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# **2006 Gender Relations Survey of Active Duty Members**



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# **2006 GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS**

**Rachel N. Lipari**  
**Defense Manpower Data Center**

**Paul J. Cook**  
**SRA International, Inc.**

**Lindsay M. Rock**  
**Defense Manpower Data Center**

**Kenneth Matos**  
**Consortium of Universities of the Washington Metropolitan Area**

**Defense Manpower Data Center**  
**Human Resources Strategic Assessment Program**  
**1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

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# 2006 GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS

## Executive Summary

### *Background*

This report presents the results of the *2006 Workplace and Gender Relations Survey of Active Duty Members (WGRA2006)*. The Defense Manpower Data Center (DMDC) conducted the survey as part of the quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481 which directs the Secretary of Defense to conduct cross-Service surveys on gender issues and discrimination among members of the Armed Forces.

DMDC conducted the mainly Web-based *WGRA2006* in June-September 2006, with paper surveys mailed on August 1 to those who did not respond via the Web. DMDC received completed surveys from 23,595 eligible respondents for a weighted response rate of 30%. This survey was modeled on its predecessor surveys of gender issues, the *2002 Status of the Armed Forces Survey—Workplace and Gender Relations* and the *Service Academy 2006 Gender Relations Survey*.

This report includes a description of the *WGRA2006* survey; background on why this research was conducted; a summary of recent Department of Defense (DoD) policies and programs associated with gender-relations issues; a discussion of the measurement constructs for unwanted, gender-related experiences, unwanted sexual contact, and sex discrimination; a description of the survey methodology; and detailed results of the findings.

### *Reporting Categories*

Results are presented by reporting categories, which were self-reported. For each section of the report, results are presented for survey year by gender (if applicable), as well as Service by gender and paygrade by gender. Definitions for reporting categories follow:

- Gender—The reporting category is self-explanatory.
- Service—The reporting category includes Army, Navy, Marine Corps, and Air Force.
- Paygrade—The reporting category includes E1-E4 junior enlisted paygrades, E5-E9 senior enlisted paygrades, O1-O3 junior officer paygrades, and O4-O6 senior officer paygrades. Results for warrant officers are not shown.

### *Major Findings*

This Executive Summary presents topline findings for each of the major sections of the report described below. Where comparable, 2006 results are also compared to results from the *1995 Sexual Harassment Survey (SHS1995)* and the *2002 Workplace and Gender Relations Survey (WGR2002)*.

## ***Unwanted Sexual Contact***

Unwanted sexual contact includes rape, non-consensual sodomy (oral or anal sex), or indecent assault (unwanted, inappropriate sexual contact or fondling) and can occur regardless of gender, age, or spousal relationship. Incident rates of unwanted sexual contact are measured in two ways:

- A two-item measure based on the Sexual Experiences Questionnaire (SEQ), allowing results to be compared to the 1995 and 2002 results
- A new baseline measure designed for the *WGRA2006* to be consistent with the definition in the amended Article 120 of the Uniform Code of Military Justice (UCMJ) effective in October 2007

***Trend Analysis.*** For trend analysis across survey years 1995, 2002, and 2006, respondents were counted as experiencing unwanted sexual contact if they indicated they had been in a situation where one or more individuals: (1) attempted to have sex with them without their consent or against their will, but were not successful; and/or (2) had sex with them without their consent or against their will. Results for the trend analysis were:

- 2006 unwanted sexual contact incident rate for women (5.1%) was lower than the 1995 incident rate (6.2%) and higher than the 2002 incident rate (2.7%)
- 2006 incident rate for men (2.2%) was higher than both the 1995 incident rate (1.2%) and the 2002 incident rate (0.6%)

***Baseline.*** A single-item baseline measure of unwanted sexual contact, consistent with the definition from the amended Article 120 of the UCMJ, asked Service members whether someone, without their consent or against their will, sexually touched them, had (attempted or completed) sexual intercourse with them, oral sex with them, anal sex with them, or penetrated them with a finger or object. This question is new in the 2006 survey. Therefore, trend analyses are not available. Results for the new baseline were:

- Overall, 6.8% of women and 1.8% of men indicated experiencing unwanted sexual contact
- Women in the Army were more likely than women in the other Services to indicate experiencing unwanted sexual contact, whereas women in the Air Force were less likely
- Men in the Air Force were less likely than men in the other Services to indicate experiencing unwanted sexual contact
- Among women, junior enlisted members were more likely than senior enlisted members, junior officers, and senior officers to indicate experiencing unwanted sexual contact
- Among men, junior enlisted members were more likely than men in the other paygrades to indicate experiencing unwanted sexual contact, whereas junior officers were less likely

## ***Unwanted Sexual Contact One Situation***

On the survey, Service members who indicated they experienced unwanted sexual contact were asked to consider the “one situation” occurring in the 12 months preceding the survey that had the greatest effect on them. With that “one situation” in mind, members were then asked questions about the circumstances and about reporting of the one situation.

