	1265
RPROG1*	x	Num	3	RPROG1_.	STDOS2.	Reserve Program 1	1266
RPROG2*	x	Num	3	RPROG2_.	STDOS2.	Reserve Program 2	1267
RSERVICE*	x	Num	3	RSERVIC.	STDOS2.	Service	1268
RSEX*	x	Num	3	RSEX.	STDOS2.	Gender	1269
RSTATUS*	x	Num	3	RSTAT.	STDOS2.	WGR Resp Status	1507

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RSV_CAT*	x	Char	1	\$GR252_.	\$CHAR1.	Reserve Category Code	1270
RSV_SCAT*	x	Char	1	\$GR243_.	\$CHAR1.	Reserve Subcategory Code	1271
RSVCATGP*	x	Num	3	RSVCATG.	STDOS2.	Reserve Category Group Code	1272
RSVCCCD*	x	Char	2	\$GR247_.	\$CHAR2.	Reserve Component Category Code	1273
RSVFLG*	x	Char	1	\$GR002_.	\$CHAR1.	File Flag	1274
RTITLE*	x	Num	3	RTITLE.	STDOS2.	Technician/AGR ID	1275
SCSINEL*	x	Num	3	GR003_.	STDOS2.	SCSINEL - Reason reported for ineligibility	1211
SERIAL*	x	Num	5	GR256_.	STDOS8.	DRC Serial Number applied	1212
SEX*	x	Char	1	\$GR246_.	\$CHAR1.	Gender	1276
SEX_HAR*	x	Num	3	GR043_.	STDOS2.	Variable used to construct SEXHAR	925
SEXASLT*	x	Num	3	GR099_.	STDOS2.	Sexual Assault Incident Rate	923
SEXASLT1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexual Assault Incident Rate	975
SEXASLTO*	x	Num	3	GR195_.	STDOS2.	Sexual Assault Incident Rate Only--Recode	930
SEXATNO1*	x	Num	3	GR198_.	STDOS2.	One Situation with the Greatest Effect Unwanted Sexual Attention Incident Rate Only	978
SEXATTN	x	Num	3	GR226_.	STDOS2.	Unwanted Sexual Attention Incident Rate	112
SEXATTN1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Unwanted Sexual Attention Incident Rate	972
SEXATTNO*	x	Num	3	GR198_.	STDOS2.	Unwanted Sexual Attention Incident Rate Only--Recode	927
SEXBEH	x	Num	3	GR099_.	STDOS2.	Sexist Behavior Incident Rate	114
SEXBEH1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexist Behavior Incident Rate	974
SEXBEHO*	x	Num	3	GR194_.	STDOS2.	Sexist Behavior Incident Rate Only--Recode	929
SEXBHO1*	x	Num	3	GR194_.	STDOS2.	One Situation with the Greatest Effect Sexist Behavior Incident Rate Only--Recode	980
SEXCOER	x	Num	3	GR099_.	STDOS2.	Sexual Coercion Incident Rate	113
SEXCOER1*	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexual Coercion Incident Rate	973
SEXCOERO*	x	Num	3	GR196_.	STDOS2.	Sexual Coercion Incident Rate Only--Recode	928
SEXCORO1*	x	Num	3	GR196_.	STDOS2.	One Situation with the Greatest Effect Sexual Coercion Incident Rate Only--Recode	979
SEXDISC	x	Num	3	GR098_.	STDOS2.	Sex Discrimination Incident Rate	110
SEXHAR	x	Num	3	GR226_.	STDOS2.	Sexual Harassment Incident Rate	115
SEXHARO*	x	Num	3	GR197_.	STDOS2.	Experienced Sexual Harassment Only--Recode	932
SMPTVSTR*	x	Num	8	20.14	20	Taylor's Series Achieved Smp Size In Var	1508
SOC*	x	Num	3	SOC.	STDOS2.	Special Operations Code 0302	1277
SOC0111*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0111	1278
SOC0112*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0112	1279
SOC0201*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0201	1280

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SOC0202*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0202	1281
SOC0203*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0203	1282
SOC0204*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0204	1283
SOC0205*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0205	1284
SOC0206*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0206	1285
SOC0207*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0207	1286
SOC0208*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0208	1287
SOC0209*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0209	1288
SOC0210*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0210	1289
SOC0211*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0211	1290
SOC0212*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0212	1291
SOC0301*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0301	1292
SOC0302*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0302	1293
SOC0303*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0303	1294
SOC0304*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0304	1295
SOC0305*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0305	1296
SOC0306*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0306	1297
SOC0307*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0307	1298
SOC0308*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0308	1299
SOC0309*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0309	1300
SOC0310*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0310	1301
SOC0311*	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0311	1302
SOC1324*	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 13 to 24 months prior - Operation	1303
SOC1324F*	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 13 to 24 months prior - Flag	1304
SOCLE12*	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 1 to 12 months prior - Operation	1305
SOCLE12F*	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 1 to 12 months prior - Flag	1306
SOCLE24*	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 1 to 24 months prior - Operation	1307
SOCLE24F*	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 1 to 24 months prior - Flag	1308
SOCLE24N*	x	Num	3	SOCLE24_.	STDOS2.	Operation Noble Eagle, Enduring Freedom and Iraqi Freedom Flag	1309
SRCOMP*	6	Num	3	GR135_.	STDOS2.	Member of which Reserve component	131
SRED*	2	Num	3	GR149_.	STDOS2.	Education	120
SREDR*	2	Num	3	GR162_.	STDOS2.	Tab: Education	658
SRGRADE*	7	Num	3	GR142_.	STDOS2.	Paygrade	132

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
SRGRADER*	7	Num	3	SRGRDR.	STDOS2.	Tab: Paygrade	659
SRHISPA*	3	Num	3	GR164_.	STDOS2.	Ethnicity	121
SRMARST*	5	Num	3	GR154_.	STDOS2.	Marital status	130
SRMARSTR*	5	Num	3	GR153_.	STDOS2.	Tab: Marital status	660
SRRACE1*	x	Num	3	GR214_.	STDOS4.	Self-Reported Race Levels (SRRACE1)	639
SRRACEA*	4a	Num	3	GR174_.	STDOS2.	Race-White	122
SRRACEAR*	4a	Num	3	GR228_.	STDOS2.	Tab: Race-White	651
SRRACEB*	4b	Num	3	GR174_.	STDOS2.	Race-Black or Afr Amer	123
SRRACEBR*	4b	Num	3	GR228_.	STDOS2.	Tab: Race-Black or Afr Amer	652
SRRACEC*	4c	Num	3	GR174_.	STDOS2.	Race-Amer Indian or Alaska Native	124
SRRACECR*	4c	Num	3	GR228_.	STDOS2.	Tab: Race-Amer Indian or Alaska Native	653
SRRACED*	4d	Num	3	GR174_.	STDOS2.	Race-Asian	125
SRRACEDR*	4d	Num	3	GR228_.	STDOS2.	Tab: Race-Asian	654
SRRACEE*	4e	Num	3	GR174_.	STDOS2.	Race-Hawaiin or Pac Islander	126
SRRACEER*	4e	Num	3	GR228_.	STDOS2.	Tab: Race-Hawaiin or Pac Islander	655
SRRACEF*	4f	Num	3	GR174_.	STDOS2.	Race-Other	127
SRRACEFR*	4f	Num	3	GR228_.	STDOS2.	Tab: Race-Other	656
SRRACEM*	x	Num	3	GR219_.	STDOS2.	Marked more than one race (RECODE)	650
SRRACEMB*	x	Num	3	GR043_.	STDOS2.	Variable used to construct SRRACEM (RECODE)	649
SRRACEMR*	x	Num	3	GR228_.	STDOS2.	What is your race? Mark one or more races to indicate what you consider yourself t	657
SRRACESK*	x	Num	3	GR225_.	STDOS2.	Some other race-Skip	128
SRRETH1*	x	Num	3	GR218_.	STDOS2.	Are you Spanish/Hispanic/Latino? What is your race?	129
SRSEX*	1	Num	3	GR151_.	STDOS2.	Gender	119
STRAT*	x	Num	3	3	STDOS4.	Stratum Level	1310
STRESS	x	Num	3	GR029_.	STDOS2.	Perceived Stress Scale	106
SUPERSC*	x	Num	3	GR043_.	STDOS2.	Variable used to construct SUPSAT	749
SURVFORM*	x	Num	3	SRVFORM.	STDOS2.	Survey form type	1213
SURVMAIL*	x	Num	3	GR021_.	STDOS2.	Mailing Number	1214
SXASLTO1*	x	Num	3	GR195_.	STDOS2.	One Situation with the Greatest Effect Sexual Assault Incident Rate Only--Recode	981
TVSTR*	x	Num	8	20.14	20	Taylor's Series Variance Strata	1509
UICCNTY*	x	Char	2	\$CHAR2.	\$CHAR2.	Unit Location Country Code	1311
WBTICKNO*	x	Char	8	\$CHAR8.	\$CHAR8.	Web Survey Access Code	1215
WEBSTAT*	x	Num	3	GR005_.	STDOS2.	Web Survey Status Code	1510

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
WELIG*	x	Num	3	WELIG.	STDOS2.	Eligibility	1511
WG02CLL2*	x	Num	5	6	STDOS6.	Collapsed Stratification Cell	1512
WG03CELL*	x	Num	5	6	STDOS6.	Stratification Cell (stratum)	1513
WGRR03ID	x	Num	4	Z6.	STDOS6.	WGRR03ID	116
WORK_SAT*	x	Num	3	GR029_.	STDOS2.	Variable used to create WORKSAT	759
WORKHOST	x	Num	3	GR029_.	STDOS2.	Workplace Hostility Scale	104
WORKSAT	x	Num	3	GR029_.	STDOS2.	Worker satisfaction	103
WRK_HOST*	x	Num	3	GR029_.	STDOS2.	Variable used to create WORKHOST	770
X1032*	x	Num	3	GR233_.	STDOS2.	Title 10 or 32	614
XACT1*	x	Num	3	GR079_.	STDOS2.	ACTIVATED IN THE PAST 24 MONTHS (RECODE)	624
XACT2*	x	Num	3	GR050_.	STDOS2.	ACTIVATED OVER 30 DAYS (RECODE)	626
XACT3A*	x	Num	3	GR128_.	STDOS2.	Voluntary Activation (RECODE)	627
XACT3AR*	x	Num	3	GR082_.	STDOS2.	VOLUNTARY ACTIVATION (CONSTRUCTED FROM XACT3A)	629
XACT3B*	x	Num	3	GR126_.	STDOS2.	Involuntary Activation (RECODE)	628
XACT3BR*	x	Num	3	GR082_.	STDOS2.	INVOLUNTARY ACTIVATION (CONSTRUCTED FROM XACT3B)	630
XACT4A*	x	Num	3	GR125_.	STDOS2.	DEPLOYED CONUS (CONSTRUCTED)	631
XACT4AR*	x	Num	3	GR082_.	STDOS2.	DEPLOYED CONUS (CONSTRUCTED FROM XACT4A)	633
XACT4B*	x	Num	3	GR127_.	STDOS2.	DEPLOYED OCONUS (CONSTRUCTED)	632
XACT4BR*	x	Num	3	GR082_.	STDOS2.	DEPLOYED OCONUS (CONSTRUCTED FROM XACT4B)	634
XACT4C*	x	Num	3	GR089_.	STDOS2.	DEPLOYED CONSTRUCTED	635
XCOMP	x	Num	3	GR215_.	STDOS2.	Constructed Reserves Component	99
xcomp2*	x	Num	3	GR052_.	STDOS2.	Constructed Reserves Component	594
XCOMPF*	x	Num	3	GR227_.	STDOS2.	Constructed Reserves Component Imputed Flag	593
XDOD*	x	Num	3	GR028_.	STDOS2.	Constructed Total DoD	596
XEMP*	x	Num	3	GR217_.	STDOS2.	Constructed Civilian Employment Status	620
XEMP_STU*	x	Num	3	GR216_.	STDOS2.	Constructed Civilian Employment and Student Status	622
XMILTECF*	x	Num	3	GR019_.	STDOS2.	Constructed Program for Miltechs Imputed Flag	613
XMILTECH*	x	Num	3	GR027_.	STDOS2.	Constructed Program For Miltechs	612
XPAY*	x	Num	3	GR024_.	STDOS2.	Constructed Paygrade	602
XPAY2	x	Num	3	GR025_.	STDOS2.	Constructed Paygrade 2 Levels	100
XPAY5*	x	Num	3	GR023_.	STDOS2.	Constructed Paygrade 5 Levels	605
XPAY5R*	x	Num	3	GR059_.	STDOS2.	Constructed Paygrade 5 Levels--Recode	606
XPAY7*	x	Num	3	GR022_.	STDOS2.	Constructed Paygrade 7 Levels	604

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
XPAYF*	x	Num	3	GR019_.	STDOS2.	Constructed Paygrade Imputed Flag	603
XPROG*	x	Num	3	GR230_.	STDOS2.	Constructed Program	610
XPROGF*	x	Num	3	GR019_.	STDOS2.	Constructed Program Imputed Flag	611
XRETH2*	x	Num	3	GR223_.	STDOS2.	Imputed Race Ethnicity 2 Levels (XRETH2)	644
XRETH4*	x	Num	3	GR222_.	STDOS2.	Imputed Race Ethnicity 4 Levels (XRETH4)	645
XRETH7*	x	Num	3	GR220_.	STDOS2.	Imputed Race Ethnicity 7 Levels (XRETH7)	643
XRETH8*	x	Num	3	GR221_.	STDOS2.	Imputed Race Ethnicity 8 Levels (XRETH8)	642
XSEX*	x	Num	3	GR026_.	STDOS2.	Constructed Gender	597
XSEX1032*	x	Num	3	GR212_.	STDOS2.	X1032 By XSEX	617
XSEXACT1*	x	Num	3	GR048_.	STDOS2.	ACTIVATED IN THE PAST 24 MONTHS (RECODE) by Sex	625
XSEXCMP2*	x	Num	3	GR007_.	STDOS2.	Component By Sex:USCGR set to missing	600
XSEXCOMP*	x	Num	3	GR012_.	STDOS2.	Component By Sex	599
XSEXDOD*	x	Num	3	GR017_.	STDOS2.	Total DoD By Sex	601
XSEXEMP*	x	Num	3	GR207_.	STDOS2.	XEMP By XSEX	621
XSEXEMST*	x	Num	3	GR206_.	STDOS2.	XEMP_STU By XSEX	623
XSEXF*	x	Num	3	GR019_.	STDOS2.	Constructed Gender Imputed Flag	598
XSEXMILT*	x	Num	3	GR016_.	STDOS2.	XMILTECH By XSEX	616
XSEXPAY2*	x	Num	3	GR015_.	STDOS2.	XPAY2 By Sex	609
XSEXPAY5*	x	Num	3	GR014_.	STDOS2.	XPAY5 By Sex	608
XSEXPAY7*	x	Num	3	GR013_.	STDOS2.	XPAY7 By Sex	607
XSEXPROG*	x	Num	3	GR211_.	STDOS2.	XPROG By XSEX	615
XSEXRET2*	x	Num	3	GR213_.	STDOS2.	XSEXRET2 By XSEX	647
XSEXRET4*	x	Num	3	GR209_.	STDOS2.	XSEXRET4 By XSEX	648
XSEXRET7*	x	Num	3	GR208_.	STDOS2.	XSEXRET7 By XSEX	646
XSEXSTU*	x	Num	3	GR210_.	STDOS2.	XSTU By XSEX	619
XSEXTOT	x	Num	3	GR231_.	STDOS2.	XSEX BY XTOTAL	98
XSTU*	x	Num	3	GR229_.	STDOS2.	Constructed Student Status	618
XTOTAL*	x	Num	3	GR232_.	STDOS2.	XTOTAL	595

* Variable is on full survey file only

APPENDIX F

Positional List of Variables

2004 Workplace and Gender Relations Survey of Reserve Component Members
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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
Information Gathered on the Survey							
GR08	8	Num	3	GR165_.	STDOS2.	Served active duty > 24 months	1
GR10	10	Num	3	GR185_.	STDOS2.	Likelihood stay in NG/R	2
GR13	13	Num	3	GR160_.	STDOS2.	Quality of life in NG/R	3
GR14	14	Num	3	GR160_.	STDOS2.	Quality of work life in NG/R	4
GR15A	15a	Num	3	GR109_.	STDOS2.	Sat w/ compensation	5
GR15B	15b	Num	3	GR109_.	STDOS2.	Sat w/ type of work	6
GR15C	15c	Num	3	GR109_.	STDOS2.	Sat w/ promotion chances	7
GR15D	15d	Num	3	GR109_.	STDOS2.	Sat w/ coworkers	8
GR15E	15e	Num	3	GR109_.	STDOS2.	Sat w/ supervisor	9
GR15F	15f	Num	3	GR109_.	STDOS2.	Sat w/ mil values	10
GR15G	15g	Num	3	GR109_.	STDOS2.	Sat w/ enjoyment of NG/R duties	11
GR15H	15h	Num	3	GR109_.	STDOS2.	Sat w/ unit drill training	12
GR15I	15i	Num	3	GR109_.	STDOS2.	Sat w/ unit morale	13
GR15J	15j	Num	3	GR109_.	STDOS2.	Sat w/ chances for leadership	14
GR15K	15k	Num	3	GR109_.	STDOS2.	Sat w/ chances use primary skills	15
GR15L	15l	Num	3	GR109_.	STDOS2.	Sat w/ assignments	16
GR15M	15m	Num	3	GR109_.	STDOS2.	Sat w/ assignment stability	17
GR15N	15n	Num	3	GR109_.	STDOS2.	Sat w/ personal workload	18
GR15O	15o	Num	3	GR109_.	STDOS2.	Sat w/ time reqrd for NG/R duties	19
GR15P	15p	Num	3	GR109_.	STDOS2.	Sat w/ chances of activation	20
GR15Q	15q	Num	3	GR109_.	STDOS2.	Sat w/ recnt activations	21
GR16	16	Num	3	GR182_.	STDOS2.	Sat w/ mil way of life	22
GR17A	17a	Num	3	GR104_.	STDOS2.	Feel like part of family in NG/R	23
GR17B	17b	Num	3	GR104_.	STDOS2.	NG/R has personal meaning	24
GR17C	17c	Num	3	GR104_.	STDOS2.	Too costly to leave NG/R	25
GR17D	17d	Num	3	GR104_.	STDOS2.	Afraid quit NG/R w/o another job	26
GR17E	17e	Num	3	GR104_.	STDOS2.	Life interrupted if leave NG/R	27
GR17F	17f	Num	3	GR104_.	STDOS2.	Sense of belonging to NG/R	28
GR17G	17g	Num	3	GR104_.	STDOS2.	Emotionally attached to NG/R	29
GR17H	17h	Num	3	GR104_.	STDOS2.	Lack of alternatives if leave NG/R	30
GR18A	18a	Num	3	GR079_.	STDOS2.	Recommend male friend join mil	31

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR18B	18b	Num	3	GR079_.	STDOS2.	Recommend female friend join mil	32
GR42A	42a	Num	3	GR104_.	STDOS2.	Know what expected at wrk	33
GR42B	42b	Num	3	GR104_.	STDOS2.	Have right equipment at wrk	34
GR42C	42c	Num	3	GR104_.	STDOS2.	Chance to do best at wrk	35
GR42D	42d	Num	3	GR104_.	STDOS2.	Recvd praise in last 7 days	36
GR42E	42e	Num	3	GR104_.	STDOS2.	Supervisor cares about me	37
GR42F	42f	Num	3	GR104_.	STDOS2.	Someone helps me develop at wrk	38
GR42G	42g	Num	3	GR104_.	STDOS2.	My opinion count at wrk	39
GR42H	42h	Num	3	GR104_.	STDOS2.	My NG/R job is important	40
GR42I	42i	Num	3	GR104_.	STDOS2.	My coworkers do quality wrk	41
GR42J	42j	Num	3	GR104_.	STDOS2.	Have best friend at wrk	42
GR42K	42k	Num	3	GR104_.	STDOS2.	Last 6 mnths recvd progress update	43
GR42L	42l	Num	3	GR104_.	STDOS2.	Chance to learn at wrk	44
GR42M	42m	Num	3	GR104_.	STDOS2.	Promotions based on wrk only	45
GR42N	42n	Num	3	GR104_.	STDOS2.	Supervisor makes all feel included	46
GR42O	42o	Num	3	GR104_.	STDOS2.	Trust supervisor w/ equal treatment	47
GR42P	42p	Num	3	GR104_.	STDOS2.	Employees kept informed	48
GR46	46	Num	3	GR184_.	STDOS2.	How prprd to do wartime job	49
GR47	47	Num	3	GR184_.	STDOS2.	How unit prprd to do wartime job	50
GR49B	49b	Num	3	GR064_.	STDOS2.	Health limited accomplishments	51
GR49D	49d	Num	3	GR064_.	STDOS2.	Health limited wrk performance	52
GR50	50	Num	3	GR159_.	STDOS2.	Current work stress	53
GR51	51	Num	3	GR159_.	STDOS2.	Current personal stress	54
GR53B	53b	Num	3	GR096_.	STDOS2.	Pst yr mil and civ work stressful	55
GR53C	53c	Num	3	GR096_.	STDOS2.	Pst yr finances stressful	56
GR53D	53d	Num	3	GR096_.	STDOS2.	Pst yr health stressful	57
GR53E	53e	Num	3	GR096_.	STDOS2.	Pst yr life events stressful	58
GR53F	53f	Num	3	GR096_.	STDOS2.	Pst yr spouse relationship stressful	59
GR53G	53g	Num	3	GR096_.	STDOS2.	Pst yr family relationship stressful	60
GR53H	53h	Num	3	GR096_.	STDOS2.	Pst yr time away stressful	61
GR53I	53i	Num	3	GR096_.	STDOS2.	Pst yr community crime stressful	62
GR53J	53j	Num	3	GR096_.	STDOS2.	Pst yr natural disasters stressful	63

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR53K	53k	Num	3	GR096_.	STDOS2.	Pst yr terrorism stressful	64
GR53L	53l	Num	3	GR096_.	STDOS2.	Pst yr war stressful	65
GR53M	53m	Num	3	GR096_.	STDOS2.	Pst yr loss of civ job stressful	66
GR53N	53n	Num	3	GR096_.	STDOS2.	Pst yr lost career oppty stressful	67
GR54A	54a	Num	3	GR096_.	STDOS2.	Pst yr famly reduce strss	68
GR54B	54b	Num	3	GR096_.	STDOS2.	Pst yr time w/ frnds reduc stress	69
GR54C	54c	Num	3	GR096_.	STDOS2.	Pst yr vactn time reduc stress	70
GR54D	54d	Num	3	GR096_.	STDOS2.	Pst yr wrk out reduc stress	71
GR54E	54e	Num	3	GR096_.	STDOS2.	Pst yr hobbies reduc stress	72
GR54F	54f	Num	3	GR096_.	STDOS2.	Pst yr fin cnslng reduc stress	73
GR54G	54g	Num	3	GR096_.	STDOS2.	Pst yr fin aid groups reduc stress	74
GR54K	54k	Num	3	GR096_.	STDOS2.	Pst yr per cnslng reduc stress	75
GR54M	54m	Num	3	GR096_.	STDOS2.	Pst yr alcohol reduc stress	76
GR54N	54n	Num	3	GR096_.	STDOS2.	Pst yr fam supp grps reduc stress	77
GR54P	54p	Num	3	GR096_.	STDOS2.	Pst yr deploy services reduc stress	78
GR54Q	54q	Num	3	GR096_.	STDOS2.	Pst yr relig actv reduc stress	79
GR54R	54r	Num	3	GR096_.	STDOS2.	Pst yr other reduc stress	80
GR85A	85a	Num	3	GR084_.	STDOS2.	Effort to stop: senior leadership	81
GR85B	85b	Num	3	GR084_.	STDOS2.	Effort to stop: instal/ship leaders	82
GR85C	85c	Num	3	GR084_.	STDOS2.	Effort to stop: immediate supervisor	83
GR86	86	Num	3	GR165_.	STDOS2.	Pst 12 mo: had SH training	84
GR88A	88a	Num	3	GR104_.	STDOS2.	SH train: undrstnd word/actn are SH	85
GR88B	88b	Num	3	GR104_.	STDOS2.	SH train: reduce cohesion in RC	86
GR88C	88c	Num	3	GR104_.	STDOS2.	SH train: SH mk difclt to prfrm dty	87
GR88D	88d	Num	3	GR104_.	STDOS2.	SH train: identify offensv behavior	88
GR88E	88e	Num	3	GR104_.	STDOS2.	SH train: tool for dealing w/SH	89
GR88F	88f	Num	3	GR104_.	STDOS2.	SH train: feel safe to complain	90
GR88G	88g	Num	3	GR104_.	STDOS2.	SH train: gives info on SH	91
GR89	89	Num	3	GR110_.	STDOS2.	How effective SH training	92
GR90C	90c	Num	3	GR096_.	STDOS2.	Unit: complaints taken seriously	93
GR90J	90j	Num	3	GR096_.	STDOS2.	Ship: complaints taken seriously	94
GR91	91	Num	3	GR146_.	STDOS2.	Last 4 yrs, SH in nation a problem	95

