



DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE



SEPTEMBER 14, 2018 UPDATE: RAND MILITARY WORKPLACE STUDY

Estimates for Installation- and Command-Level Risk of Sexual Assault and Sexual Harassment

Background: In January 2014, the Sexual Assault Prevention and Response Office selected the RAND Corporation to update the Department's survey approach for sexual assault, sexual harassment, and gender discrimination within the U.S. military. In the summer of 2014, RAND fielded the survey as part of the *RAND Military Workplace Study (RMWS)*. Since that time, the Department has commissioned a number of follow-on studies using the 2014 RMWS results to enhance sexual assault prevention and response in the military. To inform the public, Congress, and other stakeholders, SAPRO provides links to final studies, reports, and other resources on its website at: <http://www.sapr.mil/>.

Project Description: *RMWS Volume 5 Estimates for Installation- and Command-Level Risk of Sexual Assault and Sexual Harassment* employs 2014 survey data to estimate sexual assault and sexual harassment risk across U.S. military installations, ships, and major commands.

Current Status: DoD SAPRO disseminated the study's findings to installation commands worldwide and is finalizing coordination with other executive branch agencies. The Department is currently scheduling pre-release briefings by SAPRO and RAND representatives to relevant stakeholders, including Members of Congress and Professional Staff Members of the House and Senate Armed Services Committees.

Additional Information:

The goal of this work is to provide insight into conditions that contribute to sexual assault risk, which will allow the Department to develop strategies to enhance and improve current sexual assault and harassment efforts. The study results also help the Department better understand the type of data and analyses required to develop risk estimates from future surveys of military personnel.

Study Approach

- RAND employed advanced statistical modeling to develop sexual assault risk estimates for many U.S. installations and ships worldwide.
- The study found that sexual assault and sexual harassment risk estimates can vary significantly across installations.
- To protect confidentiality, estimates were only produced for installations or ships (CONUS and OCONUS) that had 100 or more Service members assigned in an average month during fiscal year 2014, and had no fewer than 50 survey respondents.

Study Caveats and Limitations

- The study's risk estimates only apply to the military men and women associated with a given military location or command and do not consider the exact location where the sexual assaults may have occurred. In other words, the sexual assault and sexual harassment experiences recorded in the survey that were used to determine risk estimates may have occurred at the given installation, but could also have happened elsewhere, such as on another installation, during a deployment, outside the local area, or off base in the local community.

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- The sexual assault and sexual harassment estimates are derived from a survey administered in 2014. These estimates do not reflect current conditions or demographics at these installations, nor do they show the decreases in sexual assault prevalence seen in the *2016 Workplace and Gender Relations Survey for Active Duty*.
- This study assumes estimates of an individual's risk were constant over time on an installation or ship, which may not necessarily reflect how sexual assault risk can fluctuate.
- The study did not explore what caused a higher or lower sexual assault risk at individual installations cited in the report.

Study Strengths

- Sexual assault and sexual harassment risk can be estimated within scientifically acceptable limits at the installation- and command-level.
- The study's methodology is repeatable with future survey responses and can be used by different organizations to support DoD initiatives.
- The study results may facilitate evaluation of prevention and enforcement efforts at the installation- or command-level.
- Though the current study has considerable limitations, findings provide a foundation for future research to explore the indicators and risk factors of sexual assault at the installation- or ship-level.