***Behaviors and Combinations of Behaviors Experienced.*** Members who indicated experiencing unwanted sexual contact were asked to identify the specific behaviors comprising the one event that had the greatest effect on them.

- Among women who experienced unwanted sexual contact (6.8%), the behavior most often identified as a component of the event was unwanted sexual touching (78%); fewer women indicated the event included attempted or completed experiences of sexual intercourse (41% and 17%, respectively) or attempted or completed oral sex, anal sex, or object penetration (24% and 17%, respectively). Because one or more behaviors could be reported, it is useful to also look at combinations of the behaviors:
  - 38% of women experienced unwanted sexual touching as their only experience of unwanted sexual contact; 29% indicated experiencing attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching); 21% indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex); and 12% did not indicate the specific behaviors experienced
- Among men who experienced unwanted sexual contact (1.8%), the behavior most often identified as a component of the event was unwanted sexual touching (66%); fewer men indicated the event included attempted or completed experiences of sexual intercourse (27% and 12%, respectively) or attempted or completed oral sex, anal sex, or object penetration (26% and 12%, respectively). Combinations include:
  - 39% of men experienced unwanted sexual touching as their only experience of unwanted sexual contact; fewer men (22%) indicated experiencing attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching); 13% indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex); and 26% did not indicate the specific behaviors experienced

***Circumstances of the One Situation.*** Among women and men who experienced unwanted sexual contact (6.8% of women and 1.8% of men), the circumstances of the one situation included:

- 40% of women and 47% of men indicated that the situation occurred at work. 23% of women and 8% of men indicated the unwanted sexual contact occurred in their home/living quarters, 11% of women and 16% of men indicated that it occurred in the home/living quarters of someone else, and 27% of women and 29% of men indicated that it occurred at some other location.
- 75% of women and 74% of men indicated that it occurred at a military installation. 28% of women and 44% of men indicated that it occurred while deployed, 66% of

women and 64% of men indicated that it occurred at their current permanent duty station, 45% of women and 68% of men indicated that it occurred during duty hours, and 19% of women and 41% of men indicated that it occurred while TDY/TAD, at sea, or during field exercises/alerts.

- 32% of women and 38% of men indicated their experience included the use of alcohol and/or drugs, either by them or by the offender
- 10% of women and 15% of men indicated the offender used force and threats to make them consent, and 13% of women and 22% of men indicated the offender used their authority improperly to coerce them to consent during the unwanted sexual contact
- 33% of women and 26% of men indicated the offender sexually harassed them before the incident, 5% of women and 6% of men indicated the offender stalked them before the incident, and 10% of women and 13% of men indicated the offender both sexually harassed and stalked them before the incident

***Characteristics of the Offenders.*** Following are general characteristics of the offender in the one situation indicated by the 6.8% of women and 1.8% of men who indicated they experienced unwanted sexual contact:

- The majority (96%) of women indicated that the offender was male and that the offender acted alone (78%), while about equal percentages of men indicated that the offender was male (44%) or female (46%). 52% of men indicated that the offender acted alone.
- 84% of women and 70% of men indicated the offender was military. Few (4% of women and 8% of men) indicated the offender was civilian. 12% of women and 23% of men indicated the offenders were both military and civilian.
- About half of women (54%) and men (55%) indicated the offender was a military coworker, 52% of women and 34% of men indicated the offender was some other military person of higher rank/grade, 26% of women and 35% of men indicated the offender was someone in their chain of command, and 16% of women and 34% of men indicated the offender was a military subordinate

***Reporting of the Incident.*** The 6.8% of women and 1.8% of men who indicated they experienced unwanted sexual contact were asked if they talked about the situation with family, friends, chaplain, counselor, etc.; if they sought professional help; how satisfied they were with help received; or if they discussed the event with an authority or organization.

- Among the 6.8% of women and 1.8% of men who indicated they experienced unwanted sexual contact, 82% of women and 58% of men indicated that they discussed the situation with someone, such as a family member or friend, and 16% of women and 16% of men sought professional help
  - Of women who sought professional help, 50% indicated they were satisfied or very satisfied with the professional help/treatment they received. Results are not reportable for men due to very small numbers of respondents.
- Among the 6.8% of women and 1.8% of men who indicated they experienced unwanted sexual contact, 21% of women and 22% of men discussed the incident with an authority or organization—3% of women and 2% of men made a restricted report,