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR92	92	Num	3	GR061_.	STDOS2.	Last 4 yrs, SH in mil a problem	96
GR93	93	Num	3	GR070_.	STDOS2.	SH more/less freq in mil vs yrs ago	97
Variables for Analysis							
XSEXTOT	x	Num	3	GR231_.	STDOS2.	XSEX BY XTOTAL	98
XCOMP	x	Num	3	GR215_.	STDOS2.	Constructed Reserves Component	99
XPAY2	x	Num	3	GR025_.	STDOS2.	Constructed Paygrade 2 Levels	100
LEADSAT	x	Num	3	GR043_.	STDOS2.	Supervisor Satisfaction Scale	101
CWORKSAT	x	Num	3	GR029_.	STDOS2.	Coworker Satisfaction	102
WORKSAT	x	Num	3	GR029_.	STDOS2.	Worker satisfaction	103
WORKHOST	x	Num	3	GR029_.	STDOS2.	Workplace Hostility Scale	104
GENHEAL	x	Num	3	GR190_.	STDOS2.	General Health Scale	105
STRESS	x	Num	3	GR029_.	STDOS2.	Perceived Stress Scale	106
EVAL	x	Num	3	GR099_.	STDOS2.	Evaluation Incident Rate	107
ASGN	x	Num	3	GR099_.	STDOS2.	Assignment Incident Rate	108
CAR	x	Num	3	GR099_.	STDOS2.	Career Incident Rate	109
SEXDISC	x	Num	3	GR098_.	STDOS2.	Sex Discrimination Incident Rate	110
CRDBVR	x	Num	3	GR099_.	STDOS2.	Crude/Offensive Behavior Incident Rate	111
SEXATTN	x	Num	3	GR226_.	STDOS2.	Unwanted Sexual Attention Incident Rate	112
SEXCOER	x	Num	3	GR099_.	STDOS2.	Sexual Coercion Incident Rate	113
SEXBEH	x	Num	3	GR099_.	STDOS2.	Sexist Behavior Incident Rate	114
SEXHAR	x	Num	3	GR226_.	STDOS2.	Sexual Harassment Incident Rate	115
Information on Operations							
WGRR03ID	x	Num	4	Z6.	STDOS6.	WGRR03ID	116
Information on Weighting							
ELIGFLGW	x	Num	3	ELIG_F.	STDOS2.	Eligibility Flag	117
RKW0	x	Num	8	20.14	20	Final Raked Weight	118
Information Gathered on the Survey--Confidential Variables							
SRSEX	1	Num	3	GR151_.	STDOS2.	Gender	119
SRED	2	Num	3	GR149_.	STDOS2.	Education	120
SRHISPA	3	Num	3	GR164_.	STDOS2.	Ethnicity	121
SRRACEA	4a	Num	3	GR174_.	STDOS2.	Race-White	122
SRRACEB	4b	Num	3	GR174_.	STDOS2.	Race-Black or Afr Amer	123

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
SRRACEC	4c	Num	3	GR174_.	STDOS2.	Race-Amer Indian or Alaska Native	124
SRRACED	4d	Num	3	GR174_.	STDOS2.	Race-Asian	125
SRRACEE	4e	Num	3	GR174_.	STDOS2.	Race-Hawaiin or Pac Islander	126
SRRACEF	4f	Num	3	GR174_.	STDOS2.	Race-Other	127
SRRACESK	x	Num	3	GR225_.	STDOS2.	Some other race-Skip	128
SRRETH1	x	Num	3	GR218_.	STDOS2.	Are you Spanish/Hispanic/Latino? What is your race?	129
SRMARST	5	Num	3	GR154_.	STDOS2.	Marital status	130
SRCOMP	6	Num	3	GR135_.	STDOS2.	Member of which Reserve component	131
SRGRADE	7	Num	3	GR142_.	STDOS2.	Paygrade	132
GR09	9	Num	5	GR259_.	STDOS8.	Years of service	133
GR011	x	Num	3	GR030_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how like	134
GR011a	x	Num	3	GR033_.	STDOS2.	Are you already eligible for military retirement?	135
GR011b	x	Num	3	GR032_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how like	136
GR011SK	x	Num	3	GR225_.	STDOS2.	Are you already eligible for military retirement?-Skip	137
GR12	12	Num	5	GR259_.	STDOS8.	Expected years of service	138
GR19	19	Num	3	GR165_.	STDOS2.	Been actvtd past 24 months	139
GR20	20	Num	3	GR079_.	STDOS2.	Was actvtn > 30 consec days	140
GR20SK	x	Num	3	GR225_.	STDOS2.	[20--] Was actvtn > 30 consec days -Skip	141
GR21	21	Num	3	GR113_.	STDOS2.	Was actvtn vol, invol or both	142
GR21SK	x	Num	3	GR225_.	STDOS2.	[21--] Was actvtn vol, invol or both -Skip	143
GR22	22	Num	3	GR079_.	STDOS2.	Did actvtn result in dplymnt	144
GR23	23	Num	3	GR053_.	STDOS2.	Was actvtn CONUS OCONUS or both	145
GR23SK	x	Num	3	GR225_.	STDOS2.	[23--] Was actvtn CONUS OCONUS or both -Skip	146
GR24	24	Num	3	GR079_.	STDOS2.	Currently activated	147
GR24SK	x	Num	3	GR018_.	STDOS2.	[24--] Currently activated -Skip	148
GR25	25	Num	3	GR079_.	STDOS2.	Currently deployed	149
GR25SK	x	Num	3	GR225_.	STDOS2.	[25--] Currently deployed -Skip	150
GR26	26	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u AGR/TAR	151
GR26SK	x	Num	3	GR018_.	STDOS2.	[26] Prior crnt actvtn were u AGR/TAR -Skip	152
GR27	27	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u IMA	153
GR27SK	x	Num	3	GR225_.	STDOS2.	[27] Prior crnt actvtn were u IMA -Skip	154
GR28	28	Num	3	GR079_.	STDOS2.	Prior crnt actvtn were u mil tech	155

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GR29	29	Num	3	GR080_.	STDOS2.	Week prior actvtn have civ job	156
GR29SK	x	Num	3	GR225_.	STDOS2.	[29--] Week prior actvtn have civ job -Skip	157
GR30	30	Num	3	GR081_.	STDOS2.	At time of actvtn were u student	158
GR30SK	x	Num	3	GR018_.	STDOS2.	[30] At time of actvtn were u student -Skip	159
GR31	31	Num	3	GR079_.	STDOS2.	Currently AGR/TAR	160
GR31SK	x	Num	3	GR225_.	STDOS2.	[31] Currently AGR/TAR -Skip	161
GR32	32	Num	3	GR079_.	STDOS2.	Currently IMA	162
GR32SK	x	Num	3	GR225_.	STDOS2.	[32] Currently IMA -Skip	163
GR33	33	Num	3	GR079_.	STDOS2.	Currently mil tech	164
GR34	34	Num	3	GR080_.	STDOS2.	Currently have civ job	165
GR34SK	x	Num	3	GR225_.	STDOS2.	[34] Currently have civ job -Skip	166
GR35	35	Num	3	GR081_.	STDOS2.	Currently student	167
GR35SK	x	Num	3	GR018_.	STDOS2.	[35] Currently student -Skip	168
GR36	36	Num	5	GR259_.	STDOS8.	Past 12 mnth- #day paid NG/R status	169
GR37	37	Num	5	GR259_.	STDOS8.	How long in present unit	170
GR38A	38a	Num	3	GR079_.	STDOS2.	Are u student in res mil course	171
GR38B	38b	Num	3	GR079_.	STDOS2.	Are u in gendered MOS	172
GR38C	38c	Num	3	GR079_.	STDOS2.	Are u in gendered workplace	173
GR39	39	Num	3	GR151_.	STDOS2.	Gender of supervisor	174
GR40	40	Num	3	GR143_.	STDOS2.	Paygrade of supervisor	175
GR41	41	Num	3	GR133_.	STDOS2.	Gender ratio of workgroup	176
GR43A	43a	Num	3	GR104_.	STDOS2.	If make request someone will listen	177
GR43B	43b	Num	3	GR104_.	STDOS2.	Wrk leaders only want to look good	178
GR43C	43c	Num	3	GR104_.	STDOS2.	Would take problem to command	179
GR43D	43d	Num	3	GR104_.	STDOS2.	Wrk leaders only care about job	180
GR43E	43e	Num	3	GR104_.	STDOS2.	Impressed w/ wrk leaders	181
GR43F	43f	Num	3	GR104_.	STDOS2.	Wrk leaders only care about career	182
GR44A	44a	Num	3	GR104_.	STDOS2.	Little conflict w/ coworkers	183
GR44B	44b	Num	3	GR104_.	STDOS2.	Coworkers put in effort	184
GR44C	44c	Num	3	GR104_.	STDOS2.	Workgroup gets along	185
GR44D	44d	Num	3	GR104_.	STDOS2.	Workgroup helps each other	186
GR44E	44e	Num	3	GR104_.	STDOS2.	Mil work gives u sense of pride	187

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GR44F	44f	Num	3	GR104_.	STDOS2.	Mil work uses your skills	188
GR44G	44g	Num	3	GR104_.	STDOS2.	Like your mil work	189
GR44H	44h	Num	3	GR104_.	STDOS2.	Mil job lets you gain skills	190
GR45A	45a	Num	3	GR074_.	STDOS2.	Last yr trgted w/ angry voice	191
GR45B	45b	Num	3	GR074_.	STDOS2.	Last yr trgted w/ avoiding u	192
GR45C	45c	Num	3	GR074_.	STDOS2.	Last yr trgted w/ making u look bad	193
GR45D	45d	Num	3	GR074_.	STDOS2.	Last yr trgted w/ yelling	194
GR45E	45e	Num	3	GR074_.	STDOS2.	Last yr trgted w/ withholding info	195
GR45F	45f	Num	3	GR074_.	STDOS2.	Last yr trgted w/ swearing at u	196
GR45G	45g	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ tlkng behnd ur back	197
GR45H	45h	Num	3	GR074_.	STDOS2.	Last yr trgted w/ insulting u	198
GR45I	45i	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ crude talk about u	199
GR45J	45j	Num	3	GR074_.	STDOS2.	Lst yr trgted w/ flauntng pwer ovr u	200
GR48A	48a	Num	3	GR054_.	STDOS2.	I am healthy as others	201
GR48B	48b	Num	3	GR054_.	STDOS2.	I get sick easier than others	202
GR48C	48c	Num	3	GR054_.	STDOS2.	I expect health to worsen	203
GR48D	48d	Num	3	GR054_.	STDOS2.	My health is excellent	204
GR49A	49a	Num	3	GR064_.	STDOS2.	Tabulation_Only	205
GR49C	49c	Num	3	GR064_.	STDOS2.	Health limited type of work	206
GR52A	52a	Num	3	GR074_.	STDOS2.	Pst mnth been upset	207
GR52B	52b	Num	3	GR074_.	STDOS2.	Pst mnth felt lack of control	208
GR52C	52c	Num	3	GR074_.	STDOS2.	Pst mnth felt nervous	209
GR52D	52d	Num	3	GR074_.	STDOS2.	Pst mnth can handle personal probs	210
GR52E	52e	Num	3	GR074_.	STDOS2.	Pst mnth things going ur way	211
GR52F	52f	Num	3	GR074_.	STDOS2.	Pst mnth couldn't cope	212
GR52G	52g	Num	3	GR074_.	STDOS2.	Pst mnth able control irritations	213
GR52H	52h	Num	3	GR074_.	STDOS2.	Pst mnth on top of things	214
GR52I	52i	Num	3	GR074_.	STDOS2.	Pst mnth angry w/ uncntrled stuff	215
GR52J	52j	Num	3	GR074_.	STDOS2.	Pst mnth felt not overcome prblms	216
GR53A	53a	Num	3	GR096_.	STDOS2.	Pst yr actvatn make stress	217
GR54H	54h	Num	3	GR096_.	STDOS2.	Pst yr spouse empmnt reduc stress	218
GR54I	54i	Num	3	GR096_.	STDOS2.	Pst yr 2nd income reduc stress	219

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GR54J	54j	Num	3	GR096_.	STDOS2.	Pst yr couple cnslng reduc stress	220
GR54L	54l	Num	3	GR096_.	STDOS2.	Pst yr violnce cnslng reduc stress	221
GR54O	54o	Num	3	GR096_.	STDOS2.	Pst yr chld care reduc stress	222
GR54SK	x	Num	3	GR225_.	STDOS2.	[54r] Pst yr other reduc stress -Skip	223
GR55A	55a	Num	3	GR078_.	STDOS2.	Dsc 12 mo: rated lower than deserve	224
GR55B	55b	Num	3	GR078_.	STDOS2.	Dsc 12 mo: unjustified neg comments	225
GR55C	55c	Num	3	GR078_.	STDOS2.	Dsc 12 mo: higher perform standard	226
GR55D	55d	Num	3	GR078_.	STDOS2.	Dsc 12 mo: did not get award	227
GR55E	55e	Num	3	GR078_.	STDOS2.	Dsc 12 mo: assign not use job skill	228
GR55F	55f	Num	3	GR078_.	STDOS2.	Dsc 12 mo: assign no good fr career	229
GR55G	55g	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no daily short term task	230
GR55H	55h	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no mentor for career	231
GR55I	55i	Num	3	GR078_.	STDOS2.	Dsc 12 mo: didn't learn career opps	232
GR55J	55j	Num	3	GR078_.	STDOS2.	Dsc 12 mo: no answers for promotion	233
GR55K	55k	Num	3	GR078_.	STDOS2.	Dsc 12 mo: exclude frm social event	234
GR55L	55l	Num	3	GR078_.	STDOS2.	Dsc 12 mo: not get job wanted/qual	235
GR55M	55m	Num	3	GR079_.	STDOS2.	Dsc 12 mo: assign open to women	236
GR55N	55n	Num	3	GR078_.	STDOS2.	Dsc 12 mo: other personnel actions	237
GR55SK1	x	Num	3	GR225_.	STDOS2.	You did not get a military job assignment that you wanted and for which you v	238
GR55SK2	x	Num	3	GR225_.	STDOS2.	Have you had any other adverse personnel actions in the past 12 months?-S	239
GR56	56	Num	3	GR087_.	STDOS2.	Y/n events sex discrimination	240
GR56SK	x	Num	3	GR225_.	STDOS2.	You were rated lower than you deserved on your last military evaluation-Skip	241
GR57A	57a	Num	3	GR074_.	STDOS2.	Pst 12 mo: offnsv sex story/joke	242
GR57B	57b	Num	3	GR074_.	STDOS2.	Pst 12 mo: offensive gender terms	243
GR57C	57c	Num	3	GR074_.	STDOS2.	Pst 12 mo: unwelcome sex discuss	244
GR57D	57d	Num	3	GR074_.	STDOS2.	Pst 12 mo: treat diffrent b/c of sex	245
GR57E	57e	Num	3	GR074_.	STDOS2.	Pst 12 mo: remark on appearance	246
GR57F	57f	Num	3	GR074_.	STDOS2.	Pst 12 mo: embarrassing gestures	247
GR57G	57g	Num	3	GR074_.	STDOS2.	Pst 12 mo: offnsv sexist remarks	248
GR57H	57h	Num	3	GR074_.	STDOS2.	Pst 12 mo: romantic/sex relation	249
GR57I	57i	Num	3	GR074_.	STDOS2.	Pst 12 mo: put down, gender	250
GR57J	57j	Num	3	GR074_.	STDOS2.	Pst 12 mo: ask date after said no	251

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR57K	57k	Num	3	GR074_.	STDOS2.	Pst 12 mo: bribed to engage in sex	252
GR57L	57l	Num	3	GR074_.	STDOS2.	Pst 12 mo: threat, sex cooperation	253
GR57M	57m	Num	3	GR074_.	STDOS2.	Pst 12 mo: touch make uncomfortable	254
GR57N	57n	Num	3	GR074_.	STDOS2.	Pst 12 mo: attempt stroke/fondle	255
GR57O	57o	Num	3	GR074_.	STDOS2.	Pst 12 mo: treat bad if refuse sex	256
GR57P	57p	Num	3	GR074_.	STDOS2.	Pst 12 mo: promo, sex cooperative	257
GR57Q	57q	Num	3	GR074_.	STDOS2.	Pst 12 mo: attempt sex, unsuccess	258
GR57R	57r	Num	3	GR074_.	STDOS2.	Pst 12 mo: sex without consent	259
GR57S	57s	Num	3	GR074_.	STDOS2.	Pst 12 mo: other behavior	260
GR57SK	x	Num	3	GR225_.	STDOS2.	[57s] Pst 12 mo: other behavior -Skip	261
GR58	58	Num	3	GR088_.	STDOS2.	Label behavior sex harassment	262
GR58SK	x	Num	3	GR225_.	STDOS2.	[58] Label behavior sex harassment -Skip	263
GR59A	59a	Num	3	GR057_.	STDOS2.	Told sexual stories or jokes	264
GR59B	59b	Num	3	GR057_.	STDOS2.	One sit: offensive gender terms	265
GR59C	59c	Num	3	GR057_.	STDOS2.	One sit: unwelcome sex discuss	266
GR59D	59d	Num	3	GR057_.	STDOS2.	One sit: treat diffrent b/c of sex	267
GR59E	59e	Num	3	GR057_.	STDOS2.	One sit: remark on appearance	268
GR59F	59f	Num	3	GR057_.	STDOS2.	One sit: embarrassing gestures	269
GR59G	59g	Num	3	GR057_.	STDOS2.	One sit: offnsv sexist remarks	270
GR59H	59h	Num	3	GR057_.	STDOS2.	One sit: romantic/sex relation	271
GR59I	59i	Num	3	GR057_.	STDOS2.	One sit: put down, gender	272
GR59J	59j	Num	3	GR057_.	STDOS2.	One sit: ask date after said no	273
GR59K	59k	Num	3	GR057_.	STDOS2.	One sit: bribed to engage in sex	274
GR59L	59l	Num	3	GR057_.	STDOS2.	One sit: threat, sex cooperation	275
GR59M	59m	Num	3	GR057_.	STDOS2.	One sit: touch make uncomfortable	276
GR59N	59n	Num	3	GR191_.	STDOS2.	One sit: attempt stroke/fondle	277
GR59O	59o	Num	3	GR057_.	STDOS2.	One sit: treat bad if refuse sex	278
GR59P	59p	Num	3	GR057_.	STDOS2.	One sit: promo, sex cooperative	279
GR59Q	59q	Num	3	GR057_.	STDOS2.	One sit: attempt sex, unsuccess	280
GR59R	59r	Num	3	GR057_.	STDOS2.	One sit: sex without consent	281
GR59S	59s	Num	3	GR057_.	STDOS2.	One sit: other behavior	282
GR59SK	x	Num	3	GR225_.	STDOS2.	Other unwanted gender-related behavior?-Skip	283

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GR60A	60a	Num	3	GR094_.	STDOS2.	Extent annoying	284
GR60B	60b	Num	3	GR094_.	STDOS2.	Extent offensive	285
GR60C	60c	Num	3	GR094_.	STDOS2.	Extent disturbing	286
GR60D	60d	Num	3	GR094_.	STDOS2.	Extent threatening	287
GR60E	60e	Num	3	GR094_.	STDOS2.	Extent embarrassing	288
GR60F	60f	Num	3	GR094_.	STDOS2.	Extent frightening	289
GR60SK	x	Num	3	GR225_.	STDOS2.	[60] Extent -Skip	290
GR61A	61a	Num	3	GR086_.	STDOS2.	Sit occur: at a mil installation	291
GR61B	61b	Num	3	GR086_.	STDOS2.	Sit occur: work (mil duties)	292
GR61C	61c	Num	3	GR086_.	STDOS2.	Sit occur: during duty hours	293
GR61D	61d	Num	3	GR086_.	STDOS2.	Sit occur: while activated	294
GR61E	61e	Num	3	GR086_.	STDOS2.	Sit occur: civ work	295
GR61F	61f	Num	3	GR086_.	STDOS2.	Sit occur: civ school	296
GR61G	61g	Num	3	GR086_.	STDOS2.	Sit occur: other civ location	297
GR62	62	Num	3	GR049_.	STDOS2.	Number of offenders	298
GR63	63	Num	3	GR066_.	STDOS2.	What was gender of offender	299
GR64	64	Num	3	GR111_.	STDOS2.	How well you knew offender	300
GR65	65	Num	3	GR041_.	STDOS2.	Y/n work w/ offender	301
GR66	66	Num	3	GR042_.	STDOS2.	Sit happen in civ school	302
GR67A	67a	Num	3	GR079_.	STDOS2.	Offender: immediate mil supv	303
GR67B	67b	Num	3	GR079_.	STDOS2.	Offender: unit commander	304
GR67C	67c	Num	3	GR079_.	STDOS2.	Offender: mil, higher rank	305
GR67D	67d	Num	3	GR079_.	STDOS2.	Offender: military coworkers	306
GR67E	67e	Num	3	GR079_.	STDOS2.	Offender: military subordinates	307
GR67F	67f	Num	3	GR079_.	STDOS2.	Offender: mil train instructor	308
GR67G	67g	Num	3	GR079_.	STDOS2.	Offender: other mil persons	309
GR67H	67h	Num	3	GR079_.	STDOS2.	Offender: civilian employees	310
GR67I	67i	Num	3	GR079_.	STDOS2.	Offender: DoD contractors	311
GR67J	67j	Num	3	GR079_.	STDOS2.	Offender: other civilian person	312
GR68	68	Num	3	GR100_.	STDOS2.	Frequency of behaviors	313
GR69	69	Num	3	GR062_.	STDOS2.	Duration of situation	314
GR70	70	Num	3	GR079_.	STDOS2.	Situation still going on	315

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GR71A	71a	Num	3	GR096_.	STDOS2.	Extent you: tried to avoid	316
GR71B	71b	Num	3	GR096_.	STDOS2.	Extent you: tried to forget	317
GR71C	71c	Num	3	GR096_.	STDOS2.	Extent you: told didn't like	318
GR71D	71d	Num	3	GR096_.	STDOS2.	Extent you: stayed out of way	319
GR71E	71e	Num	3	GR096_.	STDOS2.	Extent you: say it wasn't important	320
GR71F	71f	Num	3	GR096_.	STDOS2.	Extent you: talked to family	321
GR71G	71g	Num	3	GR096_.	STDOS2.	Extent you: talked to coworkers	322
GR71H	71h	Num	3	GR096_.	STDOS2.	Extent you: talked to friends	323
GR71I	71i	Num	3	GR096_.	STDOS2.	Extent you: chaplain/counselor	324
GR71J	71j	Num	3	GR096_.	STDOS2.	Extent you: avoid being alone	325
GR71K	71k	Num	3	GR096_.	STDOS2.	Extent you: told to stop	326
GR71L	71l	Num	3	GR096_.	STDOS2.	Extent you: put up with it	327
GR71M	71m	Num	3	GR096_.	STDOS2.	Extent you: asked to leave alone	328
GR71N	71n	Num	3	GR096_.	STDOS2.	Extent you: blamed self	329
GR71O	71o	Num	3	GR096_.	STDOS2.	Extent you: assumed meant well	330
GR71P	71p	Num	3	GR096_.	STDOS2.	Extent you: prayed about it	331
GR71Q	71q	Num	3	GR096_.	STDOS2.	Extent you: pretend not to notice	332
GR71R	71r	Num	3	GR096_.	STDOS2.	Extent you: do something else	333
GR71SK	x	Num	3	GR225_.	STDOS2.	Do something else in response to the situation?-Skip	334
GR72	72	Num	3	GR056_.	STDOS2.	Label one sit sex harassment	335
GR73A	73a	Num	3	GR079_.	STDOS2.	Rpt to: civ supr or coworker	336
GR73B	73b	Num	3	GR079_.	STDOS2.	Rpt to: school advisor/professor	337
GR73C	73c	Num	3	GR079_.	STDOS2.	Rpt to: comm officials or courts	338
GR74A	74a	Num	3	GR079_.	STDOS2.	Report to your supervisor	339
GR74B	74b	Num	3	GR079_.	STDOS2.	Report to chain-of-command	340
GR74C	74c	Num	3	GR079_.	STDOS2.	Report to offender's boss	341
GR74D	74d	Num	3	GR079_.	STDOS2.	Report to special mil office	342
GR74E	74e	Num	3	GR079_.	STDOS2.	Report to other person	343
GR75	x	Num	3	GR031_.	STDOS2.	Did you answer "Yes" to at least one item in Question 74?	344
GR75SK	x	Num	3	GR018_.	STDOS2.	[75] Answer "Yes" to at least one of Q74 -Skip	345
GR76A	76a	Num	3	GR084_.	STDOS2.	Action tkn-person talked to	346
GR76B	76b	Num	3	GR084_.	STDOS2.	Action tkn-complaint investigated	347

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GR76C	76c	Num	3	GR084_.	STDOS2.	Action tkn-encrgd to drop complaint	348
GR76D	76d	Num	3	GR084_.	STDOS2.	Action tkn-complaint discounted	349
GR76E	76e	Num	3	GR084_.	STDOS2.	Action tkn-none	350
GR76SK	x	Num	3	GR225_.	STDOS2.	[76] Action tkn -Skip	351
GR77A	77a	Num	3	GR109_.	STDOS2.	Sat w/ info on how to file	352
GR77B	77b	Num	3	GR109_.	STDOS2.	Sat w/ treatment by pers handling	353
GR77C	77c	Num	3	GR109_.	STDOS2.	Sat w/ amount time to resolve	354
GR77D	77d	Num	3	GR109_.	STDOS2.	Sat w/ how well kept informed	355
GR77E	77e	Num	3	GR109_.	STDOS2.	Sat w/ degree privacy protect	356
GR78	78	Num	3	GR079_.	STDOS2.	Action still being processed	357
GR79	79	Num	3	GR083_.	STDOS2.	Was complaint true?	358
GR79SK	x	Num	3	GR225_.	STDOS2.	[79] Was complaint true? -Skip	359
GR80A	80a	Num	3	GR084_.	STDOS2.	Outcome: outcome explained	360
GR80B	80b	Num	3	GR084_.	STDOS2.	Outcome: situation corrected	361
GR80C	80c	Num	3	GR084_.	STDOS2.	Outcome: action against prsn	362
GR80D	80d	Num	3	GR084_.	STDOS2.	Outcome: nothing was done	363
GR80E	80e	Num	3	GR084_.	STDOS2.	Outcome: action against you	364
GR80SK	x	Num	3	GR225_.	STDOS2.	[80] Outcome - Skip	365
GR81	81	Num	3	GR109_.	STDOS2.	Sat w/ outcome	366
GR81SK	x	Num	3	GR225_.	STDOS2.	[81--] Sat w/ outcome -Skip	367
GR82	82	Num	3	GR079_.	STDOS2.	Report all behaviors	368
GR82SK	x	Num	3	GR225_.	STDOS2.	[82] Report all behaviors -Skip	369
GR83A	83a	Num	3	GR079_.	STDOS2.	No report: not important	370
GR83B	83b	Num	3	GR079_.	STDOS2.	No report: not know how	371
GR83C	83c	Num	3	GR079_.	STDOS2.	No report: felt uncomfortable	372
GR83D	83d	Num	3	GR079_.	STDOS2.	No report: took care prob by self	373
GR83E	83e	Num	3	GR079_.	STDOS2.	No report: talk informally, command	374
GR83F	83f	Num	3	GR079_.	STDOS2.	No report: nothing would be done	375
GR83G	83g	Num	3	GR079_.	STDOS2.	No report: wouldn't be believed	376
GR83H	83h	Num	3	GR079_.	STDOS2.	No report: coworkers angry	377
GR83I	83i	Num	3	GR079_.	STDOS2.	No report: wanted to fit in	378
GR83J	83j	Num	3	GR079_.	STDOS2.	No report: too much time/effort	379

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR83K	83k	Num	3	GR079_.	STDOS2.	No report: labeled troublemaker	380
GR83L	83l	Num	3	GR079_.	STDOS2.	No report: peer talked out of	381
GR83M	83m	Num	3	GR079_.	STDOS2.	No report: supv talked out of	382
GR83N	83n	Num	3	GR079_.	STDOS2.	No report: no hurt offender family	383
GR83O	83o	Num	3	GR079_.	STDOS2.	No report: performance eval suffer	384
GR83P	83p	Num	3	GR079_.	STDOS2.	No report: fear retal, offender	385
GR83Q	83q	Num	3	GR079_.	STDOS2.	No report: fear retal, offndr frend	386
GR83R	83r	Num	3	GR079_.	STDOS2.	No report: afraid retaliation, supv	387
GR83S	83s	Num	3	GR079_.	STDOS2.	No report: neg impact	388
GR83T	83t	Num	3	GR079_.	STDOS2.	No report: neg impact on mil career	389
GR83U	83u	Num	3	GR079_.	STDOS2.	No report: warned not to complain	390
GR83V	83v	Num	3	GR079_.	STDOS2.	No report: already rptd to civ	391
GR83W	83w	Num	3	GR079_.	STDOS2.	No report: some other reason	392
GR83SK	x	Num	3	GR225_.	STDOS2.	[83] No report -Skip	393
GR84A	84a	Num	3	GR084_.	STDOS2.	Prob at wk: ignored by others	394
GR84B	84b	Num	3	GR084_.	STDOS2.	Prob at wk: blamed for sit	395
GR84C	84c	Num	3	GR084_.	STDOS2.	Prob at wk: people gossiped about u	396
GR84D	84d	Num	3	GR084_.	STDOS2.	Prob at wk: lost perk/privileges	397
GR84E	84e	Num	3	GR084_.	STDOS2.	Prob at wk: less favorable job duty	398
GR84F	84f	Num	3	GR084_.	STDOS2.	Prob at wk: denied opp for training	399
GR84G	84g	Num	3	GR084_.	STDOS2.	Prob at wk: unfair job evaluation	400
GR84H	84h	Num	3	GR084_.	STDOS2.	Prob at wk: unfairly disciplined	401
GR84I	84i	Num	3	GR084_.	STDOS2.	Prob at wk: denied promotion	402
GR84J	84j	Num	3	GR084_.	STDOS2.	Prob at wk: transfer to worse job	403
GR84K	84k	Num	3	GR084_.	STDOS2.	Prob at wk: unfairly demoted	404
GR84L	84l	Num	3	GR084_.	STDOS2.	Prob at wk: mistreated other way	405
GR84SK	x	Num	3	GR018_.	STDOS2.	[84] Prob at wk -Skip	406
GR87	87	Num	5	GR258_.	STDOS8.	Pst 12 mo: amount SH training	407
GR87SK	x	Num	3	GR225_.	STDOS2.	[86--] Pst 12 mo: had SH training -Skip	408
GR89SK	x	Num	3	GR225_.	STDOS2.	[89--] How effective SH training -Skip	409
GR90A	90a	Num	3	GR096_.	STDOS2.	Unit: policies publicized	410
GR90B	90b	Num	3	GR096_.	STDOS2.	Unit: complaint procedure pub	411

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR90D	90d	Num	3	GR096_.	STDOS2.	Unit: enlist, attend training	412
GR90E	90e	Num	3	GR096_.	STDOS2.	Unit: officers, attend training	413
GR90F	90f	Num	3	GR096_.	STDOS2.	Unit: leaders, respectful behavior	414
GR90G	90g	Num	3	GR096_.	STDOS2.	Unit: female officers deal with	415
GR90H	90h	Num	3	GR096_.	STDOS2.	Ship: policies publicized	416
GR90I	90i	Num	3	GR096_.	STDOS2.	Ship: complaint procedure pub	417
GR90K	90k	Num	3	GR096_.	STDOS2.	Ship: investigative office	418
GR90L	90l	Num	3	GR096_.	STDOS2.	Ship: enlist, attend training	419
GR90M	90m	Num	3	GR096_.	STDOS2.	Ship: officers, attend training	420
GR90N	90n	Num	3	GR096_.	STDOS2.	Ship: leaders, respectful behavior	421
GR90O	90o	Num	3	GR096_.	STDOS2.	Svc: advice/hotline for cmplt	422
GR92SK	x	Num	5	GR260_.	STDOS8.	[9--] Years of service -Skip	423
GR94	x	Num	3	GR157_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplace	424
GR96	x	Num	8	GR261_.	15	Place holder Q96	425
GR09U	9	Num	3	GR037_.	STDOS2.	Uned: Years of service	426
GR011bU	x	Num	3	GR034_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how likely	427
GR12U	12	Num	3	GR037_.	STDOS2.	Uned: Expected years of service	428
GR20U	20	Num	3	GR165_.	STDOS2.	Uned: Was actvtn > 30 consec days	429
GR21U	21	Num	3	GR187_.	STDOS2.	Uned: Was actvtn vol, invol or both	430
GR22U	22	Num	3	GR165_.	STDOS2.	Uned: Did actvtn result in dplymnt	431
GR23U	23	Num	3	GR136_.	STDOS2.	Uned: Was actvtn CONUS OCONUS or both	432
GR24U	24	Num	3	GR165_.	STDOS2.	Uned: Currently activated	433
GR25U	25	Num	3	GR165_.	STDOS2.	Uned: Currently deployed	434
GR26U	26	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u AGR/TAR	435
GR27U	27	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u IMA	436
GR28U	28	Num	3	GR165_.	STDOS2.	Uned: Prior crnt actvtn were u mil tech	437
GR29U	29	Num	3	GR166_.	STDOS2.	Uned: Week prior actvtn have civ job	438
GR30U	30	Num	3	GR167_.	STDOS2.	Uned: At time of actvtn were u student	439
GR31U	31	Num	3	GR165_.	STDOS2.	Uned: Currently AGR/TAR	440
GR32U	32	Num	3	GR165_.	STDOS2.	Uned: Currently IMA	441
GR33U	33	Num	3	GR165_.	STDOS2.	Uned: Currently mil tech	442
GR34U	34	Num	3	GR166_.	STDOS2.	Uned: Currently have civ job	443

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR35U	35	Num	3	GR167_.	STDOS2.	Uned: Currently student	444
GR36U	36	Num	3	GR254_.	STDOS4.	Uned: Past 12 mnth- #day paid NG/R status	445
GR37U	37	Num	3	GR254_.	STDOS4.	Uned: How long in present unit	446
GR55MU	55m	Num	3	GR165_.	STDOS2.	Uned: Dsc 12 mo: assign open to women	447
GR56U	56	Num	3	GR087_.	STDOS2.	Uned: Y/n events sex discrimination	448
GR58U	58	Num	3	GR088_.	STDOS2.	Uned: Label behavior sex harassment	449
GR59AU	59a	Num	3	GR141_.	STDOS2.	Uned: Told sexual stories or jokes	450
GR59BU	59b	Num	3	GR141_.	STDOS2.	Uned: One sit: offensive gender terms	451
GR59CU	59c	Num	3	GR141_.	STDOS2.	Uned: One sit: unwelcome sex discuss	452
GR59DU	59d	Num	3	GR141_.	STDOS2.	Uned: One sit: treat diffrent b/c of sex	453
GR59EU	59e	Num	3	GR141_.	STDOS2.	Uned: One sit: remark on appearance	454
GR59FU	59f	Num	3	GR141_.	STDOS2.	Uned: One sit: embarrassing gestures	455
GR59GU	59g	Num	3	GR141_.	STDOS2.	Uned: One sit: offnsv sexist remarks	456
GR59HU	59h	Num	3	GR141_.	STDOS2.	Uned: One sit: romantic/sex relation	457
GR59IU	59i	Num	3	GR141_.	STDOS2.	Uned: One sit: put down, gender	458
GR59JU	59j	Num	3	GR141_.	STDOS2.	Uned: One sit: ask date after said no	459
GR59KU	59k	Num	3	GR141_.	STDOS2.	Uned: One sit: bribed to engage in sex	460
GR59LU	59l	Num	3	GR141_.	STDOS2.	Uned: One sit: threat, sex cooperation	461
GR59MU	59m	Num	3	GR141_.	STDOS2.	Uned: One sit: touch make uncomfortable	462
GR59NU	59n	Num	3	GR141_.	STDOS2.	Uned: One sit: attempt stroke/fondle	463
GR59OU	59o	Num	3	GR141_.	STDOS2.	Uned: One sit: treat bad if refuse sex	464
GR59PU	59p	Num	3	GR141_.	STDOS2.	Uned: One sit: promo, sex cooperative	465
GR59QU	59q	Num	3	GR141_.	STDOS2.	Uned: One sit: attempt sex, unsuccess	466
GR59RU	59r	Num	3	GR141_.	STDOS2.	Uned: One sit: sex without consent	467
GR59SU	59s	Num	3	GR141_.	STDOS2.	Uned: One sit: other behavior	468
GR60AU	60a	Num	3	GR171_.	STDOS2.	Uned: Extent annoying	469
GR60BU	60b	Num	3	GR171_.	STDOS2.	Uned: Extent offensive	470
GR60CU	60c	Num	3	GR171_.	STDOS2.	Uned: Extent disturbing	471
GR60DU	60d	Num	3	GR171_.	STDOS2.	Uned: Extent threatening	472
GR60EU	60e	Num	3	GR171_.	STDOS2.	Uned: Extent embarassing	473
GR60FU	60f	Num	3	GR171_.	STDOS2.	Uned: Extent frightening	474
GR61AU	61a	Num	3	GR170_.	STDOS2.	Uned: Sit occur: at a mil installation	475

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR61BU	61b	Num	3	GR170_.	STDOS2.	Uned: Sit occur: work (mil duties)	476
GR61CU	61c	Num	3	GR170_.	STDOS2.	Uned: Sit occur: during duty hours	477
GR61DU	61d	Num	3	GR170_.	STDOS2.	Uned: Sit occur: while activated	478
GR61EU	61e	Num	3	GR170_.	STDOS2.	Uned: Sit occur: civ work	479
GR61FU	61f	Num	3	GR170_.	STDOS2.	Uned: Sit occur: civ school	480
GR61GU	61g	Num	3	GR170_.	STDOS2.	Uned: Sit occur: other civ location	481
GR62U	62	Num	3	GR132_.	STDOS2.	Uned: Number of offenders	482
GR63U	63	Num	3	GR152_.	STDOS2.	Uned: What was gender of offender	483
GR64U	64	Num	3	GR186_.	STDOS2.	Uned: How well you knew offender	484
GR65U	65	Num	3	GR041_.	STDOS2.	Uned: Y/n work w/ offender	485
GR66U	66	Num	3	GR042_.	STDOS2.	Uned: Sit happen in civ school	486
GR67AU	67a	Num	3	GR165_.	STDOS2.	Uned: Offender: immediate mil supv	487
GR67BU	67b	Num	3	GR165_.	STDOS2.	Uned: Offender: unit commander	488
GR67CU	67c	Num	3	GR165_.	STDOS2.	Uned: Offender: mil, higher rank	489
GR67DU	67d	Num	3	GR165_.	STDOS2.	Uned: Offender: military coworkers	490
GR67EU	67e	Num	3	GR165_.	STDOS2.	Uned: Offender: military subordinates	491
GR67FU	67f	Num	3	GR165_.	STDOS2.	Uned: Offender: mil train instructor	492
GR67GU	67g	Num	3	GR165_.	STDOS2.	Uned: Offender: other mil persons	493
GR67HU	67h	Num	3	GR165_.	STDOS2.	Uned: Offender: civilian employees	494
GR67IU	67i	Num	3	GR165_.	STDOS2.	Uned: Offender: DoD contractors	495
GR67JU	67j	Num	3	GR165_.	STDOS2.	Uned: Offender: other civilian person	496
GR68U	68	Num	3	GR175_.	STDOS2.	Uned: Frequency of behaviors	497
GR69U	69	Num	3	GR148_.	STDOS2.	Uned: Duration of situation	498
GR70U	70	Num	3	GR165_.	STDOS2.	Uned: Situation still going on	499
GR71AU	71a	Num	3	GR173_.	STDOS2.	Uned: Extent you: tried to avoid	500
GR71BU	71b	Num	3	GR173_.	STDOS2.	Uned: Extent you: tried to forget	501
GR71CU	71c	Num	3	GR173_.	STDOS2.	Uned: Extent you: told didn't like	502
GR71DU	71d	Num	3	GR173_.	STDOS2.	Uned: Extent you: stayed out of way	503
GR71EU	71e	Num	3	GR173_.	STDOS2.	Uned: Extent you: say it wasn't important	504
GR71FU	71f	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to family	505
GR71GU	71g	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to coworkers	506
GR71HU	71h	Num	3	GR173_.	STDOS2.	Uned: Extent you: talked to friends	507

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR71IU	71i	Num	3	GR173_.	STDOS2.	Uned: Extent you: chaplain/counselor	508
GR71JU	71j	Num	3	GR173_.	STDOS2.	Uned: Extent you: avoid being alone	509
GR71KU	71k	Num	3	GR173_.	STDOS2.	Uned: Extent you: told to stop	510
GR71LU	71l	Num	3	GR173_.	STDOS2.	Uned: Extent you: put up with it	511
GR71MU	71m	Num	3	GR173_.	STDOS2.	Uned: Extent you: asked to leave alone	512
GR71NU	71n	Num	3	GR173_.	STDOS2.	Uned: Extent you: blamed self	513
GR71OU	71o	Num	3	GR173_.	STDOS2.	Uned: Extent you: assumed meant well	514
GR71PU	71p	Num	3	GR173_.	STDOS2.	Uned: Extent you: prayed about it	515
GR71QU	71q	Num	3	GR173_.	STDOS2.	Uned: Extent you: pretend not to notice	516
GR71RU	71r	Num	3	GR173_.	STDOS2.	Uned: Extent you: do something else	517
GR72U	72	Num	3	GR138_.	STDOS2.	Uned: Label one sit sex harassment	518
GR73AU	73a	Num	3	GR165_.	STDOS2.	Uned: Rpt to: civ supr or coworker	519
GR73BU	73b	Num	3	GR165_.	STDOS2.	Uned: Rpt to: school advisor/professor	520
GR73CU	73c	Num	3	GR165_.	STDOS2.	Uned: Rpt to: comm officials or courts	521
GR74AU	74a	Num	3	GR165_.	STDOS2.	Uned: Report to your supervisor	522
GR74BU	74b	Num	3	GR165_.	STDOS2.	Uned: Report to chain-of-command	523
GR74CU	74c	Num	3	GR165_.	STDOS2.	Uned: Report to offender's boss	524
GR74DU	74d	Num	3	GR165_.	STDOS2.	Uned: Report to special mil office	525
GR74EU	74e	Num	3	GR165_.	STDOS2.	Uned: Report to other person	526
GR75U	x	Num	3	GR165_.	STDOS2.	Did you answer "Yes" to at least one item in Question 74? -Unedited	527
GR76AU	76a	Num	3	GR169_.	STDOS2.	Uned: Action tkn-person talked to	528
GR76BU	76b	Num	3	GR169_.	STDOS2.	Uned: Action tkn-complaint investigated	529
GR76CU	76c	Num	3	GR169_.	STDOS2.	Uned: Action tkn-encrgd to drop complaint	530
GR76DU	76d	Num	3	GR169_.	STDOS2.	Uned: Action tkn-complaint discounted	531
GR76EU	76e	Num	3	GR169_.	STDOS2.	Uned: Action tkn-none	532
GR77AU	77a	Num	3	GR182_.	STDOS2.	Uned: Sat w/ info on how to file	533
GR77BU	77b	Num	3	GR182_.	STDOS2.	Uned: Sat w/ treatment by pers handling	534
GR77CU	77c	Num	3	GR182_.	STDOS2.	Uned: Sat w/ amount time to resolve	535
GR77DU	77d	Num	3	GR182_.	STDOS2.	Uned: Sat w/ how well kept informed	536
GR77EU	77e	Num	3	GR182_.	STDOS2.	Uned: Sat w/ degree privacy protect	537
GR78U	78	Num	3	GR165_.	STDOS2.	Uned: Action still being processed	538
GR79U	79	Num	3	GR168_.	STDOS2.	Uned: Was complaint true?	539

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR80AU	80a	Num	3	GR169_.	STDOS2.	Uned: Outcome: outcome explained	540
GR80BU	80b	Num	3	GR169_.	STDOS2.	Uned: Outcome: situation corrected	541
GR80CU	80c	Num	3	GR169_.	STDOS2.	Uned: Outcome: action against prsn	542
GR80DU	80d	Num	3	GR169_.	STDOS2.	Uned: Outcome: nothing was done	543
GR80EU	80e	Num	3	GR169_.	STDOS2.	Uned: Outcome: action against you	544
GR81U	81	Num	3	GR182_.	STDOS2.	Uned: Sat w/ outcome	545
GR82U	82	Num	3	GR165_.	STDOS2.	Uned: Report all behaviors	546
GR83AU	83a	Num	3	GR165_.	STDOS2.	Uned: No report: not important	547
GR83BU	83b	Num	3	GR165_.	STDOS2.	Uned: No report: not know how	548
GR83CU	83c	Num	3	GR165_.	STDOS2.	Uned: No report: felt uncomfortable	549
GR83DU	83d	Num	3	GR165_.	STDOS2.	Uned: No report: took care prob by self	550
GR83EU	83e	Num	3	GR165_.	STDOS2.	Uned: No report: talk informally, command	551
GR83FU	83f	Num	3	GR165_.	STDOS2.	Uned: No report: nothing would be done	552
GR83GU	83g	Num	3	GR165_.	STDOS2.	Uned: No report: wouldn't be believed	553
GR83HU	83h	Num	3	GR165_.	STDOS2.	Uned: No report: coworkers angry	554
GR83IU	83i	Num	3	GR165_.	STDOS2.	Uned: No report: wanted to fit in	555
GR83JU	83j	Num	3	GR165_.	STDOS2.	Uned: No report: too much time/effort	556
GR83KU	83k	Num	3	GR165_.	STDOS2.	Uned: No report: labeled troublemaker	557
GR83LU	83l	Num	3	GR165_.	STDOS2.	Uned: No report: peer talked out of	558
GR83MU	83m	Num	3	GR165_.	STDOS2.	Uned: No report: supv talked out of	559
GR83NU	83n	Num	3	GR165_.	STDOS2.	Uned: No report: no hurt offender family	560
GR83OU	83o	Num	3	GR165_.	STDOS2.	Uned: No report: performance eval suffer	561
GR83PU	83p	Num	3	GR165_.	STDOS2.	Uned: No report: fear retal, offender	562
GR83QU	83q	Num	3	GR165_.	STDOS2.	Uned: No report: fear retal, offndr frend	563
GR83RU	83r	Num	3	GR165_.	STDOS2.	Uned: No report: afraid retaliation, supv	564
GR83SU	83s	Num	3	GR165_.	STDOS2.	Uned: No report: neg impact	565
GR83TU	83t	Num	3	GR165_.	STDOS2.	Uned: No report: neg impact on mil career	566
GR83UU	83u	Num	3	GR165_.	STDOS2.	Uned: No report: warned not to complain	567
GR83VU	83v	Num	3	GR165_.	STDOS2.	Uned: No report: already rptd to civ	568
GR83WU	83w	Num	3	GR165_.	STDOS2.	Uned: No report: some other reason	569
GR84AU	84a	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: ignored by others	570
GR84BU	84b	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: blamed for sit	571

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR84CU	84c	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: people gossiped about u	572
GR84DU	84d	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: lost perk/privileges	573
GR84EU	84e	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: less favorable job duty	574
GR84FU	84f	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: denied opp for training	575
GR84GU	84g	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfair job evaluation	576
GR84HU	84h	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfairly disciplined	577
GR84IU	84i	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: denied promotion	578
GR84JU	84j	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: transfer to worse job	579
GR84KU	84k	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: unfairly demoted	580
GR84LU	84l	Num	3	GR169_.	STDOS2.	Uned: Prob at wk: mistreated other way	581
GR87U	87	Num	5	GR257_.	STDOS8.	Uned: Pst 12 mo: amount SH training	582
GR88AU	88a	Num	3	GR178_.	STDOS2.	Uned: SH train: undrstnd word/actn are SH	583
GR88BU	88b	Num	3	GR178_.	STDOS2.	Uned: SH train: reduce cohesion in RC	584
GR88CU	88c	Num	3	GR178_.	STDOS2.	Uned: SH train: SH mk difclt to prfrm dty	585
GR88DU	88d	Num	3	GR178_.	STDOS2.	Uned: SH train: identify offensv behavior	586
GR88EU	88e	Num	3	GR178_.	STDOS2.	Uned: SH train: tool for dealing w/SH	587
GR88FU	88f	Num	3	GR178_.	STDOS2.	Uned: SH train: feel safe to complain	588
GR88GU	88g	Num	3	GR178_.	STDOS2.	Uned: SH train: gives info on SH	589
GR89U	89	Num	3	GR183_.	STDOS2.	Uned: How effective SH training	590
GR92U	92	Num	3	GR147_.	STDOS2.	Uned: Last 4 yrs, SH in mil a problem	591
GR93U	93	Num	3	GR158_.	STDOS2.	Uned: SH more/less freq in mil vs yrs ago	592
Variables for Analysis--Confidential Variables							
XCOMPF	x	Num	3	GR227_.	STDOS2.	Constructed Reserves Component Imputed Flag	593
xcomp2	x	Num	3	GR052_.	STDOS2.	Constructed Reserves Component	594
XTOTAL	x	Num	3	GR232_.	STDOS2.	XTOTAL	595
XDOD	x	Num	3	GR028_.	STDOS2.	Constructed Total DoD	596
XSEX	x	Num	3	GR026_.	STDOS2.	Constructed Gender	597
XSEXF	x	Num	3	GR019_.	STDOS2.	Constructed Gender Imputed Flag	598
XSEXCOMP	x	Num	3	GR012_.	STDOS2.	Component By Sex	599
XSEXCMP2	x	Num	3	GR007_.	STDOS2.	Component By Sex:USCGR set to missing	600
XSEXDOD	x	Num	3	GR017_.	STDOS2.	Total DoD By Sex	601
XPAY	x	Num	3	GR024_.	STDOS2.	Constructed Paygrade	602

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XPAYF	x	Num	3	GR019_.	STDOS2.	Constructed Paygrade Imputed Flag	603
XPAY7	x	Num	3	GR022_.	STDOS2.	Constructed Paygrade 7 Levels	604
XPAY5	x	Num	3	GR023_.	STDOS2.	Constructed Paygrade 5 Levels	605
XPAY5R	x	Num	3	GR059_.	STDOS2.	Constructed Paygrade 5 Levels--Recode	606
XSEXPAY7	x	Num	3	GR013_.	STDOS2.	XPAY7 By Sex	607
XSEXPAY5	x	Num	3	GR014_.	STDOS2.	XPAY5 By Sex	608
XSEXPAY2	x	Num	3	GR015_.	STDOS2.	XPAY2 By Sex	609
XPROG	x	Num	3	GR230_.	STDOS2.	Constructed Program	610
XPROGF	x	Num	3	GR019_.	STDOS2.	Constructed Program Imputed Flag	611
XMILTECH	x	Num	3	GR027_.	STDOS2.	Constructed Program For Miltechs	612
XMILTECF	x	Num	3	GR019_.	STDOS2.	Constructed Program for Miltechs Imputed Flag	613
X1032	x	Num	3	GR233_.	STDOS2.	Title 10 or 32	614
XSEXPROG	x	Num	3	GR211_.	STDOS2.	XPROG By XSEX	615
XSEXMILT	x	Num	3	GR016_.	STDOS2.	XMILTECH By XSEX	616
XSEX1032	x	Num	3	GR212_.	STDOS2.	X1032 By XSEX	617
XSTU	x	Num	3	GR229_.	STDOS2.	Constructed Student Status	618
XSEXSTU	x	Num	3	GR210_.	STDOS2.	XSTU By XSEX	619
XEMP	x	Num	3	GR217_.	STDOS2.	Constructed Civilian Employment Status	620
XSEXEMP	x	Num	3	GR207_.	STDOS2.	XEMP By XSEX	621
XEMP_STU	x	Num	3	GR216_.	STDOS2.	Constructed Civilian Employment and Student Status	622
XSEXEMST	x	Num	3	GR206_.	STDOS2.	XEMP_STU By XSEX	623
XACT1	x	Num	3	GR079_.	STDOS2.	ACTIVATED IN THE PAST 24 MONTHS (RECODE)	624
XSEXACT1	x	Num	3	GR048_.	STDOS2.	ACTIVATED IN THE PAST 24 MONTHS (RECODE) by Sex	625
XACT2	x	Num	3	GR050_.	STDOS2.	ACTIVATED OVER 30 DAYS (RECODE)	626
XACT3A	x	Num	3	GR128_.	STDOS2.	Voluntary Activation (RECODE)	627
XACT3B	x	Num	3	GR126_.	STDOS2.	Involuntary Activation (RECODE)	628
XACT3AR	x	Num	3	GR082_.	STDOS2.	VOLUNTARY ACTIVATION (CONSTRUCTED FROM XACT3A)	629
XACT3BR	x	Num	3	GR082_.	STDOS2.	INVOLUNTARY ACTIVATION (CONSTRUCTED FROM XACT3B)	630
XACT4A	x	Num	3	GR125_.	STDOS2.	DEPLOYED CONUS (CONSTRUCTED)	631
XACT4B	x	Num	3	GR127_.	STDOS2.	DEPLOYED OCONUS (CONSTRUCTED)	632
XACT4AR	x	Num	3	GR082_.	STDOS2.	DEPLOYED CONUS (CONSTRUCTED FROM XACT4A)	633
XACT4BR	x	Num	3	GR082_.	STDOS2.	DEPLOYED OCONUS (CONSTRUCTED FROM XACT4B)	634