- 7% of women and 6% of men made an unrestricted report, and 11% of women and 15% of men were unsure if their report was restricted or unrestricted. Among the 21% of women and 22% of men who experienced unwanted sexual contact and reported it:
- 73% reported the incident to their immediate supervisor and 79% reported it to someone else in their chain of command. 44% reported the incident to a Sexual Assault Response Coordinator (SARC)/Victim Advocate, 38% reported it to a chaplain or counselor, 32% to a legal services official or criminal investigator, 29% to a health care provider, and 16% reported to another individual or authority. Results for men are not reportable due to very small numbers of respondents.
  - 44% of women reported the situation within 24 hours, 42% of women and 17% of men reported the situation within two to thirty days, and 14% of women reported it within two or more months after the incident. Results for men are not reportable for the periods of within 24 hours and two or more months after the incident due to the very small numbers of respondents indicating these periods.
  - 41-58% of women who reported an incident (restricted, unrestricted, or not sure of report type) indicated they were offered some form of services, either sexual assault advocacy, counseling, medical/forensic services, or legal services
  - Among women who made an unrestricted report or were unsure of the report type, 30% indicated some action was taken against the offender. Only 22% indicated they were kept informed of the status of the investigation.
  - 30% of women who reported an incident indicated they were encouraged to drop the complaint/withdraw the report and 17% indicated that action was taken against them as a result of their making the report. 33% of women indicated they experienced both professional and social retaliation as a consequence of reporting.
- Of the 6.8% of women and 1.8% of men who indicated they experienced unwanted sexual contact, the majority (79% of women and 78% of men) chose not to report it. Most frequently cited reasons for not reporting the incident were:
    - Felt uncomfortable making a report (58% of women and 51% of men)
    - Thought they would be labeled a troublemaker (56% of women and 41% of men)
    - Did not want anyone to know about the incident (56% of women and 47% of men)
    - Did not think anything would be done (53% of women and 44% of men)
    - Feared retaliation (50% of women and 38% of men)
    - Not important enough to report (48% of women and 60% of men)
    - Thought they would not be believed (41% of women and 35% of men)
    - Thought reporting would take too much time and effort (36% of women and 46% of men)
    - Did not report because they did not know how (18% of women and 26% of men)

### ***Unwanted Gender-Related Experiences***

Unwanted gender-related experiences include measures of sexual harassment, sexist behavior, and three components of sexual harassment: crude and offensive behavior, unwanted sexual attention, and sexual coercion.

**Sexual Harassment.** DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances” (Department of Defense, 1995). Incident rates of sexual harassment were derived using a two-step process. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the following types of unwanted gender-related behaviors: crude/offensive behavior, unwanted sexual attention, or sexual coercion (Question 35), *and* they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Question 36). In the first step of the calculation, Service members were asked to indicate how often they had been in situations involving these behaviors, ranging from never to very often. In the second step, members were asked how many (some, none, or all) of the behaviors they marked in Question 35 were sexual harassment.

- In 2006, 34% of women and 6% of men indicated experiencing sexual harassment
- For both women and men, the sexual harassment incident rate in 2006 was lower than the 1995 rate (46% for women and 8% for men) but higher than the 2002 rate (24% for women and 3% for men)
- Women in the Army were more likely than women in the other Services to indicate they experienced sexual harassment, whereas women in the Air Force were less likely
- Men in the Navy were more likely than men in the other Services to indicate they experienced sexual harassment, whereas men in the Air Force were less likely
- Among women, junior enlisted members were more likely than women in the other paygrades to indicate they experienced sexual harassment, whereas senior enlisted members and senior officers were less likely
- Among men, junior enlisted members were more likely than men in the other paygrades to indicate they experienced sexual harassment, whereas junior and senior officers were less likely

**Components of Sexual Harassment.** Sexual harassment is comprised of three component measures (each measured by four of the 12 items in Question 35 that measures sexual harassment): crude/offensive behavior (verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing), unwanted sexual attention (attempts to establish a sexual relationship), and sexual coercion (classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation).

- In 2006, 52% of women and 29% of men indicated experiencing crude/offensive behavior
  - For both women and men, the crude/offensive incident rate in 2006 was lower than the 1995 rate (63% for women and 31% for men) but higher than the 2002 rate (45% for women and 23% for men)
  - Women in the Army, Navy, and Marine Corps were more likely than women in the Air Force to indicate they experienced crude/offensive behavior
  - Men in the Navy were more likely than men in the other Services to indicate they experienced crude/offensive behavior, whereas men in the Air Force were less likely