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XACT4C	x	Num	3	GR089_.	STDOS2.	DEPLOYED CONSTRUCTED	635
HISP_IM	x	Num	3	GR224_.	STDOS2.	Imputed Hispanic Ethnicity (HISP_IM)	636
HISP_IMF	x	Num	3	GR227_.	STDOS2.	Hispanic Ethnicity Non-response Imputed Flag	637
RACE_NI	x	Num	4	GR255_.	STDOS6.	Non-Imputed Self-Report of Race with Other	638
SRRACE1	x	Num	3	GR214_.	STDOS4.	Self-Reported Race Levels (SRRACE1)	639
RACE_IM	x	Num	3	GR190_.	STDOS2.	Self-Reported Race Levels, Except Imputed When Self-Report is Missing (RA	640
RACE_IMF	x	Num	3	GR227_.	STDOS2.	Self-Reported Race, Except Imputed When Self-Report is Missing - Imputed	641
XRETH8	x	Num	3	GR221_.	STDOS2.	Imputed Race Ethnicity 8 Levels (XRETH8)	642
XRETH7	x	Num	3	GR220_.	STDOS2.	Imputed Race Ethnicity 7 Levels (XRETH7)	643
XRETH2	x	Num	3	GR223_.	STDOS2.	Imputed Race Ethnicity 2 Levels (XRETH2)	644
XRETH4	x	Num	3	GR222_.	STDOS2.	Imputed Race Ethnicity 4 Levels (XRETH4)	645
XSEXRET7	x	Num	3	GR208_.	STDOS2.	XSEXRET7 By XSEX	646
XSEXRET2	x	Num	3	GR213_.	STDOS2.	XSEXRET2 By XSEX	647
XSEXRET4	x	Num	3	GR209_.	STDOS2.	XSEXRET4 By XSEX	648
SRRACEMB	x	Num	3	GR043_.	STDOS2.	Variable used to construct SRRACEM (RECODE)	649
SRRACEM	x	Num	3	GR219_.	STDOS2.	Marked more than one race (RECODE)	650
SRRACEAR	4a	Num	3	GR228_.	STDOS2.	Tab: Race-White	651
SRRACEBR	4b	Num	3	GR228_.	STDOS2.	Tab: Race-Black or Afr Amer	652
SRRACECR	4c	Num	3	GR228_.	STDOS2.	Tab: Race-Amer Indian or Alaska Native	653
SRRACEDR	4d	Num	3	GR228_.	STDOS2.	Tab: Race-Asian	654
SRRACEER	4e	Num	3	GR228_.	STDOS2.	Tab: Race-Hawaii or Pac Islander	655
SRRACEFR	4f	Num	3	GR228_.	STDOS2.	Tab: Race-Other	656
SRRACEMR	x	Num	3	GR228_.	STDOS2.	What is your race? Mark one or more races to indicate what you consider yo	657
SREDR	2	Num	3	GR162_.	STDOS2.	Tab: Education	658
SRGRADER	7	Num	3	SRGRDR.	STDOS2.	Tab: Paygrade	659
SRMARSTR	5	Num	3	GR153_.	STDOS2.	Tab: Marital status	660
GR09R	9	Num	3	GR038_.	STDOS2.	Tab: Years of service	661
GR10R	10	Num	3	GR181_.	STDOS2.	Tab: Likelihood stay in NG/R	662
GR011AR	x	Num	3	GR033_.	STDOS2.	Are you already eligible for military retirement? (Recode)	663
GR011BR	x	Num	3	GR107_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how like	664
GR11BR2	x	Num	3	GR108_.	STDOS2.	If you could stay in the National Guard/Reserve as long as you want, how like	665
GR12R	12	Num	3	GR039_.	STDOS2.	Tab: Expected years of service	666

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GR13R	13	Num	3	GR156_.	STDOS2.	Tab: Quality of life in NG/R	667
GR14R	14	Num	3	GR156_.	STDOS2.	Tab: Quality of work life in NG/R	668
GR15AR	15a	Num	3	GR179_.	STDOS2.	Tab: Sat w/ compensation	669
GR15BR	15b	Num	3	GR179_.	STDOS2.	Tab: Sat w/ type of work	670
GR15CR	15c	Num	3	GR179_.	STDOS2.	Tab: Sat w/ promotion chances	671
GR15DR	15d	Num	3	GR179_.	STDOS2.	Tab: Sat w/ coworkers	672
GR15ER	15e	Num	3	GR179_.	STDOS2.	Tab: Sat w/ supervisor	673
GR15FR	15f	Num	3	GR179_.	STDOS2.	Tab: Sat w/ mil values	674
GR15GR	15g	Num	3	GR179_.	STDOS2.	Tab: Sat w/ enjoyment of NG/R duties	675
GR15HR	15h	Num	3	GR179_.	STDOS2.	Tab: Sat w/ unit drill training	676
GR15IR	15i	Num	3	GR179_.	STDOS2.	Tab: Sat w/ unit morale	677
GR15JR	15j	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances for leadership	678
GR15KR	15k	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances use primary skills	679
GR15LR	15l	Num	3	GR179_.	STDOS2.	Tab: Sat w/ assignments	680
GR15MR	15m	Num	3	GR179_.	STDOS2.	Tab: Sat w/ assignment stability	681
GR15NR	15n	Num	3	GR179_.	STDOS2.	Tab: Sat w/ personal workload	682
GR15OR	15o	Num	3	GR179_.	STDOS2.	Tab: Sat w/ time reqrd for NG/R duties	683
GR15PR	15p	Num	3	GR179_.	STDOS2.	Tab: Sat w/ chances of activation	684
GR15QR	15q	Num	3	GR179_.	STDOS2.	Tab: Sat w/ recnt activations	685
GR16R	16	Num	3	GR179_.	STDOS2.	Tab: Sat w/ mil way of life	686
GR17AR	17a	Num	3	GR177_.	STDOS2.	Tab: Feel like part of family in NG/R	687
GR17BR	17b	Num	3	GR177_.	STDOS2.	Tab: NG/R has personal meaning	688
GR17CR	17c	Num	3	GR177_.	STDOS2.	Tab: Too costly to leave NG/R	689
GR17DR	17d	Num	3	GR177_.	STDOS2.	Tab: Afraid quit NG/R w/o another job	690
GR17ER	17e	Num	3	GR177_.	STDOS2.	Tab: Life interrupted if leave NG/R	691
GR17FR	17f	Num	3	GR177_.	STDOS2.	Tab: Sense of belonging to NG/R	692
GR17GR	17g	Num	3	GR177_.	STDOS2.	Tab: Emotionally attached to NG/R	693
GR17HR	17h	Num	3	GR177_.	STDOS2.	Tab: Lack of alternatives if leave NG/R	694
AFFCOM	x	Num	3	GR029_.	STDOS2.	Variable used to create A_COMMIT	695
A_COMMIT	x	Num	3	GR190_.	STDOS2.	Affective Commit Scale	696
CONCOM	x	Num	3	GR029_.	STDOS2.	Variable used to create C_COMMIT	697
C_COMMIT	x	Num	3	GR029_.	STDOS2.	Continuance Commitment Scale	698

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GR18AR	18a	Num	3	GR165_.	STDOS2.	Tab: Recommend male friend join mil	699
GR18BR	18b	Num	3	GR165_.	STDOS2.	Tab: Recommend female friend join mil	700
GR24R	24	Num	3	GR205_.	STDOS2.	Tab: Currently activated	701
GR25R	25	Num	3	GR122_.	STDOS2.	Tab: Currently deployed	702
GR29R	29	Num	3	GR116_.	STDOS2.	Tab: Week prior actvtn have civ job	703
GR29R2	x	Num	3	GR097_.	STDOS2.	In the week prior to your most recent activation, did you have a civilian job? (C	704
GR30R	30	Num	3	GR117_.	STDOS2.	Tab: At time of actvtn were u student	705
GR30R2	x	Num	3	GR090_.	STDOS2.	At the time of your most recent activation, were you a student in a civilian sch	706
GR34R	34	Num	3	GR115_.	STDOS2.	Tab: Currently have civ job	707
GR34R2	x	Num	3	GR097_.	STDOS2.	Do you have a civilian job? (RECODE 2)	708
GR35R	35	Num	3	GR117_.	STDOS2.	Tab: Currently student	709
GR35R2	x	Num	3	GR090_.	STDOS2.	Are you a student in a civilian school? (Combining student items--Recode GR	710
GR36R	36	Num	3	GR035_.	STDOS2.	Tab: Past 12 mnth- #day paid NG/R status	711
GR36R2	x	Num	3	GR036_.	STDOS2.	In the past 12 months, how many days (full days, not drill periods) did you spe	712
GR37R	37	Num	3	GR040_.	STDOS2.	Tab: How long in present unit	713
GR38AR	38a	Num	3	GR165_.	STDOS2.	Tab: Are u student in res mil course	714
GR38BR	38b	Num	3	GR165_.	STDOS2.	Tab: Are u in gendered MOS	715
GR38CR	38c	Num	3	GR165_.	STDOS2.	Tab: Are u in gendered workplace	716
GR40R	40	Num	3	GR144_.	STDOS2.	Tab: Paygrade of supervisor	717
GR40R2	x	Num	3	GR145_.	STDOS2.	What is the paygrade of your immediate supervisor in your current military wd	718
GR41R	41	Num	3	GR155_.	STDOS2.	Tab: Gender ratio of workgroup	719
GR42AR	42a	Num	3	GR177_.	STDOS2.	Tab: Know what expected at wrk	720
GR42BR	42b	Num	3	GR177_.	STDOS2.	Tab: Have right equipment at wrk	721
GR42CR	42c	Num	3	GR177_.	STDOS2.	Tab: Chance to do best at wrk	722
GR42DR	42d	Num	3	GR177_.	STDOS2.	Tab: Recvd praise in last 7 days	723
GR42ER	42e	Num	3	GR177_.	STDOS2.	Tab: Supervisor cares about me	724
GR42FR	42f	Num	3	GR177_.	STDOS2.	Tab: Someone helps me develop at wrk	725
GR42GR	42g	Num	3	GR177_.	STDOS2.	Tab: My opinion count at wrk	726
GR42HR	42h	Num	3	GR177_.	STDOS2.	Tab: My NG/R job is important	727
GR42IR	42i	Num	3	GR177_.	STDOS2.	Tab: My coworkers do quality wrk	728
GR42JR	42j	Num	3	GR177_.	STDOS2.	Tab: Have best friend at wrk	729
GR42KR	42k	Num	3	GR177_.	STDOS2.	Tab: Last 6 mnths recvd progress update	730

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR42LR	42l	Num	3	GR177_.	STDOS2.	Tab: Chance to learn at wrk	731
GR42MR	42m	Num	3	GR177_.	STDOS2.	Tab: Promotions based on wrk only	732
GR42NR	42n	Num	3	GR177_.	STDOS2.	Tab: Supervisor makes all feel included	733
GR42OR	42o	Num	3	GR177_.	STDOS2.	Tab: Trust supervisor w/ equal treatment	734
GR42PR	42p	Num	3	GR177_.	STDOS2.	Tab: Employees kept informed	735
GR43AR	43a	Num	3	GR177_.	STDOS2.	Tab: If make request someone will listen	736
GR43BR	43b	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only want to look good	737
GR43CR	43c	Num	3	GR177_.	STDOS2.	Tab: Would take problem to command	738
GR43DR	43d	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only care about job	739
GR43ER	43e	Num	3	GR177_.	STDOS2.	Tab: Impressed w/ wrk leaders	740
GR43FR	43f	Num	3	GR177_.	STDOS2.	Tab: Wrk leaders only care about career	741
GR43AR2	x	Num	3	GR176_.	STDOS2.	Variable used to construct CAREER (Reverse code of GR43A)	742
GR43BR2	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43B)	743
GR43CR2	x	Num	3	GR176_.	STDOS2.	Variable used to construct CAREER (Reverse code of GR43C)	744
GR43DR2	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43D)	745
GR43FR2	x	Num	3	GR102_.	STDOS2.	Variable used to construct SUPSAT (Reverse code of GR43F)	746
CARERCMP	x	Num	3	GR029_.	STDOS2.	Variable used to construct CAREER	747
CAREER	x	Num	3	GR029_.	STDOS2.	Careerism Scale	748
SUPERSC	x	Num	3	GR043_.	STDOS2.	Variable used to construct SUPSAT	749
GR44AR	44a	Num	3	GR177_.	STDOS2.	Tab: Little conflict w/ coworkers	750
GR44BR	44b	Num	3	GR177_.	STDOS2.	Tab: Coworkers put in effort	751
GR44CR	44c	Num	3	GR177_.	STDOS2.	Tab: Workgroup gets along	752
GR44DR	44d	Num	3	GR177_.	STDOS2.	Tab: Workgroup helps each other	753
GR44ER	44e	Num	3	GR177_.	STDOS2.	Tab: Mil work gives u sense of pride	754
GR44FR	44f	Num	3	GR177_.	STDOS2.	Tab: Mil work uses your skills	755
GR44GR	44g	Num	3	GR177_.	STDOS2.	Tab: Like your mil work	756
GR44HR	44h	Num	3	GR177_.	STDOS2.	Tab: Mil job lets you gain skills	757
CWRK_SAT	x	Num	3	GR043_.	STDOS2.	Variable used to create CWORKSAT	758
WORK_SAT	x	Num	3	GR029_.	STDOS2.	Variable used to create WORKSAT	759
GR45AR	45a	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ angry voice	760
GR45BR	45b	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ avoiding u	761
GR45CR	45c	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ making u look bad	762

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR45DR	45d	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ yelling	763
GR45ER	45e	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ withholding info	764
GR45FR	45f	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ swearing at u	765
GR45GR	45g	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ tlkng behnd ur back	766
GR45HR	45h	Num	3	GR161_.	STDOS2.	Tab: Last yr trgted w/ insulting u	767
GR45IR	45i	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ crude talk about u	768
GR45JR	45j	Num	3	GR161_.	STDOS2.	Tab: Lst yr trgted w/ flauntng pwer ovr u	769
WRK_HOST	x	Num	3	GR029_.	STDOS2.	Variable used to create WORKHOST	770
GR46R	46	Num	3	GR180_.	STDOS2.	Tab: How prprd to do wartime job	771
GR47R	47	Num	3	GR180_.	STDOS2.	Tab: How unit prprd to do wartime job	772
GR48BR	48b	Num	3	GR137_.	STDOS2.	Tab: I get sick easier than others	773
GR48CR	48c	Num	3	GR137_.	STDOS2.	Tab: I expect health to worsen	774
GEN_HEAL	x	Num	3	GR029_.	STDOS2.	Variable used to create GENHEAL	775
GR49AR	49a	Num	3	GR134_.	STDOS2.	Tab: Tabulation_Only	776
GR49BR	49b	Num	3	GR134_.	STDOS2.	Tab: Health limited accomplishments	777
GR49CR	49c	Num	3	GR134_.	STDOS2.	Tab: Health limited type of work	778
GR49DR	49d	Num	3	GR134_.	STDOS2.	Tab: Health limited wrk performance	779
GR49AR3	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the follow	780
GR49BR3	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the follow	781
GR49CR3	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the follow	782
GR49DR3	x	Num	3	GR051_.	STDOS2.	How much of the time during the past 4 weeks have you had any of the follow	783
PHYS_HEL	x	Num	3	GR029_.	STDOS2.	Variable used to create PHYSHEAL	784
PHYSHEAL	x	Num	3	GR029_.	STDOS2.	Physical Health Scale	785
GR50R	50	Num	3	GR150_.	STDOS2.	Tab: Current work stress	786
GR51R	51	Num	3	GR150_.	STDOS2.	Tab: Current personal stress	787
GR50R2	x	Num	3	GR072_.	STDOS2.	Overall, how would you rate the current level of stress in your work life? (REC	788
GR51R2	x	Num	3	GR072_.	STDOS2.	Overall, how would you rate the current level of stress in your work life? (REC	789
GR52AR	52a	Num	3	GR161_.	STDOS2.	Tab: Pst mnth been upset	790
GR52BR	52b	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt lack of control	791
GR52CR	52c	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt nervous	792
GR52DR	52d	Num	3	GR161_.	STDOS2.	Tab: Pst mnth can handle personal probs	793
GR52ER	52e	Num	3	GR161_.	STDOS2.	Tab: Pst mnth things going ur way	794

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GR52FR	52f	Num	3	GR161_.	STDOS2.	Tab: Pst mnth couldn't cope	795
GR52GR	52g	Num	3	GR161_.	STDOS2.	Tab: Pst mnth able control irritations	796
GR52HR	52h	Num	3	GR161_.	STDOS2.	Tab: Pst mnth on top of things	797
GR52IR	52i	Num	3	GR161_.	STDOS2.	Tab: Pst mnth angry w/ uncontrolled stuff	798
GR52JR	52j	Num	3	GR161_.	STDOS2.	Tab: Pst mnth felt not overcome prblms	799
GR52AR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52A to add a 0)	800
GR52BR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52B to add a 0)	801
GR52CR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52C to add a 0)	802
GR52DR2	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52D and adding a 0)	803
GR52ER2	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52E and add a 0)	804
GR52FR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52F to add a 0)	805
GR52GR2	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52G and add a 0)	806
GR52HR2	x	Num	3	GR131_.	STDOS2.	Variable used to create STRESS (Reverse code of GR52H and add a 0)	807
GR52IR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52I to add a 0)	808
GR52JR2	x	Num	3	GR129_.	STDOS2.	Variable used to create STRESS (Recode of GR52J to add a 0)	809
GR53AR	53a	Num	3	GR172_.	STDOS2.	Tab: Pst yr actvatn make stress	810
GR53BR	53b	Num	3	GR172_.	STDOS2.	Tab: Pst yr mil and civ work stressful	811
GR53CR	53c	Num	3	GR172_.	STDOS2.	Tab: Pst yr finances stressful	812
GR53DR	53d	Num	3	GR172_.	STDOS2.	Tab: Pst yr health stressful	813
GR53ER	53e	Num	3	GR172_.	STDOS2.	Tab: Pst yr life events stressful	814
GR53FR	53f	Num	3	GR172_.	STDOS2.	Tab: Pst yr spouse relationship stressful	815
GR53GR	53g	Num	3	GR172_.	STDOS2.	Tab: Pst yr famly relationship stressful	816
GR53HR	53h	Num	3	GR172_.	STDOS2.	Tab: Pst yr time away stressful	817
GR53IR	53i	Num	3	GR172_.	STDOS2.	Tab: Pst yr community crime stressful	818
GR53JR	53j	Num	3	GR172_.	STDOS2.	Tab: Pst yr natural disasters stressful	819
GR53KR	53k	Num	3	GR172_.	STDOS2.	Tab: Pst yr terrorism stressful	820
GR53LR	53l	Num	3	GR172_.	STDOS2.	Tab: Pst yr war stressful	821
GR53MR	53m	Num	3	GR172_.	STDOS2.	Tab: Pst yr loss of civ job stressful	822
GR53NR	53n	Num	3	GR172_.	STDOS2.	Tab: Pst yr lost career oppty stressful	823
GR54AR	54a	Num	3	GR172_.	STDOS2.	Tab: Pst yr famly reduce strss	824
GR54BR	54b	Num	3	GR172_.	STDOS2.	Tab: Pst yr time w/ frnds reduc stress	825
GR54CR	54c	Num	3	GR172_.	STDOS2.	Tab: Pst yr vactn time reduc stress	826

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GR54DR	54d	Num	3	GR172_.	STDOS2.	Tab: Pst yr wrk out reduc stress	827
GR54ER	54e	Num	3	GR172_.	STDOS2.	Tab: Pst yr hobbies reduc stress	828
GR54FR	54f	Num	3	GR172_.	STDOS2.	Tab: Pst yr fin cnslng reduc stress	829
GR54GR	54g	Num	3	GR172_.	STDOS2.	Tab: Pst yr fin aid groups reduc stress	830
GR54HR	54h	Num	3	GR172_.	STDOS2.	Tab: Pst yr spouse empmnt reduc stress	831
GR54IR	54i	Num	3	GR172_.	STDOS2.	Tab: Pst yr 2nd income reduc stress	832
GR54JR	54j	Num	3	GR172_.	STDOS2.	Tab: Pst yr couple cnslng reduc stress	833
GR54KR	54k	Num	3	GR172_.	STDOS2.	Tab: Pst yr per cnslng reduc stress	834
GR54LR	54l	Num	3	GR172_.	STDOS2.	Tab: Pst yr violnce cnslng reduc stress	835
GR54MR	54m	Num	3	GR172_.	STDOS2.	Tab: Pst yr alcohol reduc stress	836
GR54NR	54n	Num	3	GR172_.	STDOS2.	Tab: Pst yr fam supp grps reduc stress	837
GR54OR	54o	Num	3	GR172_.	STDOS2.	Tab: Pst yr chld care reduc stress	838
GR54PR	54p	Num	3	GR172_.	STDOS2.	Tab: Pst yr deploy services reduc stress	839
GR54QR	54q	Num	3	GR172_.	STDOS2.	Tab: Pst yr relig actv reduc stress	840
GR54RR	54r	Num	3	GR172_.	STDOS2.	Tab: Pst yr other reduc stress	841
GR55AR	55a	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: rated lower than deserve	842
GR55BR	55b	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: unjustified neg comments	843
GR55CR	55c	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: higher perform standard	844
GR55DR	55d	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: did not get award	845
GR55ER	55e	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: assign not use job skill	846
GR55FR	55f	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: assign no good fr career	847
GR55GR	55g	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: no daily short term task	848
GR55HR	55h	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: no mentor for career	849
GR55IR	55i	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: didn't learn career opps	850
GR55JR	55j	Num	3	GR114_.	STDOS2.	Tab: Dsc 12 mo: no answers for promotion	851
GR55KR	55k	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: exclude frm social event	852
GR55LM	x	Num	3	GR188_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	853
GR55NR	55n	Num	3	GR189_.	STDOS2.	Tab: Dsc 12 mo: other personnel actions	854
GR55AR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55A--Combining item	855
GR55BR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55B--Combining item	856
GR55CR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55C--Combining item	857
GR55DR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55D--Combining item	858

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GR55ER2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55E--Combining item	859
GR55FR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55F--Combining item	860
GR55GR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55G--Combining item	861
GR55HR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55H--Combining item	862
GR55IR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55I--Combining items	863
GR55JR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55J--Combining item	864
GR55KR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55K--Combining item	865
GR55LMR	x	Num	3	GR047_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55LM--Combining ite	866
GR55NR2	x	Num	3	GR044_.	STDOS2.	Variable used to construct GR55 scales (Recode for GR55N--Combining item	867
EVAL_G	x	Num	3	GR043_.	STDOS2.	Variable used to construct EVAL	868
ASGN_G	x	Num	3	GR043_.	STDOS2.	Variable used to construct ASGN	869
CAR_G	x	Num	3	GR043_.	STDOS2.	Variable used to construct CAR	870
ANYDISC	x	Num	3	GR043_.	STDOS2.	Variable Used to Create Any Discrimination	871
GR55AR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	872
GR55BR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	873
GR55CR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	874
GR55DR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	875
GR55ER3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	876
GR55FR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	877
GR55GR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	878
GR55HR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	879
GR55IR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	880
GR55JR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	881
GR55KR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	882
GR55LMR2	x	Num	3	GR139_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	883
GR55NR3	x	Num	3	GR140_.	STDOS2.	During the past 12 months, did any of the following happen to you? If it did, c	884
GR57AR	57a	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offnsv sex story/joke	885
GR57BR	57b	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offensive gender terms	886
GR57CR	57c	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: unwelcome sex discuss	887
GR57DR	57d	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: treat diffnt b/c of sex	888
GR57ER	57e	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: remark on appearance	889
GR57FR	57f	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: embarrassing gestures	890

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GR57GR	57g	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: offnsv sexist remarks	891
GR57HR	57h	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: romantic/sex relation	892
GR57IR	57i	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: put down, gender	893
GR57JR	57j	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: ask date after said no	894
GR57KR	57k	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: bribed to engage in sex	895
GR57LR	57l	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: threat, sex cooperation	896
GR57MR	57m	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: touch make uncomfortable	897
GR57NR	57n	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: attempt stroke/fondle	898
GR57OR	57o	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: treat bad if refuse sex	899
GR57PR	57p	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: promo, sex cooperative	900
GR57QR	57q	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: attempt sex, unsuccess	901
GR57RR	57r	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: sex without consent	902
GR57SR	57s	Num	3	GR161_.	STDOS2.	Tab: Pst 12 mo: other behavior	903
GR57AR2	x	Num	3	GR130_.	STDOS2.	Variable used to construct GR57 scales (Recode for GR57A--Combining items in	904
GR57BR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57B--Combining items in	905
GR57CR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57C--Combining items in	906
GR57DR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57D--Combining items in	907
GR57ER2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57E--Combining items in	908
GR57FR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57F--Combining items in	909
GR57GR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57G--Combining items in	910
GR57HR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57H--Combining items in	911
GR57IR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57I--Combining items in	912
GR57JR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57J--Combining items in	913
GR57KR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57K--Combining items in	914
GR57LR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57L--Combining items in	915
GR57MR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57M--Combining items in	916
GR57NR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57N--Combining items in	917
GR57OR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57O--Combining items in	918
GR57PR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57P--Combining items in	919
GR57QR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57Q--Combining items in	920
GR57RR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57R--Combining items in	921
GR57SR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR57 scales (Recode GR57S--Combining items in	922

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
SEXASLT	x	Num	3	GR099_.	STDOS2.	Sexual Assault Incident Rate	923
OTHERBEH	x	Num	3	GR099_.	STDOS2.	Other behavior incident rate	924
SEX_HAR	x	Num	3	GR043_.	STDOS2.	Variable used to construct SEXHAR	925
CRDBVRO	x	Num	3	GR192_.	STDOS2.	Crude/Offensive Behavior Incident Rate Only--Recode	926
SEXATTNO	x	Num	3	GR198_.	STDOS2.	Unwanted Sexual Attention Incident Rate Only--Recode	927
SEXCOERO	x	Num	3	GR196_.	STDOS2.	Sexual Coercion Incident Rate Only--Recode	928
SEXBEHO	x	Num	3	GR194_.	STDOS2.	Sexist Behavior Incident Rate Only--Recode	929
SEXASLTO	x	Num	3	GR195_.	STDOS2.	Sexual Assault Incident Rate Only--Recode	930
OTHERBHO	x	Num	3	GR193_.	STDOS2.	Other behavior incident rate only--Recode	931
SEXHARO	x	Num	3	GR197_.	STDOS2.	Experienced Sexual Harassment Only--Recode	932
GR57AR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	933
GR57BR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	934
GR57CR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	935
GR57DR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	936
GR57ER3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	937
GR57FR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	938
GR57GR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	939
GR57HR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	940
GR57IR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	941
GR57JR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	942
GR57KR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	943
GR57LR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	944
GR57MR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	945
GR57NR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	946
GR57OR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	947
GR57PR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	948
GR57QR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	949
GR57RR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	950
GR57SR3	x	Num	3	GR073_.	STDOS2.	In this question you are asked about sex/gender related talk and/or behavior	951
GR59AR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59A--Combining items in	952
GR59BR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59B--Combining items in	953
GR59CR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59C--Combining items in	954

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR59DR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59D--Combining items in	955
GR59ER2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59E--Combining items in	956
GR59FR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59F--Combining items in	957
GR59GR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59G--Combining items in	958
GR59HR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59H--Combining items in	959
GR59IR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59I--Combining items in	960
GR59JR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59J--Combining items in	961
GR59KR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59K--Combining items in	962
GR59LR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59L--Combining items in	963
GR59MR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59M--Combining items in	964
GR59NR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59N--Combining items in	965
GR59OR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59O--Combining items in	966
GR59PR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59P--Combining items in	967
GR59QR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59Q--Combining items in	968
GR59RR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59R--Combining items in	969
GR59SR2	x	Num	3	GR046_.	STDOS2.	Variable used to construct GR59 scales (Recode GR59S--Combining items in	970
CRDBVR1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Crude/Offensive Behavior Incident Rat	971
SEXATTN1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Unwanted Sexual Attention Incident Ra	972
SEXCOER1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexual Coercion Incident Rate	973
SEXBEH1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexist Behavior Incident Rate	974
SEXASLT1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Sexual Assault Incident Rate	975
OTHRBEH1	x	Num	3	GR099_.	STDOS2.	One Situation with the Greatest Effect Other Behavior Incident Rate	976
CRDBV1O	x	Num	3	GR192_.	STDOS2.	One Situation with the Greatest Effect Crude/Offensive Behavior Incident Rat	977
SEXATNO1	x	Num	3	GR198_.	STDOS2.	One Situation with the Greatest Effect Unwanted Sexual Attention Incident Ra	978
SEXCORO1	x	Num	3	GR196_.	STDOS2.	One Situation with the Greatest Effect Sexual Coercion Incident Rate Only--R	979
SEXBHO1	x	Num	3	GR194_.	STDOS2.	One Situation with the Greatest Effect Sexist Behavior Incident Rate Only--Re	980
SXASLTO1	x	Num	3	GR195_.	STDOS2.	One Situation with the Greatest Effect Sexual Assault Incident Rate Only--Re	981
OTHRBHO1	x	Num	3	GR193_.	STDOS2.	One Situation with the Greatest Effect Other Behavior Incident Rate Only--Re	982
GR60AR	60a	Num	3	GR093_.	STDOS2.	Tab: Extent annoying	983
GR60BR	60b	Num	3	GR093_.	STDOS2.	Tab: Extent offensive	984
GR60CR	60c	Num	3	GR093_.	STDOS2.	Tab: Extent disturbing	985
GR60DR	60d	Num	3	GR093_.	STDOS2.	Tab: Extent threatening	986

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GR60ER	60e	Num	3	GR093_.	STDOS2.	Tab: Extent embarrassing	987
GR60FR	60f	Num	3	GR093_.	STDOS2.	Tab: Extent frightening	988
GR61AR	61a	Num	3	GR085_.	STDOS2.	Tab: Sit occur: at a mil installation	989
GR61BR	61b	Num	3	GR085_.	STDOS2.	Tab: Sit occur: work (mil duties)	990
GR61CR	61c	Num	3	GR085_.	STDOS2.	Tab: Sit occur: during duty hours	991
GR61DR	61d	Num	3	GR085_.	STDOS2.	Tab: Sit occur: while activated	992
GR61ER	61e	Num	3	GR085_.	STDOS2.	Tab: Sit occur: civ work	993
GR61FR	61f	Num	3	GR085_.	STDOS2.	Tab: Sit occur: civ school	994
GR61GR	61g	Num	3	GR085_.	STDOS2.	Tab: Sit occur: other civ location	995
GR62R	62	Num	3	GR101_.	STDOS2.	Tab: Number of offenders	996
GR63R	63	Num	3	GR065_.	STDOS2.	Tab: What was gender of offender	997
GR64R	64	Num	3	GR112_.	STDOS2.	Tab: How well you knew offender	998
GR65R	65	Num	3	GR120_.	STDOS2.	Tab: Y/n work w/ offender	999
GR65R2	x	Num	3	GR120_.	STDOS2.	Do/did you work with the person(s) involved at your civilian job? (RECODE 2)	1000
GR66R	66	Num	3	GR121_.	STDOS2.	Tab: Sit happen in civ school	1001
GR66R2	x	Num	3	GR121_.	STDOS2.	Are/were you in a civilian school setting with the person(s) involved? (RECODE 2)	1002
GR67AR	67a	Num	3	GR203_.	STDOS2.	Tab: Offender: immediate mil supv	1003
GR67BR	67b	Num	3	GR203_.	STDOS2.	Tab: Offender: unit commander	1004
GR67CR	67c	Num	3	GR203_.	STDOS2.	Tab: Offender: mil, higher rank	1005
GR67DR	67d	Num	3	GR203_.	STDOS2.	Tab: Offender: military coworkers	1006
GR67ER	67e	Num	3	GR203_.	STDOS2.	Tab: Offender: military subordinates	1007
GR67FR	67f	Num	3	GR203_.	STDOS2.	Tab: Offender: mil train instructor	1008
GR67GR	67g	Num	3	GR203_.	STDOS2.	Tab: Offender: other mil persons	1009
GR67HR	67h	Num	3	GR203_.	STDOS2.	Tab: Offender: civilian employees	1010
GR67IR	67i	Num	3	GR203_.	STDOS2.	Tab: Offender: DoD contractors	1011
GR67JR	67j	Num	3	GR203_.	STDOS2.	Tab: Offender: other civilian person	1012
MILCIV	x	Num	3	GR199_.	STDOS2.	Organizational Affiliation of the Offender	1013
GR69R	69	Num	3	GR063_.	STDOS2.	Tab: Duration of situation	1014
GR69R2	x	Num	3	GR190_.	STDOS2.	How long did this situation last, or if continuing, how long has it been going on?	1015
GR71AR	71a	Num	3	GR095_.	STDOS2.	Tab: Extent you: tried to avoid	1016
GR71BR	71b	Num	3	GR095_.	STDOS2.	Tab: Extent you: tried to forget	1017
GR71CR	71c	Num	3	GR095_.	STDOS2.	Tab: Extent you: told didn't like	1018

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR71DR	71d	Num	3	GR095_.	STDOS2.	Tab: Extent you: stayed out of way	1019
GR71ER	71e	Num	3	GR095_.	STDOS2.	Tab: Extent you: say it wasn't important	1020
GR71FR	71f	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to family	1021
GR71GR	71g	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to coworkers	1022
GR71HR	71h	Num	3	GR095_.	STDOS2.	Tab: Extent you: talked to friends	1023
GR71IR	71i	Num	3	GR095_.	STDOS2.	Tab: Extent you: chaplain/counselor	1024
GR71JR	71j	Num	3	GR095_.	STDOS2.	Tab: Extent you: avoid being alone	1025
GR71KR	71k	Num	3	GR095_.	STDOS2.	Tab: Extent you: told to stop	1026
GR71LR	71l	Num	3	GR095_.	STDOS2.	Tab: Extent you: put up with it	1027
GR71MR	71m	Num	3	GR095_.	STDOS2.	Tab: Extent you: asked to leave alone	1028
GR71NR	71n	Num	3	GR095_.	STDOS2.	Tab: Extent you: blamed self	1029
GR71OR	71o	Num	3	GR095_.	STDOS2.	Tab: Extent you: assumed meant well	1030
GR71PR	71p	Num	3	GR095_.	STDOS2.	Tab: Extent you: prayed about it	1031
GR71QR	71q	Num	3	GR095_.	STDOS2.	Tab: Extent you: pretend not to notice	1032
GR71RR	71r	Num	3	GR095_.	STDOS2.	Tab: Extent you: do something else	1033
GR72R	72	Num	3	GR055_.	STDOS2.	Tab: Label one sit sex harassment	1034
GR73AR	73a	Num	3	GR203_.	STDOS2.	Tab: Rpt to: civ supr or coworker	1035
GR73BR	73b	Num	3	GR203_.	STDOS2.	Tab: Rpt to: school advisor/professor	1036
GR73CR	73c	Num	3	GR203_.	STDOS2.	Tab: Rpt to: comm officials or courts	1037
GR74AR	74a	Num	3	GR203_.	STDOS2.	Tab: Report to your supervisor	1038
GR74BR	74b	Num	3	GR203_.	STDOS2.	Tab: Report to chain-of-command	1039
GR74CR	74c	Num	3	GR203_.	STDOS2.	Tab: Report to offender's boss	1040
GR74DR	74d	Num	3	GR203_.	STDOS2.	Tab: Report to special mil office	1041
GR74ER	74e	Num	3	GR203_.	STDOS2.	Tab: Report to other person	1042
REPORT_C	x	Num	3	GR200_.	STDOS2.	Reported to civilian individual or organization	1043
REPORT_M	x	Num	3	GR201_.	STDOS2.	Reported to a military individual or organization	1044
REPORT_A	x	Num	3	GR202_.	STDOS2.	Reported to anyone	1045
REPORTA2	x	Num	3	GR204_.	STDOS2.	Reported to anyone (Recode)	1046
GR76AR	76a	Num	3	GR123_.	STDOS2.	Tab: Action tkn-person talked to	1047
GR76BR	76b	Num	3	GR123_.	STDOS2.	Tab: Action tkn-complaint investigated	1048
GR76CR	76c	Num	3	GR123_.	STDOS2.	Tab: Action tkn-encrgd to drop complaint	1049
GR76DR	76d	Num	3	GR123_.	STDOS2.	Tab: Action tkn-complaint discounted	1050

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR76ER	76e	Num	3	GR123_.	STDOS2.	Tab: Action tkn-none	1051
GR76AR2	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? a. Person(s) who bother	1052
GR76BR2	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? b. Your complaint was/is	1053
GR76CR2	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? c. You were encouraged	1054
GR76DR2	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? d. Your complaint was d	1055
GR76ER2	x	Num	3	GR075_.	STDOS2.	What actions were taken in response to your report? e. No action was taken (1056
GR77AR	77a	Num	3	GR106_.	STDOS2.	Tab: Sat w/ info on how to file	1057
GR77BR	77b	Num	3	GR106_.	STDOS2.	Tab: Sat w/ treatment by pers handlng	1058
GR77CR	77c	Num	3	GR106_.	STDOS2.	Tab: Sat w/ amount time to resolve	1059
GR77DR	77d	Num	3	GR106_.	STDOS2.	Tab: Sat w/ how well kept informed	1060
GR77ER	77e	Num	3	GR106_.	STDOS2.	Tab: Sat w/ degree privacy protect	1061
GR79R	79	Num	3	GR124_.	STDOS2.	Tab: Was complaint true?	1062
GR79R2	x	Num	3	GR077_.	STDOS2.	Was your complaint found to be true? (RECODE 2)	1063
GR80AR	80a	Num	3	GR123_.	STDOS2.	Tab: Outcome: outcome explained	1064
GR80BR	80b	Num	3	GR123_.	STDOS2.	Tab: Outcome: situation corrected	1065
GR80CR	80c	Num	3	GR123_.	STDOS2.	Tab: Outcome: action against prsn	1066
GR80DR	80d	Num	3	GR123_.	STDOS2.	Tab: Outcome: nothing was done	1067
GR80ER	80e	Num	3	GR123_.	STDOS2.	Tab: Outcome: action against you	1068
GR80AR3	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know"	1069
GR80BR3	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know"	1070
GR80CR3	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know"	1071
GR80DR3	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know"	1072
GR80ER3	x	Num	3	GR076_.	STDOS2.	What was the outcome of your complaint? Mark "Yes," "No," or "Don't know"	1073
GR81R	81	Num	3	GR106_.	STDOS2.	Tab: Sat w/ outcome	1074
GR82R	82	Num	3	GR118_.	STDOS2.	Tab: Report all behaviors	1075
GR83AR	83a	Num	3	GR203_.	STDOS2.	Tab: No report: not important	1076
GR83BR	83b	Num	3	GR203_.	STDOS2.	Tab: No report: not know how	1077
GR83CR	83c	Num	3	GR203_.	STDOS2.	Tab: No report: felt uncomfortable	1078
GR83DR	83d	Num	3	GR203_.	STDOS2.	Tab: No report: took care prob by self	1079
GR83ER	83e	Num	3	GR203_.	STDOS2.	Tab: No report: talk informally, command	1080
GR83FR	83f	Num	3	GR203_.	STDOS2.	Tab: No report: nothing would be done	1081
GR83GR	83g	Num	3	GR203_.	STDOS2.	Tab: No report: wouldn't be believed	1082

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GR83HR	83h	Num	3	GR203_.	STDOS2.	Tab: No report: coworkers angry	1083
GR83IR	83i	Num	3	GR203_.	STDOS2.	Tab: No report: wanted to fit in	1084
GR83JR	83j	Num	3	GR203_.	STDOS2.	Tab: No report: too much time/effort	1085
GR83KR	83k	Num	3	GR203_.	STDOS2.	Tab: No report: labeled troublemaker	1086
GR83LR	83l	Num	3	GR203_.	STDOS2.	Tab: No report: peer talked out of	1087
GR83MR	83m	Num	3	GR203_.	STDOS2.	Tab: No report: supv talked out of	1088
GR83NR	83n	Num	3	GR203_.	STDOS2.	Tab: No report: no hurt offender family	1089
GR83OR	83o	Num	3	GR203_.	STDOS2.	Tab: No report: performance eval suffer	1090
GR83PR	83p	Num	3	GR203_.	STDOS2.	Tab: No report: fear retal, offender	1091
GR83QR	83q	Num	3	GR203_.	STDOS2.	Tab: No report: fear retal, offndr friend	1092
GR83RR	83r	Num	3	GR203_.	STDOS2.	Tab: No report: afraid retaliation, supv	1093
GR83SR	83s	Num	3	GR203_.	STDOS2.	Tab: No report: neg impact	1094
GR83TR	83t	Num	3	GR203_.	STDOS2.	Tab: No report: neg impact on mil career	1095
GR83UR	83u	Num	3	GR203_.	STDOS2.	Tab: No report: warned not to complain	1096
GR83VR	83v	Num	3	GR203_.	STDOS2.	Tab: No report: already rptd to civ	1097
GR83WR	83w	Num	3	GR203_.	STDOS2.	Tab: No report: some other reason	1098
GR83AR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1099
GR83BR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1100
GR83CR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1101
GR83DR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1102
GR83ER2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1103
GR83FR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1104
GR83GR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1105
GR83HR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1106
GR83IR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1107
GR83JR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1108
GR83KR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1109
GR83LR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1110
GR83MR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1111
GR83NR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1112
GR83OR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1113
GR83PR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/I	1114

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR83QR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1115
GR83RR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1116
GR83SR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1117
GR83TR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1118
GR83UR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1119
GR83VR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1120
GR83WR2	x	Num	3	GR079_.	STDOS2.	What were your reasons for not reporting behaviors to any of the installation/	1121
GR84AR	84a	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: ignored by others	1122
GR84BR	84b	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: blamed for sit	1123
GR84CR	84c	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: people gossiped about u	1124
GR84DR	84d	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: lost perk/privileges	1125
GR84ER	84e	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: less favorable job duty	1126
GR84FR	84f	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: denied opp for training	1127
GR84GR	84g	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfair job evaluation	1128
GR84HR	84h	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfairly disciplined	1129
GR84IR	84i	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: denied promotion	1130
GR84JR	84j	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: transfer to worse job	1131
GR84KR	84k	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: unfairly demoted	1132
GR84LR	84l	Num	3	GR123_.	STDOS2.	Tab: Prob at wk: mistreated other way	1133
GR84AR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84A--Combining items int	1134
GR84BR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84B--Combining items int	1135
GR84CR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84C--Combining items int	1136
GR84DR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84D--Combining items int	1137
GR84ER2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84E--Combining items int	1138
GR84FR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84F--Combining items int	1139
GR84GR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84G--Combining items int	1140
GR84HR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84H--Combining items int	1141
GR84IR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84I--Combining items int	1142
GR84JR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84J--Combining items int	1143
GR84KR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84K--combining items int	1144
GR84LR2	x	Num	3	GR045_.	STDOS2.	Variable used to construct ANYRETAL (Recode GR84L--Combining items int	1145
ANYPROBS	x	Num	3	GR058_.	STDOS2.	Experience any problems at work	1146

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
GR84AR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1147
GR84BR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1148
GR84CR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1149
GR84DR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1150
GR84ER3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1151
GR84FR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1152
GR84GR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1153
GR84HR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1154
GR84IR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1155
GR84JR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1156
GR84KR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1157
GR84LR3	x	Num	3	GR076_.	STDOS2.	Did any of the following things happen in response to how you handled the si	1158
GR85AR	85a	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: senior leadership	1159
GR85BR	85b	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: instal/ship leaders	1160
GR85CR	85c	Num	3	GR123_.	STDOS2.	Tab: Effort to stop: immediate supervisor	1161
GR85AR2	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1162
GR85BR2	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1163
GR85CR2	x	Num	3	GR163_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1164
GR85AR3	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1165
GR85BR3	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1166
GR85CR3	x	Num	3	GR119_.	STDOS2.	Please give your opinion about whether the persons below make honest and	1167
GR87R	87	Num	3	GR105_.	STDOS2.	Tab: Pst 12 mo: amount SH training	1168
GR88AR	88a	Num	3	GR103_.	STDOS2.	Tab: SH train: undrstnd word/actn are SH	1169
GR88BR	88b	Num	3	GR103_.	STDOS2.	Tab: SH train: reduce cohesion in RC	1170
GR88CR	88c	Num	3	GR103_.	STDOS2.	Tab: SH train: SH mk difclt to prfrm dty	1171
GR88DR	88d	Num	3	GR103_.	STDOS2.	Tab: SH train: identify offensv behavior	1172
GR88ER	88e	Num	3	GR103_.	STDOS2.	Tab: SH train: tool for dealing w/SH	1173
GR88FR	88f	Num	3	GR103_.	STDOS2.	Tab: SH train: feel safe to complain	1174
GR88GR	88g	Num	3	GR103_.	STDOS2.	Tab: SH train: gives info on SH	1175
GR89R	89	Num	3	GR092_.	STDOS2.	Tab: How effective SH training	1176
GR89R2	x	Num	3	GR091_.	STDOS2.	In your opinion, how effective was the training you received in actually reduci	1177
GR90AR	90a	Num	3	GR172_.	STDOS2.	Tab: Unit: policies publicized	1178

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number	
GR90BR	90b	Num	3	GR172_.	STDOS2.	Tab: Unit: complaint procedure pub	1179	
GR90CR	90c	Num	3	GR172_.	STDOS2.	Tab: Unit: complaints taken seriously	1180	
GR90DR	90d	Num	3	GR172_.	STDOS2.	Tab: Unit: enlist, attend training	1181	
GR90ER	90e	Num	3	GR172_.	STDOS2.	Tab: Unit: officers, attend training	1182	
GR90FR	90f	Num	3	GR172_.	STDOS2.	Tab: Unit: leaders, respectful behavior	1183	
GR90GR	90g	Num	3	GR172_.	STDOS2.	Tab: Unit: female officers deal with	1184	
GR90HR	90h	Num	3	GR172_.	STDOS2.	Tab: Ship: policies publicized	1185	
GR90IR	90i	Num	3	GR172_.	STDOS2.	Tab: Ship: complaint procedure pub	1186	
GR90JR	90j	Num	3	GR172_.	STDOS2.	Tab: Ship: complaints taken seriously	1187	
GR90KR	90k	Num	3	GR172_.	STDOS2.	Tab: Ship: investigative office	1188	
GR90LR	90l	Num	3	GR172_.	STDOS2.	Tab: Ship: enlist, attend training	1189	
GR90MR	90m	Num	3	GR172_.	STDOS2.	Tab: Ship: officers, attend training	1190	
GR90NR	90n	Num	3	GR172_.	STDOS2.	Tab: Ship: leaders, respectful behavior	1191	
GR90OR	90o	Num	3	GR172_.	STDOS2.	Tab: Svc: advice/hotline for cmplt	1192	
GR92R	92	Num	3	GR060_.	STDOS2.	Tab: Last 4 yrs, SH in mil a problem	1193	
GR93R	93	Num	3	GR071_.	STDOS2.	Tab: SH more/less freq in mil vs yrs ago	1194	
GR93R2	x	Num	3	GR067_.	STDOS2.	In your opinion, how often does sexual harassment occur in the military now,	1195	
GR94R	x	Num	3	GR069_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplac	1196	
GR94R2	x	Num	3	GR068_.	STDOS2.	In your opinion, how often does sexual harassment occur at military workplac	1197	
AGER	x	Num	3	GR236_.	STDOS4.	Age based on Record Data	1198	
Information on Operations--Confidential Variables								
BATCH	x	Num	3	GR253_.	STDOS4.	DRC Batch Number applied	1199	
BLKREAS	x	Num	3	GR010_.	STDOS2.	Reason Survey Returned Blank	1200	
DARVDATE	x	Num	5	DATE9.	MMDDYY8.	Date Survey Arrived	1201	
DENTDATE	x	Num	5	DATE9.	MMDDYY8.	Date Survey Processed	1202	
DUPRET	x	Num	3	GR234_.	STDOS2.	Multiple Returns Flag - Excludes Blanks	1203	
DUPRET2	x	Num	3	GR011_.	STDOS2.	Multiple Returns Flag - Includes Blanks	1204	
FLAG_FIN	x	Num	3	GR235_.	STDOS2.	Final Disposition	1205	
INCWEB	x	Num	3	GR006_.	STDOS2.	Incomplete Web Flag	1206	
INRECNO	x	Num	8		8	STDOS8.	Master SCS ID number	1207
LITHO	x	Num	8		9	Litho code	1208	
MAILTYP	x	Num	3	GR020_.	STDOS2.	Mail Type	1209	

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REFUSE	x	Num	3	GR004_.	STDOS2.	Refused	1210
SCSINEL	x	Num	3	GR003_.	STDOS2.	SCSINEL - Reason reported for ineligibility	1211
SERIAL	x	Num	5	GR256_.	STDOS8.	DRC Serial Number applied	1212
SURVFORM	x	Num	3	SRVFORM.	STDOS2.	Survey form type	1213
SURVMAIL	x	Num	3	GR021_.	STDOS2.	Mailing Number	1214
WBTICKNO	x	Char	8	\$CHAR8.	\$CHAR8.	Web Survey Access Code	1215
Information on Sampling and Record Data--Confidential Variables							
ACTVD	x	Num	3	ACTVD.	STDOS2.	Active Duty Date Group	1216
ACTVGRP	x	Num	3	ACTVGRP.	STDOS2.	Active DEERS and RCCPDS	1217
ACTVSOC	x	Num	3	ACTVSOC.	STDOS2.	DEERS End Condition and Date Activated	1218
AD_DATE	x	Num	3	AD_DATE.	STDOS2.	Active Duty Date Status	1219
AD_STR	x	Char	3	\$GR238_.	\$CHAR3.	Active Duty Strength Accounting Code	1220
ADGT911	x	Num	3	ADGT911_.	STDOS2.	Active Duty Date Post 20010911 Status	1221
AGE	x	Num	3	AGE.	STDOS4.	Member's Age	1222
AGR_LGL	x	Char	1	\$AGRLGL.	\$CHAR1.	AGR Service Legal Authority Code	1223
CENREGN	x	Num	3	CENREGN.	STDOS2.	Census Region	1224
CRACE_CD	x	Char	1	\$GR241_.	\$CHAR1.	Constructed Race Code	1225
DR200307	x	Num	3	DR20037_.	STDOS2.	0307 DEERS PITE Eligibility	1226
DRFLG9	x	Char	1	\$GR249_.	\$CHAR1.	0309 DEERS PITE Flag	1227
EDUC	x	Num	3	EDUC.	STDOS2.	Education Level	1228
ETHNIC	x	Char	2	\$GR239_.	\$CHAR2.	Ethnic Code	1229
FEMAREGN	x	Num	3	FEMAREG.	STDOS2.	FEMA Regional Offices	1230
MARITAL	x	Char	1	\$GR242_.	\$CHAR1.	Marital Status	1231
NSAMP	x	Num	4		5 STDOS6.	Stratum Sample Count	1232
NSTRAT	x	Num	5		6 STDOS6.	Stratum Population Count	1233
ORG_CD	x	Char	2	\$GR244_.	\$CHAR2.	Reserve Component	1234
PAYGRD	x	Char	3	\$GR245_.	\$CHAR3.	Pay Grade	1235
PCATCD	x	Char	1	\$GR248_.	\$CHAR1.	Personnel Category Code	1236
PERCD	x	Char	1	\$GR251_.	\$CHAR1.	Personnel End Reason Code	1237
PNDTHCD	x	Char	1	\$GR250_.	\$CHAR1.	Person Death Code	1238
PNLECBGN	x	Num	5	DATE9.	MMDDYY8.	Personnel Entitlement Condition Begin Calendar Date	1239
PNLECEND	x	Num	5	DATE9.	MMDDYY8.	Personnel Entitlement Condition End Calendar Date	1240