- Among women and men, junior enlisted members were more likely than women and men in the other paygrades to indicate they experienced crude/offensive behavior, whereas senior enlisted members and senior officers were less likely
- In 2006, 31% of women and 7% of men indicated experiencing unwanted sexual attention
  - 2006 incident rate for women was lower than the 1995 incident rate (31% vs. 42%), but was higher than the 2002 incident rate (31% vs. 27%); 2006 incident rate for men was higher than the 2002 incident rate (7% vs. 5%)
  - Women in the Army and Navy were more likely than women in the other Services to indicate they experienced unwanted sexual attention, whereas women in the Air Force were less likely
  - Men in the Navy were more likely than men in the other Services to indicate they experienced unwanted sexual attention, whereas men in the Air Force were less likely
  - Among women, junior enlisted members were more likely than women in the other paygrades to indicate they experienced unwanted sexual attention, whereas senior enlisted members and senior officers were less likely
  - Among men, junior enlisted members were more likely than senior enlisted members, junior officers, and senior officers to indicate they experienced unwanted sexual attention
- In 2006, 9% of women and 3% of men indicated experiencing sexual coercion
  - 2006 incident rate for women was lower than the 1995 incident rate (9% vs. 13%); there were no differences found across survey years among men
  - Women in the Army were more likely than women in the other Services to indicate they experienced sexual coercion, whereas women in the Air Force were less likely
  - Men in the Navy were more likely than men in the other Services to indicate they experienced sexual coercion, whereas men in the Air Force were less likely
  - Among women, junior enlisted members were more likely than senior enlisted members, junior officers, and senior officers to indicate they experienced sexual coercion
  - Among men, junior enlisted members were more likely than men in the other paygrades to indicate they experienced sexual coercion, whereas junior and senior officers were less likely

***Sexist Behavior.*** Sexist behavior involves unwanted actions that refer to an individual's gender and are directed toward all persons of that gender. Experiences of sexist behavior include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent. To be included in the calculation of the sexist behavior rate, members must have experienced at least one of the four behaviorally stated items defining sexist behavior.

- In 2006, 54% of women and 22% of men indicated experiencing sexist behavior

- 2006 incident rate for women was lower than the 1995 incident rate (54% vs. 63%), but was higher than the 2002 incident rate (54% vs. 50%); 2006 incident rate for men was higher than the 1995 (22% vs. 15%) and the 2002 (22% vs. 17%) incident rates
- Women in the Army and Navy were more likely than women in the other Services to indicate they experienced sexist behavior, whereas women in the Air Force were less likely
- Men in the Navy were more likely than men in the other Services to indicate they experienced sexist behavior, whereas men in the Air Force were less likely
- Among women, junior enlisted members were more likely than women in the other paygrades to indicate they experienced sexist behavior, whereas senior enlisted members and senior officers were less likely
- Among men, junior enlisted members were more likely than senior enlisted members, junior officers, and senior officers to indicate they experienced sexist behavior

### ***Unwanted Gender-Related Experiences One Situation***

Service members who indicated they experienced at least one unprofessional, gender-related behavior were then asked to consider the “one situation” occurring in the year before taking the survey that had the greatest effect on them. Specifically, members were eligible to complete questions about the “one situation” if they indicated they experienced at least one behavior comprising crude/offensive behavior, unwanted sexual attention, sexual coercion, or sexist behavior. With that “one situation” in mind, members were then asked questions about circumstances of the event and about reporting the incident. In 2006, 63% of women and 34% of men experienced at least one unprofessional, gender-related behavior.

***Circumstances of the One Situation.*** Among women and men who experienced at least one unprofessional, gender-related behavior (63% of women and 34% of men), the circumstances of the one situation included:

- 81% of women and 60% of men indicated that some or all of the behaviors in the one situation occurred at a military installation, 24% of women and 22% of men indicated the behaviors occurred in living quarters or barracks, 29% of women and 24% of men indicated the behaviors occurred in the local community around an installation, and 73% of women and 54% of men indicated the behaviors occurred at their permanent duty station
- 76% of women and 60% of men indicated that some or all of the behaviors took place at their work location, 78% of women and 60% of men indicated the behaviors took place during duty hours, 42% of women 15% of men indicated the behaviors took place in a work environment where members of their gender were uncommon, 29% of women and 30% of men indicated the behaviors took place while deployed, and 24% of women and 25% of men indicated the behaviors took place while TDY/TAD or at sea
- 32% of women and 46% of men indicated the behaviors in the one situation happened once, 55% of women and 45% of men experienced them occasionally, and 14% of women and 9% of men experienced them frequently

- 53% of women and 64% of men indicated the behaviors in the one situation lasted less than one month, 25% of women and 13% of men indicated they lasted more than a month but less than six months, and 23% of both women and men indicated they lasted more than six months

***Characteristics of the Offenders.*** Following are general characteristics of the offender in the one situation indicated by the 63% of women and 34% of men who experienced at least one unprofessional, gender-related behavior:

- The majority (86%) of women indicated that the offender was male, 2% indicated the offender was female, and 13% indicated the offenders were both male and female; among men, 54% indicated the offender was male, 19% indicated the offender was female, and 27% indicated the offenders were both male and female
- 34% of both women and men indicated that multiple offenders were involved
- 74% of women and 75% of men indicated the offender was military, 4% of both women and men indicated the offender was civilian, and 22% of women and 21% of men indicated the offenders were both military and civilian
- 61% of women and 52% of men indicated the offender was a military coworker, 30% of women and 24% of men indicated the offender was someone in their chain of command, 51% of women and 32% of men indicated the offender was an other military person of higher rank/grade, 24% of women and 26% of men indicated the offender was a military subordinate, and 13% of women and 9% of men indicated the offender was an unknown person

***Reporting of the Incident.*** The 63% of women and 34% of men who indicated they experienced at least one unprofessional, gender-related behavior were asked if they talked about the situation with family, friends, chaplain, counselor, etc.; sought professional help; were satisfied the with help they received; or discussed the event with an authority or organization.

- Among the 63% of women and 34% of men who experienced at least one unprofessional, gender-related behavior, 74% of women and 43% of men indicated that they talked about the situation with someone, such as a family member or friend
- Among the 63% of women and 34% of men who experienced at least one unprofessional, gender-related behavior, 13% of women and 7% of men discussed the situation with an authority or organization. Among those who discussed the situation with an authority or organization:
  - 33% of women and 31% of men indicated their report was or was still being investigated, and 46% of women and 43% of men indicated the situation was resolved informally
  - 62% of women and 49% of men indicated the person who bothered them was talked to about the behavior, 51% of both women and men indicated the rules on harassment were explained to everyone in the unit/office/place where the problem occurred, 44% of women and 42% of men indicated the situation was/is being taken care of, and 32% of women and 31% of men indicated some action was/is being taken against the person who bothered them

- 23% of women and 27% of men indicated they were encouraged to drop the complaint, 36% of women and 34% of men indicated their complaint was discounted or not taken seriously, and 14% of women and 24% of men indicated that action was taken against them as a result of their making the report
- Among the 13% of women and 7% of men who discussed the situation with an authority or organization, 8% of women and 5% of men formally reported it. Among those who formally reported the situation:
  - 24% of women and 20% of men indicated they experienced both professional and social retaliation, 26% of women and 2% of men experienced social retaliation alone, and 6% of women and 19% of men experienced professional retaliation alone
  - 51% of women and 49% of men were satisfied with the availability of information about how to file a complaint; 43% of women and 36% of men were satisfied with treatment from personnel handling their complaint; 32% of women and 37% of men were satisfied with amount of time it took to resolve their complaint; 31% of women and 35% of men were satisfied with how well they were kept informed about the progress of their complaint; and 34% of both women and men were satisfied with the complaint process overall
  - 73% of women and 63% of men indicated their complaint was found to be true, 3% of women and 10% of men indicated their complaint was found to not be true, and 23% of women and 27% of men indicated authorities were unable to determine if the complaint was true or not
  - 34% of women and 36% of men who filed complaints of unwanted gender-related behaviors and had a completed report process were satisfied with the outcome of their complaint; 50% of women and 45% of men were dissatisfied with the outcome of their complaint
- Of the 63% of women and 34% of men who experienced at least one gender-related, unprofessional behavior, the majority (87% women, 93% men) chose not to report it. Most frequently cited reasons for not reporting were:
  - Took care of the problem themselves (67% women, 55% men)
  - Was not important enough to report (65% women, 64% men)
  - Afraid of negative professional outcomes (33% women, 20% men)
  - Thought they would be labeled a troublemaker (32% women, 19% men)
  - Did not think anything would be done (31% women, 24% men)
  - Felt uncomfortable making a report (30% women, 18% men)
  - Thought reporting would take too much time and effort (26% women, 22% men)
  - Feared retaliation (26% women, 16% men)
  - Thought they would not be believed (16% women, 12% men)
  - Did not report because they did not know how (11% both women and men)

### ***Sex Discrimination***

On this survey, members were asked if they experienced three types of potentially discriminatory behaviors with regard to evaluations, career development, and assignments, and whether their experience was related to their gender.

***Sex Discrimination.*** Sex discrimination is unfair or unequal access to professional development resources and opportunities due to a Service member's gender. A new baseline measure of sex discrimination was introduced in 2006 where members were asked if they had experienced, within the 12 months preceding the survey, any discriminatory behaviors related to evaluations, career development, or assignments where their gender was a factor *and* whether they considered at least one of the behaviors to be sex discrimination.

- In 2006, 13% of women and 2% of men indicated experiencing sex discrimination
  - Women in the Army were more likely than women in the other Services to indicate experiencing sex discrimination, whereas women in the Air Force were less likely
  - Among men, junior enlisted members were more likely to indicate experiencing sex discrimination than men in the other paygrades, whereas senior enlisted members and senior officers were less likely

***Trend Analysis of Gender Discrimination Behaviors.*** To enable comparisons to the gender discrimination behavior rate in the 2002 survey, which asked about the behaviors but did not ask whether the member consider at least one of the behaviors to be sex discrimination, a comparable rate was calculated just on the behavioral items.

- Among women, 17% indicated experiencing gender-related, discriminatory behaviors in 2006, which was lower than the 19% of women experiencing such behaviors in 2002
- Among men, 6% indicated experiencing gender-related, discriminatory behaviors in 2006, and 7% of men experienced such behaviors in 2002

***Components of Sex Discrimination.*** Four behaviorally stated behaviors were used to measure each of evaluation, career, and assignment discrimination behaviors. Members were counted as having experienced one of these discriminatory behaviors if they indicated they experienced at least one of the behaviors within that category and that they indicated gender was a factor. Results for evaluation, career, or assignment discrimination behaviors are directly comparable between 2006 and 2002. There were no differences found between 2006 and 2002 among women or men.