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PNLECTYP	x	Num	3	PNLECTY.	STDOS2.	Personnel Entitlement Condition Type Code	1241
PNLEDDT	x	Num	5	DATE9.	MMDDYY8.	Personnel End Calendar Date	1242
POPFLG	x	Num	3	POPFLG.	STDOS2.	Population Flag	1243
PROGRAM	x	Num	3	PROGRAM.	STDOS2.	Reserve Program	1244
PROGRAM1	x	Num	3	PROG1_.	STDOS2.	Reserve Program 1	1245
PUBGROUP	x	Num	4		5 STDOS6.	Public Use File Group 1	1246
PUBGRP2	x	Num	4		5 STDOS6.	Public Use File Group 2	1247
R_EDUC2	x	Num	3	R_EDUC2_.	STDOS2.	Education	1248
RACE	x	Num	3	RACE.	STDOS4.	Race Code	1249
RACE_ETH	x	Char	1	\$GR240_.	\$CHAR1.	Construced Race Ethnicity	1250
RANDOM	x	Num	8	Z9.	9	Random Number	1251
RCOMPNN	x	Num	3	RCOMPNN.	STDOS2.	Military Component	1252
RETHC2	x	Num	3	RETHC2_.	STDOS2.	Race Ethnic Category 2	1253
RETHC3	x	Num	3	RETHC3_.	STDOS2.	Race Ethnic Category 3	1254
RETHC4	x	Num	3	RETHC4_.	STDOS2.	Race Ethnic Category 4	1255
RMARITAL	x	Num	3	RMARITL.	STDOS2.	Marital Status	1256
RORG_CD	x	Num	3	GR237_.	STDOS2.	Reserve Component	1257
RPAYGRP1	x	Num	3	RPYGRP1_.	STDOS2.	Pay Grade Group 1	1258
RPAYGRP2	x	Num	3	RPYGRP2_.	STDOS2.	Pay Grade Group 2	1259
RPAYGRP3	x	Num	3	RPYGRP3_.	STDOS2.	Pay Grade Group 3	1260
RPAYGRP4	x	Num	3	RPYGRP4_.	STDOS2.	Pay Grade Group 4	1261
RPAYGRP5	x	Num	3	RPYGRP5_.	STDOS2.	Pay Grade Group 5	1262
RPAYGRP6	x	Num	3	RPYGRP6_.	STDOS2.	Pay Grade Group 6	1263
RPAYGRP7	x	Num	3	RPYGRP7_.	STDOS2.	Pay Grade Group 7	1264
RPAYGRP8	x	Num	3	RPYGRP8_.	STDOS2.	Pay Grade Group 8	1265
RPROG1	x	Num	3	RPROG1_.	STDOS2.	Reserve Program 1	1266
RPROG2	x	Num	3	RPROG2_.	STDOS2.	Reserve Program 2	1267
RSERVICE	x	Num	3	RSERVIC.	STDOS2.	Service	1268
RSEX	x	Num	3	RSEX.	STDOS2.	Gender	1269
RSV_CAT	x	Char	1	\$GR252_.	\$CHAR1.	Reserve Category Code	1270
RSV_SCAT	x	Char	1	\$GR243_.	\$CHAR1.	Reserve Subcategory Code	1271
RSVCATGP	x	Num	3	RSVCATG.	STDOS2.	Reserve Category Group Code	1272

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RSVCCCD	x	Char	2	\$GR247_.	\$CHAR2.	Reserve Component Category Code	1273
RSVFLG	x	Char	1	\$GR002_.	\$CHAR1.	File Flag	1274
RTITLE	x	Num	3	RTITLE.	STDOS2.	Technician/AGR ID	1275
SEX	x	Char	1	\$GR246_.	\$CHAR1.	Gender	1276
SOC	x	Num	3	SOC.	STDOS2.	Special Operations Code 0302	1277
SOC0111	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0111	1278
SOC0112	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0112	1279
SOC0201	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0201	1280
SOC0202	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0202	1281
SOC0203	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0203	1282
SOC0204	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0204	1283
SOC0205	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0205	1284
SOC0206	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0206	1285
SOC0207	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0207	1286
SOC0208	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0208	1287
SOC0209	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0209	1288
SOC0210	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0210	1289
SOC0211	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0211	1290
SOC0212	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0212	1291
SOC0301	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0301	1292
SOC0302	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0302	1293
SOC0303	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0303	1294
SOC0304	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0304	1295
SOC0305	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0305	1296
SOC0306	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0306	1297
SOC0307	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0307	1298
SOC0308	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0308	1299
SOC0309	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0309	1300
SOC0310	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0310	1301
SOC0311	x	Num	3	SOC.	STDOS2.	Special Operation Code SC0311	1302
SOC1324	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 13 to 24 months prior - Operation	1303
SOC1324F	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 13 to 24 months prior - Flag	1304

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
SOCLE12	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 1 to 12 months prior - Operation	1305
SOCLE12F	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 1 to 12 months prior - Flag	1306
SOCLE24	x	Num	3	SOC.	STDOS2.	Most recent Active SOC on 1 to 24 months prior - Operation	1307
SOCLE24F	x	Num	3	SOCF.	STDOS2.	Most recent Active SOC on 1 to 24 months prior - Flag	1308
SOCLE24N	x	Num	3	SOCLE24_.	STDOS2.	Operation Noble Eagle, Enduring Freedom and Iraqi Freedom Flag	1309
STRAT	x	Num	3	3	STDOS4.	Stratum Level	1310
UICCNTY	x	Char	2	\$CHAR2.	\$CHAR2.	Unit Location Country Code	1311
Information on Weighting--Confidential Variables							
TOTAL	x	Num	8	8	STDOS8.	Variance estimation strata totals Based On Population Frame Counts	1312
ADJ1CC	x	Num	8	20.14	20	Non-Response Adjust Cell	1313
ADJ1F0	x	Num	8	20.14	20	FS Unk Elig NonResponse Adj Factor	1314
ADJ1W0	x	Num	8	20.14	20	FS Unk Elig NonResponse Adj Weight	1315
ADJ2F0	x	Num	8	20.14	20	FS Elig NonRespondent Adj Factor	1316
ADJ2W0	x	Num	8	20.14	20	FS Elig NonRespondent Adj Weight	1317
BSW0	x	Num	8	20.14	20	Base Weight	1318
CAS_ELIG	x	Char	15	\$CHAR15.	\$CHAR15.	CASRO eligibility disposition code	1319
COMPFLAG	x	Num	3	GR009_.	STDOS2.	Questionnaire Complete Flag	1320
CRITFLAG	x	Num	3	GR008_.	STDOS2.	Critical Questions Complete Flag	1321
DIM1	x	Num	8	20.14	20	First ranking dimension	1322
DIM2	x	Num	8	20.14	20	Second ranking dimension	1323
DIM3	x	Num	8	20.14	20	Third ranking dimension	1324
DIM4	x	Num	8	20.14	20	Fourth ranking dimension	1325
DIM5	x	Num	8	20.14	20	Fifth ranking dimension	1326
DIM6	x	Num	8	20.14	20	Sixth ranking dimension	1327
DIM7	x	Num	8	20.14	20	Seventh ranking dimension	1328
DODELIGF	x	Num	3	ELIG_F.	STDOS2.	Eligibility Flag without Coast Guard	1329
ELIG_R	x	Char	15	\$CHAR15.	\$CHAR15.	Form Eligibility	1330
POPTVSTR	x	Num	8	20.14	20	Taylor's Series Variance Strata Population	1331
PSTATUS	x	Num	8	20.14	20	Ranking Disposition Code	1332
PSTSTR	x	Num	8	20.14	20	Final Raking Cell	1333
QCOMP_N	x	Num	3	GR001_.	STDOS2.	Questions completed count	1334
QCOMP_P	x	Num	3	GR001_.	STDOS2.	Questions Completed Proportion	1335

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKF0	x	Num	8	20.14	20	Ranking adjustment factor	1336
RKW001	x	Num	8	20.14	20	Final Raked Weight for Replicate 1	1337
RKW002	x	Num	8	20.14	20	Final Raked Weight for Replicate 2	1338
RKW003	x	Num	8	20.14	20	Final Raked Weight for Replicate 3	1339
RKW004	x	Num	8	20.14	20	Final Raked Weight for Replicate 4	1340
RKW005	x	Num	8	20.14	20	Final Raked Weight for Replicate 5	1341
RKW006	x	Num	8	20.14	20	Final Raked Weight for Replicate 6	1342
RKW007	x	Num	8	20.14	20	Final Raked Weight for Replicate 7	1343
RKW008	x	Num	8	20.14	20	Final Raked Weight for Replicate 8	1344
RKW009	x	Num	8	20.14	20	Final Raked Weight for Replicate 9	1345
RKW010	x	Num	8	20.14	20	Final Raked Weight for Replicate 10	1346
RKW011	x	Num	8	20.14	20	Final Raked Weight for Replicate 11	1347
RKW012	x	Num	8	20.14	20	Final Raked Weight for Replicate 12	1348
RKW013	x	Num	8	20.14	20	Final Raked Weight for Replicate 13	1349
RKW014	x	Num	8	20.14	20	Final Raked Weight for Replicate 14	1350
RKW015	x	Num	8	20.14	20	Final Raked Weight for Replicate 15	1351
RKW016	x	Num	8	20.14	20	Final Raked Weight for Replicate 16	1352
RKW017	x	Num	8	20.14	20	Final Raked Weight for Replicate 17	1353
RKW018	x	Num	8	20.14	20	Final Raked Weight for Replicate 18	1354
RKW019	x	Num	8	20.14	20	Final Raked Weight for Replicate 19	1355
RKW020	x	Num	8	20.14	20	Final Raked Weight for Replicate 20	1356
RKW021	x	Num	8	20.14	20	Final Raked Weight for Replicate 21	1357
RKW022	x	Num	8	20.14	20	Final Raked Weight for Replicate 22	1358
RKW023	x	Num	8	20.14	20	Final Raked Weight for Replicate 23	1359
RKW024	x	Num	8	20.14	20	Final Raked Weight for Replicate 24	1360
RKW025	x	Num	8	20.14	20	Final Raked Weight for Replicate 25	1361
RKW026	x	Num	8	20.14	20	Final Raked Weight for Replicate 26	1362
RKW027	x	Num	8	20.14	20	Final Raked Weight for Replicate 27	1363
RKW028	x	Num	8	20.14	20	Final Raked Weight for Replicate 28	1364
RKW029	x	Num	8	20.14	20	Final Raked Weight for Replicate 29	1365
RKW030	x	Num	8	20.14	20	Final Raked Weight for Replicate 30	1366
RKW031	x	Num	8	20.14	20	Final Raked Weight for Replicate 31	1367

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKW032	x	Num	8	20.14	20	Final Raked Weight for Replicate 32	1368
RKW033	x	Num	8	20.14	20	Final Raked Weight for Replicate 33	1369
RKW034	x	Num	8	20.14	20	Final Raked Weight for Replicate 34	1370
RKW035	x	Num	8	20.14	20	Final Raked Weight for Replicate 35	1371
RKW036	x	Num	8	20.14	20	Final Raked Weight for Replicate 36	1372
RKW037	x	Num	8	20.14	20	Final Raked Weight for Replicate 37	1373
RKW038	x	Num	8	20.14	20	Final Raked Weight for Replicate 38	1374
RKW039	x	Num	8	20.14	20	Final Raked Weight for Replicate 39	1375
RKW040	x	Num	8	20.14	20	Final Raked Weight for Replicate 40	1376
RKW041	x	Num	8	20.14	20	Final Raked Weight for Replicate 41	1377
RKW042	x	Num	8	20.14	20	Final Raked Weight for Replicate 42	1378
RKW043	x	Num	8	20.14	20	Final Raked Weight for Replicate 43	1379
RKW044	x	Num	8	20.14	20	Final Raked Weight for Replicate 44	1380
RKW045	x	Num	8	20.14	20	Final Raked Weight for Replicate 45	1381
RKW046	x	Num	8	20.14	20	Final Raked Weight for Replicate 46	1382
RKW047	x	Num	8	20.14	20	Final Raked Weight for Replicate 47	1383
RKW048	x	Num	8	20.14	20	Final Raked Weight for Replicate 48	1384
RKW049	x	Num	8	20.14	20	Final Raked Weight for Replicate 49	1385
RKW050	x	Num	8	20.14	20	Final Raked Weight for Replicate 50	1386
RKW051	x	Num	8	20.14	20	Final Raked Weight for Replicate 51	1387
RKW052	x	Num	8	20.14	20	Final Raked Weight for Replicate 52	1388
RKW053	x	Num	8	20.14	20	Final Raked Weight for Replicate 53	1389
RKW054	x	Num	8	20.14	20	Final Raked Weight for Replicate 54	1390
RKW055	x	Num	8	20.14	20	Final Raked Weight for Replicate 55	1391
RKW056	x	Num	8	20.14	20	Final Raked Weight for Replicate 56	1392
RKW057	x	Num	8	20.14	20	Final Raked Weight for Replicate 57	1393
RKW058	x	Num	8	20.14	20	Final Raked Weight for Replicate 58	1394
RKW059	x	Num	8	20.14	20	Final Raked Weight for Replicate 59	1395
RKW060	x	Num	8	20.14	20	Final Raked Weight for Replicate 60	1396
RKW061	x	Num	8	20.14	20	Final Raked Weight for Replicate 61	1397
RKW062	x	Num	8	20.14	20	Final Raked Weight for Replicate 62	1398
RKW063	x	Num	8	20.14	20	Final Raked Weight for Replicate 63	1399

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKW064	x	Num	8	20.14	20	Final Raked Weight for Replicate 64	1400
RKW065	x	Num	8	20.14	20	Final Raked Weight for Replicate 65	1401
RKW066	x	Num	8	20.14	20	Final Raked Weight for Replicate 66	1402
RKW067	x	Num	8	20.14	20	Final Raked Weight for Replicate 67	1403
RKW068	x	Num	8	20.14	20	Final Raked Weight for Replicate 68	1404
RKW069	x	Num	8	20.14	20	Final Raked Weight for Replicate 69	1405
RKW070	x	Num	8	20.14	20	Final Raked Weight for Replicate 70	1406
RKW071	x	Num	8	20.14	20	Final Raked Weight for Replicate 71	1407
RKW072	x	Num	8	20.14	20	Final Raked Weight for Replicate 72	1408
RKW073	x	Num	8	20.14	20	Final Raked Weight for Replicate 73	1409
RKW074	x	Num	8	20.14	20	Final Raked Weight for Replicate 74	1410
RKW075	x	Num	8	20.14	20	Final Raked Weight for Replicate 75	1411
RKW076	x	Num	8	20.14	20	Final Raked Weight for Replicate 76	1412
RKW077	x	Num	8	20.14	20	Final Raked Weight for Replicate 77	1413
RKW078	x	Num	8	20.14	20	Final Raked Weight for Replicate 78	1414
RKW079	x	Num	8	20.14	20	Final Raked Weight for Replicate 79	1415
RKW080	x	Num	8	20.14	20	Final Raked Weight for Replicate 80	1416
RKW081	x	Num	8	20.14	20	Final Raked Weight for Replicate 81	1417
RKW082	x	Num	8	20.14	20	Final Raked Weight for Replicate 82	1418
RKW083	x	Num	8	20.14	20	Final Raked Weight for Replicate 83	1419
RKW084	x	Num	8	20.14	20	Final Raked Weight for Replicate 84	1420
RKW085	x	Num	8	20.14	20	Final Raked Weight for Replicate 85	1421
RKW086	x	Num	8	20.14	20	Final Raked Weight for Replicate 86	1422
RKW087	x	Num	8	20.14	20	Final Raked Weight for Replicate 87	1423
RKW088	x	Num	8	20.14	20	Final Raked Weight for Replicate 88	1424
RKW089	x	Num	8	20.14	20	Final Raked Weight for Replicate 89	1425
RKW090	x	Num	8	20.14	20	Final Raked Weight for Replicate 90	1426
RKW091	x	Num	8	20.14	20	Final Raked Weight for Replicate 91	1427
RKW092	x	Num	8	20.14	20	Final Raked Weight for Replicate 92	1428
RKW093	x	Num	8	20.14	20	Final Raked Weight for Replicate 93	1429
RKW094	x	Num	8	20.14	20	Final Raked Weight for Replicate 94	1430
RKW095	x	Num	8	20.14	20	Final Raked Weight for Replicate 95	1431

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKW096	x	Num	8	20.14	20	Final Raked Weight for Replicate 96	1432
RKW097	x	Num	8	20.14	20	Final Raked Weight for Replicate 97	1433
RKW098	x	Num	8	20.14	20	Final Raked Weight for Replicate 98	1434
RKW099	x	Num	8	20.14	20	Final Raked Weight for Replicate 99	1435
RKW100	x	Num	8	20.14	20	Final Raked Weight for Replicate 100	1436
RKW101	x	Num	8	20.14	20	Final Raked Weight for Replicate 101	1437
RKW102	x	Num	8	20.14	20	Final Raked Weight for Replicate 102	1438
RKW103	x	Num	8	20.14	20	Final Raked Weight for Replicate 103	1439
RKW104	x	Num	8	20.14	20	Final Raked Weight for Replicate 104	1440
RKW105	x	Num	8	20.14	20	Final Raked Weight for Replicate 105	1441
RKW106	x	Num	8	20.14	20	Final Raked Weight for Replicate 106	1442
RKW107	x	Num	8	20.14	20	Final Raked Weight for Replicate 107	1443
RKW108	x	Num	8	20.14	20	Final Raked Weight for Replicate 108	1444
RKW109	x	Num	8	20.14	20	Final Raked Weight for Replicate 109	1445
RKW110	x	Num	8	20.14	20	Final Raked Weight for Replicate 110	1446
RKW111	x	Num	8	20.14	20	Final Raked Weight for Replicate 111	1447
RKW112	x	Num	8	20.14	20	Final Raked Weight for Replicate 112	1448
RKW113	x	Num	8	20.14	20	Final Raked Weight for Replicate 113	1449
RKW114	x	Num	8	20.14	20	Final Raked Weight for Replicate 114	1450
RKW115	x	Num	8	20.14	20	Final Raked Weight for Replicate 115	1451
RKW116	x	Num	8	20.14	20	Final Raked Weight for Replicate 116	1452
RKW117	x	Num	8	20.14	20	Final Raked Weight for Replicate 117	1453
RKW118	x	Num	8	20.14	20	Final Raked Weight for Replicate 118	1454
RKW119	x	Num	8	20.14	20	Final Raked Weight for Replicate 119	1455
RKW120	x	Num	8	20.14	20	Final Raked Weight for Replicate 120	1456
RKW121	x	Num	8	20.14	20	Final Raked Weight for Replicate 121	1457
RKW122	x	Num	8	20.14	20	Final Raked Weight for Replicate 122	1458
RKW123	x	Num	8	20.14	20	Final Raked Weight for Replicate 123	1459
RKW124	x	Num	8	20.14	20	Final Raked Weight for Replicate 124	1460
RKW125	x	Num	8	20.14	20	Final Raked Weight for Replicate 125	1461
RKW126	x	Num	8	20.14	20	Final Raked Weight for Replicate 126	1462
RKW127	x	Num	8	20.14	20	Final Raked Weight for Replicate 127	1463

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKW128	x	Num	8	20.14	20	Final Raked Weight for Replicate 128	1464
RKW129	x	Num	8	20.14	20	Final Raked Weight for Replicate 129	1465
RKW130	x	Num	8	20.14	20	Final Raked Weight for Replicate 130	1466
RKW131	x	Num	8	20.14	20	Final Raked Weight for Replicate 131	1467
RKW132	x	Num	8	20.14	20	Final Raked Weight for Replicate 132	1468
RKW133	x	Num	8	20.14	20	Final Raked Weight for Replicate 133	1469
RKW134	x	Num	8	20.14	20	Final Raked Weight for Replicate 134	1470
RKW135	x	Num	8	20.14	20	Final Raked Weight for Replicate 135	1471
RKW136	x	Num	8	20.14	20	Final Raked Weight for Replicate 136	1472
RKW137	x	Num	8	20.14	20	Final Raked Weight for Replicate 137	1473
RKW138	x	Num	8	20.14	20	Final Raked Weight for Replicate 138	1474
RKW139	x	Num	8	20.14	20	Final Raked Weight for Replicate 139	1475
RKW140	x	Num	8	20.14	20	Final Raked Weight for Replicate 140	1476
RKW141	x	Num	8	20.14	20	Final Raked Weight for Replicate 141	1477
RKW142	x	Num	8	20.14	20	Final Raked Weight for Replicate 142	1478
RKW143	x	Num	8	20.14	20	Final Raked Weight for Replicate 143	1479
RKW144	x	Num	8	20.14	20	Final Raked Weight for Replicate 144	1480
RKW145	x	Num	8	20.14	20	Final Raked Weight for Replicate 145	1481
RKW146	x	Num	8	20.14	20	Final Raked Weight for Replicate 146	1482
RKW147	x	Num	8	20.14	20	Final Raked Weight for Replicate 147	1483
RKW148	x	Num	8	20.14	20	Final Raked Weight for Replicate 148	1484
RKW149	x	Num	8	20.14	20	Final Raked Weight for Replicate 149	1485
RKW150	x	Num	8	20.14	20	Final Raked Weight for Replicate 150	1486
RKW151	x	Num	8	20.14	20	Final Raked Weight for Replicate 151	1487
RKW152	x	Num	8	20.14	20	Final Raked Weight for Replicate 152	1488
RKW153	x	Num	8	20.14	20	Final Raked Weight for Replicate 153	1489
RKW154	x	Num	8	20.14	20	Final Raked Weight for Replicate 154	1490
RKW155	x	Num	8	20.14	20	Final Raked Weight for Replicate 155	1491
RKW156	x	Num	8	20.14	20	Final Raked Weight for Replicate 156	1492
RKW157	x	Num	8	20.14	20	Final Raked Weight for Replicate 157	1493
RKW158	x	Num	8	20.14	20	Final Raked Weight for Replicate 158	1494
RKW159	x	Num	8	20.14	20	Final Raked Weight for Replicate 159	1495

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Variable	Item	Type	Length	Format	Informat	Short Text Label	Page Number
RKW160	x	Num	8	20.14	20	Final Raked Weight for Replicate 160	1496
RKW161	x	Num	8	20.14	20	Final Raked Weight for Replicate 161	1497
RKW162	x	Num	8	20.14	20	Final Raked Weight for Replicate 162	1498
RKW163	x	Num	8	20.14	20	Final Raked Weight for Replicate 163	1499
RKW164	x	Num	8	20.14	20	Final Raked Weight for Replicate 164	1500
RKW165	x	Num	8	20.14	20	Final Raked Weight for Replicate 165	1501
RKW166	x	Num	8	20.14	20	Final Raked Weight for Replicate 166	1502
RKW167	x	Num	8	20.14	20	Final Raked Weight for Replicate 167	1503
RKW168	x	Num	8	20.14	20	Final Raked Weight for Replicate 168	1504
RKW169	x	Num	8	20.14	20	Final Raked Weight for Replicate 169	1505
RKW170	x	Num	8	20.14	20	Final Raked Weight for Replicate 170	1506
RSTATUS	x	Num	3	RSTAT.	STDOS2.	WGR Resp Status	1507
SMPTVSTR	x	Num	8	20.14	20	Taylor's Series Achieved Smp Size In Var	1508
TVSTR	x	Num	8	20.14	20	Taylor's Series Variance Strata	1509
WEBSTAT	x	Num	3	GR005_.	STDOS2.	Web Survey Status Code	1510
WELIG	x	Num	3	WELIG.	STDOS2.	Eligibility	1511
WG02CLL2	x	Num	5		6 STDOS6.	Collapsed Stratification Cell	1512
WG03CELL	x	Num	5		6 STDOS6.	Stratification Cell (stratum)	1513

APPENDIX G

Frequencies of Variables

APPENDIX H

OS Flat File

Variable	Type	Start	End	Length	Label
GR08	NUM	0001	0002	002	Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?
GR10	NUM	0003	0004	002	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?
GR13	NUM	0005	0006	002	In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?
GR14	NUM	0007	0008	002	In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?
GR15A	NUM	0009	0010	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your total compensation (i.e., base pay, allowances, and bonuses)
GR15B	NUM	0011	0012	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The type of work you do in your military job
GR15C	NUM	0013	0014	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your opportunities for promotion in your unit
GR15D	NUM	0015	0016	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The quality of your coworkers in your unit
GR15E	NUM	0017	0018	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The quality of your supervisor in your unit
GR15F	NUM	0019	0020	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Military values, lifestyle, and tradition
GR15G	NUM	0021	0022	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Amount of enjoyment from your National Guard/Reserve duty
GR15H	NUM	0023	0024	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Training received during your unit drills
GR15I	NUM	0025	0026	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your unit's morale
GR15J	NUM	0027	0028	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Opportunities for leadership in your unit
GR15K	NUM	0029	0030	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Opportunities to use your primary MOS/D/R/AFSC skills during unit drills

Variable	Type	Start	End	Length	Label
GR15L	NUM	0031	0032	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Types of assignments received
GR15M	NUM	0033	0034	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Assignment stability
GR15N	NUM	0035	0036	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your personal workload
GR15O	NUM	0037	0038	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Time required at National Guard/Reserve activities
GR15P	NUM	0039	0040	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your possibility of being activated or deployed in the future
GR15Q	NUM	0041	0042	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Number of recent activations or deployments you have experienced
GR16	NUM	0043	0044	002	Overall, how satisfied are you with the military way of life?
GR17A	NUM	0045	0046	002	How much do you agree or disagree with the following statements about working for your Reserve component? I feel like "part of the family" in my Reserve component
GR17B	NUM	0047	0048	002	How much do you agree or disagree with the following statements about working for your Reserve component? My Reserve component has a great deal of personal meaning to me
GR17C	NUM	0049	0050	002	How much do you agree or disagree with the following statements about working for your Reserve component? It would be too costly for me to leave my Reserve component in the near future
GR17D	NUM	0051	0052	002	How much do you agree or disagree with the following statements about working for your Reserve component? I am afraid of what might happen if I quit my Reserve component without having another job lined up
GR17E	NUM	0053	0054	002	How much do you agree or disagree with the following statements about working for your Reserve component? Too much of my life would be interrupted if I decided to leave my Reserve component now
GR17F	NUM	0055	0056	002	How much do you agree or disagree with the following statements about working for your Reserve component? I feel a strong sense of belonging to my Reserve component
GR17G	NUM	0057	0058	002	How much do you agree or disagree with the following statements about working for your Reserve component? I feel "emotionally attached" to my Reserve component

Variable	Type	Start	End	Length	Label
GR17H	NUM	0059	0060	002	How much do you agree or disagree with the following statements about working for your Reserve component? One of the problems with leaving my Reserve component would be the lack of available alternatives
GR18A	NUM	0061	0062	002	If you had a friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item. A male friend
GR18B	NUM	0063	0064	002	If you had a friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item. A female friend
GR42A	NUM	0065	0066	002	To what extent do you agree or disagree with the following statements about your military workplace? I know what is expected of me at work
GR42B	NUM	0067	0068	002	To what extent do you agree or disagree with the following statements about your military workplace? I have the materials and equipment I need to do my work right
GR42C	NUM	0069	0070	002	To what extent do you agree or disagree with the following statements about your military workplace? At work, I have the opportunity to do what I do best every duty day
GR42D	NUM	0071	0072	002	To what extent do you agree or disagree with the following statements about your military workplace? In the last 7 duty days, I have received recognition or praise for doing good work
GR42E	NUM	0073	0074	002	To what extent do you agree or disagree with the following statements about your military workplace? My supervisor, or someone at work, seems to care about me as a person
GR42F	NUM	0075	0076	002	To what extent do you agree or disagree with the following statements about your military workplace? There is someone at work who encourages my development
GR42G	NUM	0077	0078	002	To what extent do you agree or disagree with the following statements about your military workplace? At work, my opinions seem to count
GR42H	NUM	0079	0080	002	To what extent do you agree or disagree with the following statements about your military workplace? The mission/purpose of my Reserve component makes me feel my job is important
GR42I	NUM	0081	0082	002	To what extent do you agree or disagree with the following statements about your military workplace? My coworkers are committed to doing quality work
GR42J	NUM	0083	0084	002	To what extent do you agree or disagree with the following statements about your military workplace? I have a best friend at work
GR42K	NUM	0085	0086	002	To what extent do you agree or disagree with the following statements about your military workplace? In the last 6 months, someone at work has talked to me about my progress
GR42L	NUM	0087	0088	002	To what extent do you agree or disagree with the following statements about your military workplace? This last year, I have had opportunities at work to learn and to grow

Variable	Type	Start	End	Length	Label
GR42M	NUM	0089	0090	002	To what extent do you agree or disagree with the following statements about your military workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics
GR42N	NUM	0091	0092	002	To what extent do you agree or disagree with the following statements about your military workplace? My supervisor helps everyone in my workgroup feel included
GR42O	NUM	0093	0094	002	To what extent do you agree or disagree with the following statements about your military workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace
GR42P	NUM	0095	0096	002	To what extent do you agree or disagree with the following statements about your military workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them
GR46	NUM	0097	0098	002	Overall, how well prepared are you to perform your wartime job?
GR47	NUM	0099	0100	002	Overall, how well prepared is your unit to perform its wartime mission?
GR49B	NUM	0101	0102	002	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. Accomplished less than you would like
GR49D	NUM	0103	0104	002	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. Had difficulty performing the work or
GR50	NUM	0105	0106	002	Overall, how would you rate the current level of stress in your work life?
GR51	NUM	0107	0108	002	Overall, how would you rate the current level of stress in your personal life?
GR53B	NUM	0109	0110	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Military work and civilian career (for example, hours, co
GR53C	NUM	0111	0112	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Finances (yours and your family's)
GR53D	NUM	0113	0114	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Health (yours and your family's)
GR53E	NUM	0115	0116	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Life events (for example, birth of a child, getting engag

Variable	Type	Start	End	Length	Label
GR53F	NUM	0117	0118	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Relationship with your spouse or significant other
GR53G	NUM	0119	0120	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Relationship with your children or other family members
GR53H	NUM	0121	0122	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Time away from your family
GR53I	NUM	0123	0124	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Crime in your community
GR53J	NUM	0125	0126	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Natural disasters (for example, fires, floods, storms, ea
GR53K	NUM	0127	0128	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Terrorism, including threat of terrorism
GR53L	NUM	0129	0130	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." War or hostilities, including threat of war
GR53M	NUM	0131	0132	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Loss of civilian job
GR53N	NUM	0133	0134	002	To what extent have the following created stress in your life in the past 12 months? For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all." Loss of career advancement opportunities
GR54A	NUM	0135	0136	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Time with family
GR54B	NUM	0137	0138	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Time with friends
GR54C	NUM	0139	0140	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Vacation time

Variable	Type	Start	End	Length	Label
GR54D	NUM	0141	0142	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Work out/physical activity
GR54E	NUM	0143	0144	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." TV/movies/music/Internet or other recreation or hobbies
GR54F	NUM	0145	0146	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Financial counseling
GR54G	NUM	0147	0148	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Financial aid societies
GR54K	NUM	0149	0150	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Personal counseling
GR54M	NUM	0151	0152	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Drinking/use of alcohol
GR54N	NUM	0153	0154	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Family support groups
GR54P	NUM	0155	0156	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Services (to individuals or families) concerning military deployment
GR54Q	NUM	0157	0158	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Religious activities
GR54R	NUM	0159	0160	002	To what extent have the following reduced stress in your life in the past 12 months? If you have not used an item below or if it did not reduce stress, please mark "Not at all." Other
GR85A	NUM	0161	0162	002	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. Senior leadership of my Reserve component
GR85B	NUM	0163	0164	002	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. Senior leadership of my installation/ship

Variable	Type	Start	End	Length	Label
GR85C	NUM	0165	0166	002	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. My immediate supervisor
GR86	NUM	0167	0168	002	Have you had any training from military sources during the past 12 months on topics related to sexual harassment?
GR88A	NUM	0169	0170	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Provides a good understanding of what words and actions are considered sexual harassment.
GR88B	NUM	0171	0172	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole.
GR88C	NUM	0173	0174	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties.
GR88D	NUM	0175	0176	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Identifies behaviors that are offensive to others and should not be tolerated.
GR88E	NUM	0177	0178	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Gives useful tools for dealing with sexual harassment.
GR88F	NUM	0179	0180	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Makes you feel it is safe to complain about unwanted, sex-related attention.
GR88G	NUM	0181	0182	002	My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Provides information about military policies, procedures, and consequences of sexual harassment.
GR89	NUM	0183	0184	002	In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?
GR90C	NUM	0185	0186	002	In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY UNIT/WORKGROUP - Complaints about sexual harassment taken seriously no matter who files them?
GR90J	NUM	0187	0188	002	In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY DUTY STATION/SHIP - Complaints about sexual harassment taken seriously no matter who files them?

Variable	Type	Start	End	Length	Label
GR91	NUM	0189	0190	002	In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?
GR92	NUM	0191	0192	002	In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?
GR93	NUM	0193	0194	002	In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?
XCOMP	NUM	0195	0196	002	Constructed Reserves Component
XSEXTOT	NUM	0197	0198	002	XSEX BY XTOTAL
XPAY2	NUM	0199	0200	002	Constructed Paygrade 2 Levels
LEADSAT	NUM	0201	0202	002	Supervisor Satisfaction Scale
CWORKSAT	NUM	0203	0204	002	Coworker Satisfaction
WORKSAT	NUM	0205	0206	002	Worker satisfaction
WORKHOST	NUM	0207	0208	002	Workplace Hostility Scale
GENHEAL	NUM	0209	0210	002	General Health Scale
STRESS	NUM	0211	0212	002	Perceived Stress Scale
EVAL	NUM	0213	0214	002	Evaluation Incident Rate
ASGN	NUM	0215	0216	002	Assignment Incident Rate
CAR	NUM	0217	0218	002	Career Incident Rate
SEXDISC	NUM	0219	0220	002	Sex Discrimination Incident Rate
CRDBVR	NUM	0221	0222	002	Crude/Offensive Behavior Incident Rate
SEXATTN	NUM	0223	0224	002	Unwanted Sexual Attention Incident Rate
SEXCOER	NUM	0225	0226	002	Sexual Coercion Incident Rate
SEXBEH	NUM	0227	0228	002	Sexist Behavior Incident Rate
SEXHAR	NUM	0229	0230	002	Sexual Harassment Incident Rate
WGRR03ID	NUM	0231	0236	006	WGRR03ID
ELIGFLGW	NUM	0237	0238	002	Eligibility Flag
RKW0	NUM	0239	0258	020	Final Raked Weight

APPENDIX I

Notes on Analysis

Notes on Analysis for the 2004 Workplace and Gender Relations Reserve Survey

This section is focused on the analytic variables contained on the survey analysis files that were used in reporting the results of the survey. The section describes basic crossing variables that were constructed, the race/ethnicity variables based on OMB guidelines, and variables constructed for sample design.

Analytic Variables

The most important variables constructed for analyses have been preserved on the survey analysis files. Where possible these variables are on the public-release file. In every case where a crossing of demographic variables would allow the isolation of one or two respondents, however, either a variable was collapsed into broader categories or were set to missing in the public-release file in order to preserve respondents' confidentiality.

Key Demographic Variables

Demographic data are obtained both from respondents' self-reports on questionnaire and from the Reserve Personnel Edit File. Self-reported race/ethnicity, gender, Reserve Program, and paygrade were used when available in the analyses reported. Where self-reported data were missing, values were imputed through the use of the master file data extracted from the July 2003 Reserve Personnel Edit File. These imputed variables are referred to as X (crossing) variables. The lone crossing variable where we implemented different procedures in its construction was the variable XPROG.¹ The only variables that were imputed are those crucial to the tabulation of data. Figure I.1 provides SAS code for the imputation and creation of the DMDC standard for reporting Federal data on race and ethnicity. Figures I.2-I.5 contain the SAS code of the crossing variables for Reserve Component, gender and Paygrade.

Race and Ethnicity. XRETH8 implements the US Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the "RACIAL CATEGORY" column of the chart is preceded by an H for "Hispanic" if the respondent has a value of 2 for SRHISPA1, and by a NH for "Non-Hispanic" if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. Non-Hispanics reporting no race code are coded as missing (-9). The "Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response

¹ There were two steps used to create XPROG. The first was constructing the variable based on record data (PROGRAM) and the second step was imputing for missing values with self-report data (GR31, GR26, GR32, GR27, GR28, GR33). "Missing" values can include partial information, completely missing information, and incorrect information. Because there are very specific conditions for meeting our definition of Reserve Program, we require that the respondent's information be complete and accurate.

option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

CODE	RACIAL CATEGORY (SRRETH1)	SR- HISPA1	SR- RACEA	SR- RACEB	SR- RACEC	SR- RACED	SR- RACEE	SR- RACEF
1	H American Indian or Alaska Native	2	1	1	2	1	1	1
2	H Asian	2	1	1	1	2	1	1
3	H Black or African American	2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2	1
5	H White	2	2	1	1	1	1	1
6	H Some other race	2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

Figure I.1
SAS Code for Race/Ethnicity

Race/Ethnicity. XRETH2 and XRETH4 denote the member’s race/ethnicity and are the crossing variables used for tabulations. These variables were created from self-reported information using questions 3 (SRHISPA) and 4 (SRRACEA-SRRACEF). The values for these constructed variables were filled in for members, using ETHNIC and RACE, if the self-report items were missing and the member record was found on the Reserve Personnel Edit File.

```

/*CREATE ETHNICITY FROM SELF-REPORT & IMPUTATIONS (HISP_IM)*/
HISP_IMF =1;

HISP_IM = SRHISPA; /*HISP_IM IS SELF-REPORT ETHNICITY EXCEPT WHEN IMPUTED*/
IF SRHISPA = 1 THEN HISP_IM = 1; /*NOT-HISPANIC*/
IF SRHISPA = 2 THEN HISP_IM = 2; /*HISPANIC*/
ELSE HISP_IM = .;

IF HISP_IM = . AND ETHNIC IN ('AK', 'AL', 'AM', 'AN', 'AO') THEN DO;
    HISP_IM = 2; /*HISPANIC*/
    HISP_IMF = 2; /*IMPUTED VARIABLE FLAG*/
END;

IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B THEN HISP_IMF = .B;

/*CREATE NON-IMPUTED SELF-REPORT OF RACE WITH OTHER (RACE_NI)*/
RACE_NI = .;
RACE_NI = (100000*SRRACEa) /*White*/
+ (10000*SRRACEb) /* Black */
+ (1000*SRRACEc) /* American Indian or Alaskan Native */
+ (100*SRRACEd) /* Asian*/
+ (10*SRRACEe) /* Hawaiian */
+ (1*SRRACEf); /* Other */
IF SRRACEa LT 1 THEN RACE_NI = .;

IF INCWEB = .B THEN RACE_NI = .B;

/* NEXT CREATE SELF-REPORTED RACE LEVELS (SRRACE1) */
SRRACE1 = .;
IF RACE_NI = . THEN SRRACE1 = .; /*MISSING */
ELSE IF RACE_NI = 111121 THEN SRRACE1 = 004; /* HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 111211 THEN SRRACE1 = 002; /* ASIAN */
ELSE IF RACE_NI = 112111 THEN SRRACE1 = 001; /* AMERICAN INDIAN OR ALASKAN NATIVE*/
ELSE IF RACE_NI = 121111 THEN SRRACE1 = 003; /* BLACK */
ELSE IF RACE_NI = 211111 THEN SRRACE1 = 005; /* WHITE */
ELSE IF RACE_NI = 111112 THEN SRRACE1 = 006; /*OTHER*/
ELSE IF RACE_NI = 112211 THEN SRRACE1 = 100; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN */
ELSE IF RACE_NI = 122211 THEN SRRACE1 = 101; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK */
ELSE IF RACE_NI = 122221 THEN SRRACE1 = 102; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 222221 THEN SRRACE1 = 103; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 222211 THEN SRRACE1 = 104; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK WHITE */
ELSE IF RACE_NI = 112221 THEN SRRACE1 = 105; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 212221 THEN SRRACE1 = 106; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 122211 THEN SRRACE1 = 107; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN WHITE */
ELSE IF RACE_NI = 122111 THEN SRRACE1 = 108; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK */
ELSE IF RACE_NI = 122121 THEN SRRACE1 = 109; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 222121 THEN SRRACE1 = 110; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 222111 THEN SRRACE1 = 111; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK WHITE */
ELSE IF RACE_NI = 112121 THEN SRRACE1 = 112; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 212121 THEN SRRACE1 = 113; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 212111 THEN SRRACE1 = 114; /* AMERICAN INDIAN OR ALASKAN NATIVE WHITE */
ELSE IF RACE_NI = 121211 THEN SRRACE1 = 115; /* ASIAN BLACK */
ELSE IF RACE_NI = 121221 THEN SRRACE1 = 116; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 221221 THEN SRRACE1 = 117; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 221211 THEN SRRACE1 = 118; /* ASIAN BLACK WHITE */
ELSE IF RACE_NI = 111221 THEN SRRACE1 = 119; /* ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 211221 THEN SRRACE1 = 120; /* ASIAN HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 211211 THEN SRRACE1 = 121; /* ASIAN WHITE */
ELSE IF RACE_NI = 121121 THEN SRRACE1 = 122; /* BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 221121 THEN SRRACE1 = 123; /* BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 221111 THEN SRRACE1 = 124; /* BLACK WHITE */
ELSE IF RACE_NI = 211121 THEN SRRACE1 = 125; /* HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 111122 THEN SRRACE1 = 126; /* HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 111212 THEN SRRACE1 = 127; /* ASIAN OTHER*/
ELSE IF RACE_NI = 112112 THEN SRRACE1 = 128; /* AMERICAN INDIAN OR ALASKAN NATIVE OTHER*/
ELSE IF RACE_NI = 121112 THEN SRRACE1 = 129; /* BLACK OTHER*/
ELSE IF RACE_NI = 211112 THEN SRRACE1 = 130; /* WHITE OTHER*/
ELSE IF RACE_NI = 112212 THEN SRRACE1 = 131; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN OTHER*/
ELSE IF RACE_NI = 122212 THEN SRRACE1 = 132; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK OTHER*/
ELSE IF RACE_NI = 122222 THEN SRRACE1 = 133; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 222222 THEN SRRACE1 = 134; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 222212 THEN SRRACE1 = 135; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK WHITE OTHER*/
ELSE IF RACE_NI = 112222 THEN SRRACE1 = 136; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 212222 THEN SRRACE1 = 137; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 212212 THEN SRRACE1 = 138; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN WHITE OTHER*/
ELSE IF RACE_NI = 122112 THEN SRRACE1 = 139; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK OTHER*/
ELSE IF RACE_NI = 122122 THEN SRRACE1 = 140; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/

```



```

ELSE IF RACE_NI = 222122 THEN SRRACE1 = 141; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 222112 THEN SRRACE1 = 142; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK WHITE OTHER*/
ELSE IF RACE_NI = 112122 THEN SRRACE1 = 143; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 212122 THEN SRRACE1 = 144; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 212112 THEN SRRACE1 = 145; /* AMERICAN INDIAN OR ALASKAN NATIVE WHITE OTHER*/
ELSE IF RACE_NI = 121212 THEN SRRACE1 = 146; /* ASIAN BLACK OTHER*/
ELSE IF RACE_NI = 121222 THEN SRRACE1 = 147; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 221222 THEN SRRACE1 = 148; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 221212 THEN SRRACE1 = 149; /* ASIAN BLACK WHITE OTHER*/
ELSE IF RACE_NI = 111222 THEN SRRACE1 = 150; /* ASIAN HAWAIIAN PACIFIC ISLANDER OTHER */
ELSE IF RACE_NI = 211222 THEN SRRACE1 = 151; /* ASIAN HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 211212 THEN SRRACE1 = 152; /* ASIAN WHITE OTHER*/
ELSE IF RACE_NI = 121122 THEN SRRACE1 = 153; /* BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 221122 THEN SRRACE1 = 154; /* BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 221112 THEN SRRACE1 = 155; /* BLACK WHITE OTHER*/
ELSE IF RACE_NI = 211122 THEN SRRACE1 = 156; /* HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/

IF INCWEB = .B THEN SRRACE1 = .B;

/* coding for RACE_IM variable */
RACE_IM=SRRACE1 ; /* RACE_IM IS SELF-REPORT, EXCEPT IMPUTED WHEN SELF-REPORT MISSING*/
IF RACE_IM NE . THEN RACE_IMF = 1; /*NOT IMPUTED*/

/*Imputing for Missing*/
IF SRRACE1 = . AND 1<=RACE<=125 THEN DO;
    RACE_IM = RACE; /* IF RACE=999 THEN RACE_IM = .*/
    RACE_IMF = 2; /*IMPUTED*/
END;

IF INCWEB = .B THEN RACE_IM = .B;
IF INCWEB = .B THEN RACE_IMF = .B;

/*IMPUTED RACE/ETHNICITY 2 LEVELS (XRETH2)*/
XRETH2 = XRETH7;
IF XRETH7 IN (1 2 3 5 6 7) THEN XRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF XRETH7 = 4 THEN XRETH2 = 1; /*WHITE*/

IF INCWEB = .B THEN XRETH2 = .B;

```

Figure I.2
SAS Code Reserve Component

Reserve Component. This variable denotes the member’s reserve component and is the crossing variable used for tabulations. It is created from question 6 (SRCOMP). The values for this constructed variable were filled in for members from RORG_CD if SRCOMP was missing and the member record is found on the Reserve Personnel Edit File.

```

IF SRCOMP = 1 THEN XCOMP = 1; /*ARMY NATIONAL GUARD*/
ELSE IF SRCOMP = 2 THEN XCOMP= 2; /*ARMY RESERVE*/
ELSE IF SRCOMP = 3 THEN XCOMP= 3; /*NAVAL RESERVE*/
ELSE IF SRCOMP = 4 THEN XCOMP= 4; /*MARINE CORPS RESERVE*/
ELSE IF SRCOMP = 5 THEN XCOMP= 5; /*AIR NATIONAL GUARD*/
ELSE IF SRCOMP = 6 THEN XCOMP= 6; /*AIR FORCE RESERVE*/
ELSE IF SRCOMP = 7 THEN XCOMP= 7; /*COAST GUARD RESERVE*/
ELSE XCOMP=.;

/*Imputing for Missing*/
IF XCOMP = . & RORG_CD IN (1,2,3,4,5,6,7) THEN DO;
    XCOMP = RORG_CD;
    XCOMPF = 2; /*Imputed variable flag*/
End;
ELSE XCOMPF = 1; /*Not imputed variable flag*/

IF INCWEB = .B THEN XCOMP = .B;
IF INCWEB = .B THEN XCOMPF = .B;

```

Figure I.3

SAS Code Gender

Gender. This variable denotes the member's gender. It is created from question 1 (SRSEX). The values for this constructed variable were filled in for members from RSEX if SRSEX is missing.

```

IF SRSEX = 1 then XSEX = 1; /*male*/
else if SRSEX = 2 then XSEX = 2; /*female*/
Else XSEX = .;

/*Imputing for Missing*/
If XSEX = . & (RSEX = 1 or RSEX = 2)
then do;
    XSEX = RSEX;
    XSEXF = 2; /*Imputed variable flag */
END;
Else XSEXF = 1; /* Not imputed variable flag*/

IF INCWEB = .B THEN XSEX = .B;
IF INCWEB = .B THEN XSEXF = .B;

```

Figure I.4
SAS Code XPAY

Paygrade. This variable denotes the member's Paygrade. It is created from question 7 (SRGRADE). Missing values were imputed from the Reserve Personnel Edit File variable, PAYGRD.

```
IF SRGRADE >=1 THEN
XPAY=SRGRADE;
ELSE XPAY = .;

/*Imputing for Missing*/
IF XPAY = . and PAYGRD Not in ('E00','O00') THEN DO;
  IF PAYGRD='E01' THEN XPAY = 1; /*E1*/
  ELSE IF PAYGRD='E02' THEN XPAY = 2; /*E2*/
  ELSE IF PAYGRD='E03' THEN XPAY = 3; /*E3*/
  ELSE IF PAYGRD='E04' THEN XPAY = 4; /*E4*/
  ELSE IF PAYGRD='E05' THEN XPAY = 5; /*E5*/
  ELSE IF PAYGRD='E06' THEN XPAY = 6; /*E6*/
  ELSE IF PAYGRD='E07' THEN XPAY = 7; /*E7*/
  ELSE IF PAYGRD='E08' THEN XPAY = 8; /*E8*/
  ELSE IF PAYGRD='E09' THEN XPAY = 9; /*E9*/
  ELSE IF PAYGRD='W01' THEN XPAY =11; /*W1*/
  ELSE IF PAYGRD='W02' THEN XPAY =12; /*W2*/
  ELSE IF PAYGRD='W03' THEN XPAY =13; /*W3*/
  ELSE IF PAYGRD='W04' THEN XPAY =14; /*W4*/
  ELSE IF PAYGRD='W05' THEN XPAY =15; /*W5*/
  ELSE IF PAYGRD='O01' THEN XPAY =21; /*O1*/
  ELSE IF PAYGRD='O02' THEN XPAY =22; /*O2*/
  ELSE IF PAYGRD='O03' THEN XPAY =23; /*O3*/
  ELSE IF PAYGRD='O04' THEN XPAY =24; /*O4*/
  ELSE IF PAYGRD='O05' THEN XPAY =25; /*O5*/
  ELSE IF PAYGRD='O06' THEN XPAY =26; /*O6*/
  XPAYF = 2; /*IMPUTED VARIABLE FLAG*/
END;
ELSE XPAYF = 1; /*NOT IMPUTED VARIABLE FLAG*/

IF INCWEB = .B THEN XPAY = .B;
IF INCWEB = .B THEN XPAYF = .B;
```

Figure I.5
SAS Code Combining Items GR55L and GR55M

```
GR55LM = .;
IF GR55L = 1 THEN GR55LM = 4; /*NO, OR DOES NOT APPLY*/
ELSE IF GR55L = 2 THEN GR55LM = 3; /*YES, BUT YOUR GENDER WAS NOT A FACTOR*/
ELSE IF GR55L = 3 AND GR55M = 1 THEN GR55LM = 2; /*YES, AND YOUR GENDER WAS A FACTOR (ASSIGNMENT WAS NOT LEGALLY
OPEN TO WOMEN)*/
ELSE IF GR55L = 3 AND GR55M = 2 THEN GR55LM = 1; /*YES, AND YOUR GENDER WAS A FACTOR (ASSIGNMENT WAS LEGALLY OPEN TO
WOMEN)*/
ELSE IF GR55L = .A OR GR55M = .A THEN GR55LM = .A;

IF INCWEB = .B THEN GR55LM = .B;
```

Figure I.6
SAS Code Creating Unprofessional Gender Related Behaviors Scales

```
/*Each count factor is set to 1 if any behavior comprising it is rated as happening at least once else it is set to 0;*/

/* Code for Crude Offensive Behavior */
IF (SUM(GR57AR2 GE 1 OR GR57CR2 GE 1 OR GR57ER2 GE 1 OR GR57FR2 GE 1) GE 1) THEN CRDBVR = 2;
ELSE CRDBVR = 1;

IF INCWEB = .B THEN CRDBVR = .B;

/*Code for Sexual Attention */
IF (SUM(GR57HR2 GE 1 OR GR57JR2 GE 1 OR GR57MR2 GE 1 OR GR57NR2 GE 1) GE 1) THEN SEXATTN = 2;
ELSE SEXATTN = 1;

IF INCWEB = .B THEN SEXATTN = .B;

/*Code for Sexual Coercion */
IF (SUM(GR57KR2 GE 1 OR GR57LR2 GE 1 OR GR57OR2 GE 1 OR GR57PR2 GE 1) GE 1) THEN SEXCOER = 2;
ELSE SEXCOER = 1;

IF INCWEB = .B THEN SEXCOER = .B;

/*Code for Sexual Behavior */
IF (SUM(GR57DR2 GE 1 OR GR57GR2 GE 1 OR GR57IR2 GE 1 OR GR57BR2 GE 1) GE 1) THEN SEXBEH = 2;
ELSE SEXBEH = 1;

IF INCWEB = .B THEN SEXBEH = .B;

/*Code for Sexual Assault variable */
IF (SUM(GR57QR2 GE 1 OR GR57RR2 GE 1) GE 1) THEN SEXASLT = 2;
ELSE SEXASLT = 1;

IF INCWEB = .B THEN SEXASLT = .B;

/*Creation of SH with Label Factor*/
/*Code for SH*/
SEX_HAR = SUM(GR57AR2, GR57CR2, GR57ER2, GR57FR2, GR57HR2, GR57JR2, GR57MR2, GR57NR2, GR57KR2, GR57LR2,
GR57OR2, GR57PR2);

IF INCWEB = .B THEN SEX_HAR = .B;

/*Code for Label */
SEXHAR = SEX_HAR;
IF SEX_HAR GE 1 AND GR58 IN (2 3) THEN SEXHAR = 2;
ELSE SEXHAR = 1;
```

APPENDIX J

Examples of Analysis


```

title1 ;
title2 '2004 Workplace and Gender Relations Survey of Reserve Component Members';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';
title7 ;

options nocenter ls=126 ps=65 nodate;
libname sasin '.';
libname library '.';
DATA temp;
    SET sasin.grrtrnap;
PROC CONTENTS noprint;

/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported.  Use the counts below as a reference.

Eligible Respondents          26443
Ineligibles                   201
Records with zero weights     49387
*-----*/

title8 'Unweighted frequency of EligFlgW ';
proc freq data=sasin.grrtrnap;
tables EligFlgW /missing;

/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported.  Use the counts below as a reference.

Eligible Respondents          783391
Ineligibles                   5952
*-----*/

title8 'Weighted frequency of EligFlgW';
proc freq data=sasin.grrtrnap;
tables EligFlgW/missing;
weight RKW0;