- 10% of women and 4% of men indicated experiencing evaluation discrimination behaviors
  - Women in the Army were more likely than women in the other Services to indicate experiencing evaluation discrimination behaviors, whereas women in the Air Force were less likely
  - Among men, junior enlisted members were more likely than senior enlisted members, junior officers, and senior officers to indicate experiencing evaluation discrimination behaviors
- 9% of women and 2% of men indicated experiencing career discrimination behaviors
  - Women in the Army were more likely than women in the other Services to indicate experiencing career discrimination behaviors, whereas women in the Air Force were less likely

- Among women, senior officers were more likely than women in the other paygrades to indicate experiencing career discrimination behaviors
- Among men, junior enlisted members were more likely than men in the other paygrades to indicate experiencing career discrimination behaviors, whereas senior officers were less likely
- 9% of women and 2% of men indicated experiencing assignment discrimination behaviors
  - Women in the Navy were more likely than women in the other Services to indicate experiencing assignment discrimination behaviors, whereas women in the Air Force were less likely
  - Men in the Marine Corps and Air Force were less likely than men in the other Services to indicate experiencing assignment discrimination behaviors
  - Among men, junior and senior officers were less likely than men in the other paygrades to indicate experiencing assignment discrimination behaviors

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

Service members were asked their perceptions of sexual assault and sexual harassment policies and practices; the availability of sexual harassment and sexual assault support and resources; the quantity and effectiveness of sexual harassment and sexual assault training; and military leaders' attempts to stop sexual harassment.

***Policies and Reporting Procedures Publicized.*** Service members were asked to provide information on whether sexual harassment and sexual assault procedures and policies were publicized. Findings indicated:

- In 2006, 90% of women and 92% of men indicated policies forbidding sexual harassment were publicized at their installation/ship
  - The percentage of women and men who indicated policies forbidding sexual harassment were publicized at their installation/ship was higher in 2006 than in 2002
- In 2006, 84% of women and 87% of men indicated complaint procedures related to sexual harassment were publicized at their installation/ship
  - The percentage of women and men who indicated complaint procedures related to sexual harassment were publicized at their installation/ship was higher in 2006 than in 2002
- 83% of women and 87% of men indicated sexual assault reporting procedures were publicized at their installation/ship

***Reports Taken Seriously.*** Service members were asked to assess the extent complaints and reports of sexual harassment and sexual assault would be taken seriously in their work group and at their installation/ship. Findings indicated:

- 84% of women and 91% of men indicated complaints about sexual harassment would be taken seriously in their work group
- 90% of women and 95% of men indicated reports of sexual harassment would be taken seriously at their installation/ship
- 93% of women and 95% of men indicated reports of sexual assault would be taken seriously at their installation/ship

***Safe Climate for Complaints.*** Service members were asked to assess the extent members of their work group would feel free to report sexual harassment and sexual assault without fear of reprisal. Findings indicated:

- 79% of women and 90% of men indicated members of their work group would feel free to report sexual harassment without fear of reprisal
- 82% of women and 90% of men indicated members of their work group would feel free to report sexual assault without fear of reprisal

***Sexual Harassment and Sexual Assault Support and Resources.*** Service members were asked if there were support resources at their installation/ship. Findings indicate:

- 70% of women and 71% of men indicated there was a specific office with the authority to investigate sexual harassment on their installation/ship
- 74% of women and 71% of men indicated there was a Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault on their installation/ship
- 77% of women and 73% of men indicated there was a Sexual Assault Victim Advocate (VA) to help those who experience sexual assault on their installation/ship

***Accountability.*** Service members were asked their perspectives on the extent people “get away with” sexual harassment or sexual assault if it was reported in their work group. Findings indicate:

- 66% of women and 74% of men indicated people would *not* get away with sexual harassment if it was reported
- 74% of women and 78% of men indicated people would *not* get away with sexual assault if it was reported

***Training.*** Service members were asked to report whether they have been trained in the past 12 months and the frequency and effectiveness of the training. Findings indicate:

- In 2006, 93% of both women and men indicated they had sexual harassment training in the 12 months preceding the survey
  - The percentage of women and men who had training was higher in 2006 than in 1995 or in 2002
- 89% of both women and men indicated they had sexual assault training in the 12 months preceding the survey

***Aspects of Sexual Harassment Training.*** 93% of Service members indicated they received sexual harassment training. They were asked to rate their training. Findings indicate:

- At least 75% of women and men agreed their Service's sexual harassment training effectively conveyed the following:
  - A good understanding of what words and actions are considered sexual harassment (both 91%)
  - Sexual harassment reduces cohesion and effectiveness of their Service as a whole (both 91%)
  - Behaviors that are offensive to others and should not be tolerated (women 92%, men 91%)
  - Useful tools for dealing with sexual harassment (women 87%, men 88%)
  - The process for reporting sexual harassment (both 90%)
  - It is safe to complain about unwanted, sex-related attention (women 75%, men 85%)
  - Information about policies, procedures, and consequences of sexual harassment (women 89%, men 91%)

***Perceived Effectiveness of Sexual Harassment Training.*** Service members who had received sexual harassment training were asked about the overall effectiveness of the training in actually reducing/preventing behaviors that might be seen as sexual harassment. Findings indicate:

- In 2006, 78% of women and 83% of men indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment
- The percentage of women and men who indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment was higher in 2006 than in 1995

***Aspects of Sexual Assault Training.*** 89% of Service members indicated they received sexual assault training. They were asked to rate their training. Findings indicate:

- At least 89% of women and men agreed their Service's sexual assault training conveyed the following:
  - A good understanding of what actions are considered sexual assault (92% for both)
  - How to avoid situations that might increase the risk of sexual assault (91% for both)
  - How to obtain medical care following a sexual assault (90% for both)
  - Role of the chain of command in handling sexual assaults (89% for women, 91% for men)
  - Reporting options available if a sexual assault occurs (91% for both)
  - Points of contact for reporting sexual assault (e.g., SARC, VA) (90% for women, 91% for men)
  - Sexual assault is a mission-readiness problem (90% for women, 91% for men)

***Perceived Effectiveness of Sexual Assault Training.*** Service members who had received sexual assault training were asked about the overall effectiveness of the training in actually reducing/preventing sexual assault or behaviors related to sexual assault and explaining the difference between restricted and unrestricted reporting. Findings indicate:

- 82% of women and 88% of men indicated their training was moderately or very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault
- 86% of women and 88% of men indicated their training was moderately or very effective in explaining the difference between restricted and unrestricted reporting

***Leadership.*** Service members were asked whether their leaders “make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.” Results follow for three levels of leaders, the immediate supervisor, senior leadership of the installation/ship, and senior leadership of the Service. Findings indicate:

- In 2006, 63% of women and 73% of men indicated their Service leaders are making honest and reasonable efforts to stop sexual harassment
- In 2006, 63% of women and 73% of men indicated their installation/ship leaders are making honest and reasonable efforts to stop sexual harassment
- In 2006, 65% of women and 73% of men indicated their immediate supervisor is making honest and reasonable efforts to stop sexual harassment
- Women and men were more positive about their Service leaders’ efforts, their installation/ship leaders’ efforts, and their immediate supervisor’s efforts in 2006 than in 1995, but less positive than in 2002

## ***Assessment of Progress***

Service members were asked their perceptions of the prevalence of sexual harassment and sexual assault in the military and the nation compared to a few years ago and whether sexual harassment was more of a problem in the military or outside of the military. Findings exclude Service members who had been in the military less than 4 years.

***Sexual Harassment.*** Findings indicate:

- In 2006, 38% of women and 56% of men indicated that sexual harassment in the military occurred less often now than it did a few years ago, 40% of women and 32% of men indicated that it occurred about as often now as a few years ago, and 22% of women and 12% of men indicated that it occurred more often now than a few years ago
  - The percentage of women and men who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2006 than in 2002 and in 1995
- In 2006, 35% of women and 50% of men indicated that sexual harassment in the military is less of a problem today than four years ago, 42% of women and 35% of

men indicated that it is about the same as four years ago, and 23% of women and 15% of men indicated that it is more of a problem today than four years ago

- The percentage of women and men who indicated that sexual harassment in the military is less of a problem today than four years ago was lower in 2006 than in 2002
- In 2006, 19% of women and 34% of men indicated that sexual harassment in the nation is less of a problem today than four years ago, 46% of women and 41% of men indicated that it is about the same as four years ago, and 35% of women and 25% of men indicated that it is more of a problem today than four years ago
  - The percentage of women and men who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2006 than in 2002

***Sexual Assault.*** Questions regarding sexual assault were not asked in previous surveys. Therefore, trend analysis is not available. Findings indicate:

- In 2006, 37% of women and 55% of men indicated that sexual assault in the military occurred less often now than it did a few years ago, 40% of women and 33% of men indicated that it occurred about as often now as a few years ago, and 22% of women and 12% of men indicated that it occurred more often now than a few years ago
- In 2006, 33% of women and 49% of men indicated that sexual assault in the military is less of a problem in 2006 than it was four years ago, 42% of women and 36% of men indicated that it is about the same as a few years ago, and 25% of women and 15% of men indicated that it is more of a problem today than a few years ago
- In 2006, 14% of women and 29% of men indicated that sexual assault in the nation is less of a problem today than four years ago, 47% of women and 43% of men indicated that it is about the same as four years ago, and 39% of women and 28% of men indicated that it is more of a problem today than four years ago

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# 2006 GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS

## CHAPTER 1: INTRODUCTION

The Department of Defense (DoD) is committed to providing a safe workplace environment for all its members. DoD has worked hard to reduce sex discrimination, sexual harassment, and sexual assault in the military by developing policies and programs to eliminate these unlawful, gender-related behaviors. Such behavior diminishes respect for individuals, impairs readiness and performance, and adversely affects recruitment and retention. The *2006 Workplace and Gender Relations Survey of Active Duty Members (WGRA2006)* is one source of information for evaluating these programs and assessing the overall environment in the military.