```


APPENDIX K

Crosswalk

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q1	Are you . . .	1	Q81	Q206	Q5	Q2	3	111	2	2
Q2	Highest degree/level of school completed	2	Q89~	Q209~			4	112	13	13
Q3	Are you Spanish/Hispanic/Latino	3	Q82~	Q210	Q8	Q10	13	118	16	16
Q4	What is your race	4	Q83	Q211~	Q9~	Q11	14	119~	17	17
Q5	What is your marital status	5	Q102~	Q03	Q58	Q5	5	29	4	4
Q6	Of which reserve component are you a member	6~	Q1	Q1~	Q1~	Q1~	1~	1~	1~	1~
Q7	What is your current paygrade	7	Q3	Q205	Q7	Q4	2	110	3	3
Q8	Have you served on active duty			Q207~	Q6~	Q3~				
Q9	How many years served in military Service	8~	Q2~		Q55	Q60	19~			
Q10	How likely choose to stay in Nat Guard/Reserve	11~	Q29	Q8	Q12	Q46	22~	6~	23~	22~
Q11	How likely serve until retirement	12~~	Q30	Q9		Q62	23~			
Q12	How many years do you expect to complete when leave military	13~	Q32~			Q66	24~	8~		
Q13	In gen'l, life better/worse than expect when first entered Nat'l Guard/Reserve	14~				Q67		25~		
Q14	In gen'l, Reserve duty better/worse than expect	15~				Q68		24~		

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
 ~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	when first entered Nat'l Guard/Reserve									
Q15 (a)	Sat/dissat: Your total compensation			Q6a	10a	Q44a	51a	2a~	21a	20a
Q15 (b)	Sat/dissat: The type of work you do in your military job			Q6b	10b	Q44b	51b	2b~	21b	20b
Q15 (c)	Sat/dissat: Your opportunities for promotion in your unit	16s~	Q44d	Q6c	10c	Q44c	51c~	2c~	21c	20c
Q15 (d)	Sat/dissat: The quality of your coworkers in your unit			Q6d	10d	Q44d	51d~	2d~	21d	20d
Q15 (e)	Sat/dissat: The quality of your supervisor in your unit			Q6e	10e	Q44e	51e~	2e~	21e	20e
Q15 (f)	Sat/dissat: Military values, lifestyle, and tradition					Q76a	27a			
Q15 (g)	Sat/dissat: Amount of enjoyment from your National Guard/Reserve duty					Q76b	27b~			
Q15 (h)	Sat/dissat: Training received during your unit drills		Q44a			Q79a~	27e~~			
Q15 (I)	Sat/dissat: Your unit's morale					Q76c	27g			
Q15 (j)	Sat/dissat: Opportunities for leadership in your unit		Q44e			Q76d				
Q15 (k)	Sat/dissat: Opportunities to use your primary		Q44c		47~	Q76e				

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	MOS/D/R/AFSC skills during unit drills									
Q15 (l)	Sat/dissat: Types of assignments received					Q80a~				
Q15 (m)	Sat/dissat: Assignment stability		Q44m			Q80b~	27h~			
Q15 (n)	Sat/dissat: Your personal workload		Q44l~			Q80c~	27c			
Q15 (o)	Sat/dissat: Time required at National Guard/Reserve activities					Q80d~				
Q15 (p)	Sat/dissat: Your possibility of being activated or deployed in the future		Q44r~			Q80e/Q 80f~				
Q15 (q)	Sat/dissat: Number of recent activations or deployments you have experienced					Q80g~				
16	How satisfied with military way of life			Q7	Q11	Q45	52	3	22	21
17(a)	Agree/disagr: Feel like part of the family in Reserve Component									
17(b)	Agree/disagr: My Reserve Component has a great deal of personal meaning to me									
17(c)	Agree/disagr: Too costly to leave									

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
17(d)	Agree/disagr: Afraid of what would happen if I quit without having something else lined up									
17(e)	Agree/disagr: Too much of my life would be interrupted if I leave									
17(f)	Agree/disagr: I have a strong sense of belonging									
17(g)	Agree/disagr: Emotionally attached to Reserve Component									
17(h)	Agree/disagr: Lack of available alternatives would be a problem									
18a	If male friend considering military Service, would recommend join	19a				74a				
18b	If female friend considering military Service, would recommend join	19b				74b				
19	Have been activated within last 24 months			Q13	Q16	Q12				
20	Was activation longer than 30 days			Q14	Q17	Q13				
21	Past 24 mo, have your activations for more than 30			Q15	Q18	Q14				

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	days voluntary, involuntary, or both									
22	Past 24 mo, activations of over 30 days result in deployment			Q27	Q20	Q16				
23	Past 24 mo, deployed CONUS or OCONUS, or both			Q29	Q21	Q17				
24	Are you currently activated			Q20	Q19	Q15				
25	Are you currently deployed	31f~~	Q12~	Q33		Q18				
26	Prior to activation, member of Reserves on Active Duty, National Guard Duty, or State Active Duty					Q19				
27	Prior to activation, were an individual Mobilization Augmentee					Q22				
28	Prior to activation, were a military technician					Q24				
29	In week prior to activation, did have full-time job				23~~	34				
30	At time of most recent activation, student in a civilian school				33~	42~~				
31	Are you currently member of Reserves on Active Duty, National Guard Duty, or		Q122~							

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	State Active Duty									
32	Are you currently an Individual Mobilization Augmentee				Q2~	21~				
33	Are you currently a military technician				Q4	Q23				
34	Do you currently have a civilian job		Q123~		Q30~	Q33~				
35	Are you currently student in a civilian school		Q91~	Q106~	Q32~	Q40				
36	Past 12 mo, days spent in National Guard/Reserve status			Q112	Q36					
37	How long been in present military unit		Q6~							
Q38a	Currently: a student in resident military course	31a~								
Q38b	Currently: MOS not usually held by gend	31d								
Q38c	Currently: work environ gend uncommon	31e								
Q39	Gender of your immediate supervisor in your current military workgroup	32~								
Q40	Paygrade of your immediate supervisor in currently military workgroup	33~								

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
 ~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q41	Statement describes gend mix of current military work grp	34~								
Q42a	Agr/disagr in mil workplace: know what is expected of me	35a								
Q42b	Agr/disagr in mil workplace: material/equip to do work	35b								
Q42c	Agr/disagr in mil workplace: opportunity to do best	35c								
Q42d	Agr/disagr in mil workplace: last 7 days, receive recog	35d								
Q42e	Agr/disagr in mil workplace: supv cares about me	35e								
Q42f	Agr/disagr in mil workplace: someone encrgs development	35f								
Q42g	Agr/disagr in mil workplace: my opinions seem to count	35g								
Q42h	Agr/disagr in mil workplace: Svc mission makes job impt	35h~								
Q42i	Agr/disagr in mil workplace: coworkers committed to qual	35i								
Q42j	Agr/disagr in mil workplace: have best friend at work	35j								
Q42k	Agr/disagr in mil workplace:	35k								

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	talk to me about my progress									
Q42l	Agr/disagr in mil workplace: last yr, opps to learn/grow	35l								
Q42m	Agr/disagr in mil workplace: opp/promo wrk related charac	35m								
Q42n	Agr/disagr in mil workplace: supv helps all feel included	35n								
Q42o	Agr/disagr in mil workplace: trust supv deal fairly	35o								
Q42p	Agr/disagr in mil workplace: employees kept well informed	35p								
Q43a	Agr/disagr in mil workgroup: make request through channels, will listen	36b~					33a			
Q43b	Agr/disagr in mil workgroup: lead interested in look good	38b					33b			
Q43c	Agr/disagr in mil workgroup: prsnl prob, chain of command	38d~					33c			
Q43d	Agr/disagr in mil workgroup: lead not concern, treatment	38e~					33d			
Q43e	Agr/disagr in mil	38c					33e			

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	workgroup: impressed w/qual of leader									
Q43f	Agr/disagr in mil workgroup: leader interested in career	38f~					33f			
Q44a	Agr/disagr in mil workgroup: little conflict w/coworkers	39a								
Q44b	Agr/disagr in mil workgroup: coworkers put in effort	39c								
Q44c	Agr/disagr in mil workgroup: work group tend to get along	39e~								
Q44d	Agr/disagr in mil workgroup: work group willing to help	39f								
Q44e	Agr/disagr in mil workgroup: work provides sense of pride	39g								
Q44f	Agr/disagr in mil workgroup: work makes good use of skill	39h								
Q44g	Agr/disagr in mil workgroup: you like the work you do	39j								
Q44h	Agr/disagr in mil	39k								

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	workgroup: chance to acquire skills									
Q45a	Past 12 mos, target in military workplace: angry tone of voice	40a~								
Q45b	Past 12 mos, target in military workplace: avoiding you	40b~								
Q45c	Past 12 mos, target in military workplace: making you look bad	40c~								
Q45d	Past 12 mos, target in military workplace: yelling/raise voice	40d~								
Q45e	Past 12 mos, target in military workplace: withholding info	40e~								
Q45f	Past 12 mos, target in military workplace: swearing at you	40f~								
Q45g	Past 12 mos, target in military workplace: talk behind back	40g~								
Q45h	Past 12 mos, target in military workplace: insult, criticize	40h~								
Q45i	Past 12 mos, target in	40i~								

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
 ~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	military workplace: offensive/crude									
Q45j	Past 12 mos, target in military workplace: flaunt status over	40j~								
Q46	Overall: Prepared to prfrm wartime job	45~			Q41	Q56	29	18	33	34
Q47	Unit prepared to prfrm wartime mission				Q42	Q57		19	34	35
Q48a	True/False: I am as healthy as anybody	50a								
Q48b	True/False: I get sick a little easier	50b								
Q48c	True/False: expect health to get worse	50c								
Q48d	True/False: my health is excellent	50d								
Q49a	Pst 4 wk, hlth prb: cut down work time	51a								
Q49b	Pst 4 wk, hlth prb: accomplished less	51b								
Q49c	Pst 4 wk, hlth prb: limit kind of work	51c								
Q49d	Pst 4 wk, hlth prb: diff performing work	51d								
Q50	Stress in military work life			Q117	Q43	Q58		20	35~	36~
Q51	Stress in personal life			Q118	Q44	Q59		21	36	37

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q52a	Past month: Been upset because something happened unexpectedly							81a		
Q52b	Past month: Unable to control important things in your life							81b		
Q52c	Past month: Felt nervous and stressed							81c		
Q52d	Past month: Felt confident about ability to handle problems							81d		
Q52e	Past month: Felt things were going your way							81e		
Q52f	Past month: Could not cope							81f		
Q52g	Past month: Able to control irritations in your life							81g		
Q52h	Past month: Felt that you were on top of things							81h		
Q52i	Past month: Angered because of things outside your control							81i		
Q52j	Past month: Difficulties were piling up							81j		
Q53a	Created stress in life: Deployment							82a~		
Q53b	Created stress in life: Work and career							82b~		

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q53c	Created stress in life: Finances							82c		
Q53d	Created stress in life: Health							82d		
Q53e	Created stress in life: Life events							82e		
Q53f	Created stress in life: Relationship with spouse or sig other							82f		
Q53g	Created stress in life: Relationship with children or other family member							82g		
Q53h	Created stress in life: Time away from family									
Q53i	Created stress in life: Crime in your community							82h		
Q53j	Created stress in life: Natural disasters							82i		
Q53k	Created stress in life: Terrorism, including threat of terrorism							82j		
Q53l	Created stress in life: War or hostilities, including threat of war							82k		
Q53m	Created stress in life: Loss of civilian job									
Q53n	Created stress in life: Loss of career advancement									

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	opportunities									
Q54a	Reduced stress: Time with family							83a		
Q54b	Reduced stress: Time with friends							83b		
Q54c	Reduced stress: Vacation time							83c		
Q54d	Reduced stress: Work out/physical activity							83d		
Q54e	Reduced stress: TV/movies/music/internet/or other recreational or hobbies							83e		
Q54f	Reduced stress: Financial counseling							83f		
Q54g	Reduced stress: Financial aid societies							83g		
Q54h	Reduced stress: Spouse employment							83h		
Q54i	Reduced stress: Second income							83i		
Q54j	Reduced stress: Couple/marital counseling									
Q54k	Reduced stress: Personal counseling							83j		
Q54l	Reduced stress: Domestic violence counseling							83k		
Q54m	Reduced stress:							83l		

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	Drinking/use of alcohol									
Q54n	Reduced stress: Family support groups							83m		
Q54o	Reduced stress: Child care							83n		
Q54p	Reduced stress: Services concerning military deployment							83o		
Q54q	Reduced stress: Religious activities							83p		
Q54r	Reduced stress: Other							83q		
Q55a	Pst 12 mo: rated lower than deserve mil evaluation	54a								
Q55b	Pst 12 mo: unjustified neg comments on mil evaluation	54b								
Q55c	Pst 12 mo: higher performance standard in mil job	54c~								
Q55d	Pst 12 mo: did not get mil award/decoration	54d~								
Q55e	Pst 12 mo: mil assignment not use job skills	54e								
Q55f	Pst 12 mo: mil assignmnt not good for career	54f								
Q55g	Pst 12 mo: no day-to-day short term mil task	54g								
Q55h	Pst 12 mo: no mentor for mil career develop	54h								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q55i	Pst 12 mo: didn't learn opps for mil career	54i~								
Q55j	Pst 12 mo: no straight answer for mil promo	54j								
Q55k	Pst 12 mo: excluded from social events	54k								
Q55l	Pst 12 mo: Didn't get mil job assignment wanted	54l								
Q55m	Answered yes to I, assignment legally open to women	54m								
Q55n	Pst 12 mo: Other adverse conditions	54n								
Q56	Any of the behaviors which happened to you discrimination									
Q57a	Pst 12 mo, freq: offnsv sex story/joke	55a								
Q57b	Pst 12 mo, freq: offensive gender terms	55b								
Q57c	Pst 12 mo, freq: unwelcome sex discuss	55c								
Q57d	Pst 12 mo, freq: treat diff because gend	55d								
Q57e	Pst 12 mo, freq: remark on appearance	55e								
Q57f	Pst 12 mo, freq:	55f								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	embarrassing gestures									
Q57g	Pst 12 mo, freq: offnsv sexist remarks	55g								
Q57h	Pst 12 mo, freq: romantic/sex relation	55h								
Q57i	Pst 12 mo, freq: put down, gender	55i								
Q57j	Pst 12 mo, freq: ask date after said no	55j								
Q57k	Pst 12 mo, freq: bribed to engage in sex	55k								
Q57l	Pst 12 mo, freq: threat, sex cooperation	55l								
Q57m	Pst 12 mo, freq: touch uncomfortably	55m								
Q57n	Pst 12 mo, freq: attempt stroke/fondle	55n								
Q57o	Pst 12 mo, freq: treat bad, refuse sex	55o								
Q57p	Pst 12 mo, freq: promo, sex cooperative	55p								
Q57q	Pst 12 mo, freq: attempt sex, unsuccess	55q								
Q57r	Pst 12 mo, freq: sex without consent	55r								
Q57s	Pst 12 mo, freq: other behavior	55s								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q58	Consider Q57 marked as sex harassment	56								
Q59a	Pst 12 mo, eff: offnsv sex story/joke	57a								
Q59b	Pst 12 mo, eff: offensive gender terms	57b								
Q59c	Pst 12 mo, eff: unwelcome sex discuss	57c								
Q59d	Pst 12 mo, eff: treat diff, gender	57d								
Q59e	Pst 12 mo, eff: remark on appearance	57e								
Q59f	Pst 12 mo, eff: embarrassing gestures	57f								
Q59g	Pst 12 mo, eff: offnsv sexist remarks	57g								
Q59h	Pst 12 mo, eff: romantic/sex relation	57h								
Q59i	Pst 12 mo, eff: put down, gender	57I								
Q59j	Pst 12 mo, eff: ask date after said no	57j								
Q59k	Pst 12 mo, eff: bribed engage in sex	57k								
Q59l	Pst 12 mo, eff: thrt, sex cooperation	57l								
Q59m	Pst 12 mo, eff: touch	57m								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	uncomfortably									
Q59n	Pst 12 mo, eff: attempt stroke/fondle	57n								
Q59o	Pst 12 mo, eff: treat bad, refuse sex	57o								
Q59p	Pst 12 mo, eff: promo, sex cooperative	57p								
Q59q	Pst 12 mo, eff: attempt sex, unsuccess	57q								
Q59r	Pst 12 mo, eff: sex without consent	57r								
Q59s	Pst 12 mo, eff: other behavior	57s								
Q60a	Degree of situation: annoying	58a								
Q60b	Degree of situation: offensive	58b								
Q60c	Degree of situation: disturbing	58c								
Q60d	Degree of situation: threatening	58d								
Q60e	Degree of situation: embarrassing	58e								
Q60f	Degree of situation: frightening	58f								
Q61a	Situation occur: at a mil installation	59a								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q61b	Situation occur: at your mil work	59b~								
Q61c	Situation occur: while in compensated status	59c~								
Q61d	Situation occur: while activated or deployed									
Q61e	Situation occur: your civilian work									
Q61f	Situation occur: at your civilian school									
Q61g	Situation occur: some other civilian location									
Q62	How many people responsible for the behaviors in situation									
Q63	What was gender of person(s) involved	60								
Q64	How well know offender									
Q65	Do you work with persons involved at your civilian job									
Q66	Were/are you in a civilian school with person(s) involved									
Q67a	Person involved: immediate mil supv	61a								
Q67b	Person involved: immediate civ supv	61b								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q67c	Person involved: unit commander	61c								
Q67d	Person involved: mil, higher rank	61d								
Q67e	Person involved: civ, higher rank	61e								
Q67f	Person involved: military coworkers	61f								
Q67g	Person involved: civilian coworkers	61g								
Q67h	Person involved: military subordinates	61h								
Q67i	Person involved: civilian subordinates	61I								
Q67j	Person involved: mil train instructor	61j								
Q67k	Person involved: civ train instructor	61k								
Q67l	Person involved: other mil persons	61l								
Q67m	Person involved: other civ persons	61m								
Q67n	Person involved: other/unknown persons	61n								
Q68	During situation, how often occur	62~								
Q69	How long situation last/been	63~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	going on									
Q70	Is the situation still going on	64~								
Q71a	What extent you: tried to avoid	65a								
Q71b	What extent you: tried to forget	65b								
Q71c	What extent you: told didn't like	65c								
Q71d	What extent you: stayed out of way	65d								
Q71e	What extent you: not important	65e								
Q71f	What extent you: talked to family	65f								
Q71g	What extent you: talked to coworkers	65g~								
Q71h	What extent you: talked to friends	65h								
Q71i	What extent you: chaplain/counselor	65i								
Q71j	What extent you: avoid being alone	65j								
Q71k	What extent you: told to stop	65k								
Q71l	What extent you: put up with it	65l								
Q71m	What extent you: asked to	65m								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	leave alone									
Q71n	What extent you: blamed self	65n								
Q71o	What extent you: assumed meant well	65o								
Q71p	What extent you: prayed about it	65p								
Q71q	What extent you: pretend not to notice	65q								
Q71r	What extent you: do something else	65r								
Q72	Consider situation to be sexual harassment									
Q73a	Discuss or report situation with civilian: supervisor or someone else at civilian work									
Q73b	Discuss or report situation with civilian: academic advisor/professor at civilian school or special office									
Q73c	Discuss or report situation with civilian: community officials, offices, or courts									
Q74a	Report situation installation/Reserve component/DoD ors or	66a~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	individuals: immediate supervisor									
Q74b	Report situation installation/Reserve component/DoD ors or individuals: someone in command	66b~								
Q74c	Report situation installation/Reserve component/DoD ors or individuals: supervisor of person	66c								
Q74d	Report situation installation/Reserve component/DoD ors or individuals: special mil office	66d								
Q74e	Report situation installation/Reserve component/DoD ors or individuals: other installation	66e~								
Q75	Answer Yes to at least 1 item in Q74	67								
Q76a	Actions taken: person talked to	68a								
Q76b	Actions taken: complaint	68b								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	investigated									
Q76c	Actions taken: encrgd drop complaint	68c								
Q76d	Actions taken: complaint discounted	68d								
Q76e	Actions taken: no action taken	68e								
Q77a	Sat w/process: avlblty of info to file	69a								
Q77b	Sat w/process: trtmnt by pers hndlng	69b								
Q77c	Sat w/process: amount time to resolve	69c								
Q77d	Sat w/process: how well kept informed	69d								
Q77e	Sat w/process: degree privacy protect	69e								
Q78	Is the action still being processed	70								
Q79	Was your complaint found to be true	71a~								
Q80a	Outcome complaint: outcome explained	71d								
Q80b	Outcome complaint: situation corrected	71e								
Q80c	Outcome complaint: some action taken	71f								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q80d	Outcome complaint: nothing was done	71g								
Q80e	Outcome complaint: action taken against you	71h								
Q81	How satisfied w/outcome of complaint	72								
Q82	Report all behaviors marked in Q59 to installation/ Reserve component/DoD orgs or individuals in Q74	73~								
Q83a	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: not important enough	74a~								
Q83b	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: didn't know how	74b~								
Q83c	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: felt uncomfortable	74c~								
Q83d	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: took care of prob by self	74d~								
Q83e	Not report to installation/	74e~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	Reserve component/DoD orgs or individuals in Q74: talk informally, command									
Q83f	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: nothing would be done	74f~								
Q83g	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: not believed	74g~								
Q83h	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: coworkers angry	74h~								
Q83i	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: wanted to fit in	74i~								
Q83j	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: too much time/effort	74j~								
Q83k	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: labeled troublemaker	74k~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
Q83l	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: peer talked out of	74l~								
Q83m	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: supv talked out of	74m~								
Q83n	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: not hurt feelings/family	74n~								
Q83o	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: performance eval suffer	74o~								
Q83p	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: afraid retaliation, person	74p~								
Q83q	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: afraid retaliation, friend	74q~								
Q83r	Not report to installation/ Reserve component/DoD orgs or individuals in Q74:	74r~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	afraid retaliation, supv									
Q83s	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: negatively impact civilian job									
Q83t	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: even though civilian setting, thought would impact mil career									
Q83u	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: warned not to complain									
Q83v	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: already reported situation to civilian									
Q83w	Not report to installation/ Reserve component/DoD orgs or individuals in Q74: some other reason	74s~								
Q84a	happen in response to how handled situation: ignored	75a								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	by others									
Q84b	happen in response to how handled situation: blamed	75b								
Q84c	happen in response to how handled situation: gossip unkind/negative	75c								
Q84d	happen in response to how handled situation: lost perk/privileges	75d								
Q84e	happen in response to how handled situation: less favorable job duty	75e								
Q84f	happen in response to how handled situation: denied opp for training	75f								
Q84g	happen in response to how handled situation: unfair job evaluation	75g								
Q84h	happen in response to how handled situation: unfairly disciplined	75h								
Q84i	happen in response to how handled situation: denied a promotion	75i								
Q84j	happen in response to how handled situation: transfer less desire job	Prob at work: transfer								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
		less desire job75j								
Q84k	happen in response to how handled situation: unfairly demoted	75k								
Q84l	happen in response to how handled situation: mistreated other way	Prob at work: mistreat ed other way75l								
Q85a	Effort to stop: senior leadership, Svc	79a~								
Q85b	Effort to stop: senior leadership, ship	79b								
Q85c	Effort to stop: my immediate supervisor	79c								
Q86	Train from mil sources in past 12 mos on sex harass	80~								
Q87	Pst 12 months, times trained on sex harassment from mil sources	81~								
Q88a	Agr/disagr, Reserve component train: undrstnd word/actn	82a~								
Q88b	Agr/disagr, Reserve component train: reduce	82b~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	cohesion/eff									
Q88c	Agr/disagr, Reserve component train: diff to prfrm duty	82c~								
Q88d	Agr/disagr, Reserve component train: idntfy offnsv behave	82d~								
Q88e	Agr/disagr, Reserve component train: tool for sex harass	82e~								
Q88f	Agr/disagr, Reserve component train: safe to complain	82f~								
Q88g	Agr/disagr, Reserve component train: info on sex harass	82g~								
Q89	How effective training in reducing/preventing sexual harassment									
Q90a	Extent, mil unit, workgroup: policies publisized	83a								
Q90b	Extent, mil unit, workgroup: complaint procedures publisized	83b~								
Q90c	Extent, mil unit, workgroup: complaints taken seriously	83c~								
Q90d	Extent, mil unit, workgroup:	83d~								

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	enlisted required to attend training									
Q90e	Extent, mil unit, workgroup: officers required to attend training	83e~								
Q90f	Extent, mil unit, workgroup: leaders model respectful behavior	83f~								
Q90g	Extent, mil unit, workgroup: Male supervisors asking female officers to deal with problems involving female subordinates	83g~								
Q90h	Mil duty station/ship: policies publisized	83h~								
Q90i	Mil duty station/ship: complaint procedures publisized	83i~								
Q90j	Mil duty station/ship: complaints taken seriously	83j~								
Q90k	Mil duty station/ship: office with authority to investigate SH complaints	83k~								
Q90l	Mil duty station/ship: enlisted required to attend training	83l~								
Q90m	Mil duty station/ship:	83m~								

NOTE: ~ symbol means that the question is functionally the same but the wording is different.
 ~~ symbol indicates a vague or weak connection

WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A
	officers required to attend training									
Q90n	Mil duty station/ship: leaders model respectful behavior	83n~								
Q90o	Service/Reserve component: advice/hotline available for reporting sexual harassment complaints	83o~								
Q91	Last 4 yrs, sex harass in nation prob	85								
Q92	Last 4 yrs, sex harass in military prob	86								
Q93	Compare how often harass occur in mil, as compared to a few years ago	87								
Q94	Sexual harassment at mil workplaces compared to civilian workplaces									
Q95	Would you like to know results of survey	88	Q180		Q132~			124~	137~	128
Q96	On what date did you complete survey	89	Q181							
Q97	Comments/concerns about survey	90	Q182	Q215		Q160				127

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WGR -R	Descriptive label	WGR 2002	RCS 2000	05/03 SOFS- R	09/03 SOFS- R	05/04 SOFS-R	07/02 SOFS-A	03/03 SOFS-A	07/03 SOFS-A	11/03 SOFS-A

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