DoD conducted joint Service surveys of gender relations in the active duty force in 1988, 1995, 2002, and 2006.<sup>1</sup> The current survey has been designed to estimate the level of sexual discrimination, sexual harassment, and sexual assault in the Services and to provide information about consequences of sexual harassment and sexual assault (Bastian, Lancaster, & Reyst, 1996; Lipari & Lancaster, 2004).<sup>2</sup> *WGRA2006* was modeled on its predecessor surveys of gender issues, the *2002 Status of the Armed Forces Surveys—Workplace and Gender Relations* and the *Service Academy 2006 Gender Relations Survey*.

*WGRA2006* is part of a quadrennial cycle begun in 2002 of human relations surveys authorized in Title 10 U. S. Code Section 481. The quadrennial cycle includes one survey each year, alternately surveying active duty and Reserve component members on gender relations and equal opportunity issues. The cycle repeats itself with one survey per year.

This introductory chapter provides background on why this survey was conducted; a summary of recent DoD policies and programs associated with gender-relations issues; an overview of the measurement of unwanted gender-related experiences, unwanted sexual contact, and sex discrimination; a description of the survey methodology; and an overview of the contents of the remaining chapters. Results of the entire survey are tabulated in the *2006 Workplace and Gender Relations Survey of Active Duty Members: Tabulations of Responses* (DMDC, 2007a).

### **DoD Sexual Harassment and Assault Programs and Policies**

This section provides an update regarding recent changes in DoD sexual harassment and sexual assault policies and programs. First, we discuss the DoD sexual assault prevention and

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<sup>1</sup> The *1988 Survey of Sex Roles in the Armed Forces*, which produced the initial baseline data on sexual harassment in the active duty military (Bastian, Lancaster, & Reyst, 1996; Lipari & Lancaster, 2004), is not discussed in this report due to substantial differences in measurement methods and results.

<sup>2</sup> In the 2002 gender relations survey, the core measure of sexual harassment was shortened to minimize respondent burden. Although the 1995 list of behaviors in the question was somewhat longer than that used in 2002, it was possible to recalculate the 1995 behavioral rates to be parallel to the method used in calculating the 2002 results. Additionally, in a 2006 survey of Service Academy students (Lipari et al., 2006), DoD significantly revised the core measure of sexual assault to encompass the range of activities prohibited under the Uniform Code of Military Justice (UCMJ). Throughout this report, sexual assault is measured and reported under the term “unwanted sexual contact” to reflect the more inclusive behaviors addressed in the UCMJ.

response policy, which was designed to eliminate sexual assault within DoD through a new directive that mandated education, training, and victim support. Then, we discuss the DoD sexual assault prevention and response instruction, which provided guidance on how to comply with the new sexual assault policy, and the revised Uniform Code of Military Justice provision for sex offenses.

### ***DoD Sexual Assault Prevention and Response Policy***

During 2005 and 2006, DoD refined and codified the policy on sexual assault prevention and response through a series of directives issued in late 2004 and early 2005 by the Deputy Secretary of Defense and the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). DoD Directive 6495.01 established a comprehensive DoD policy on prevention and response to sexual assaults (Department of Defense, 2005). The policy states that all DoD components must:

Eliminate sexual assault within the Department of Defense by providing a culture of prevention, education and training, response capability, victim support, reporting procedures, and accountability that enhances the safety and well-being of all its members.

The DoD directive also mandated standardized requirements and documents; an immediate, trained response capability at all permanent and deployed locations; effective awareness and prevention programs for the chain of command; and options for both restricted and unrestricted reporting of sexual assaults.<sup>3</sup> It prohibited the enlistment or commissioning of people convicted of sexual assault.

The DoD directive charged the USD(P&R) with implementing the Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive through data collection and performance metrics. It established the Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) to address all DoD sexual assault policy matters except criminal investigations.

An enclosure to the directive defined, for training purposes, sexual assault as “intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent.” Sexual assault included rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. The directive stated that sexual assault can occur without regard to gender, spousal relationship, or the age of the victim, and “consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a person uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious.

The enclosure also defined the responsibilities of personnel who implement the SAPR program at DoD installations and deployed locations. The Sexual Assault Response Coordinator

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<sup>3</sup> Restricted reporting allows a sexual assault victim to confidentially disclose the details of the assault to specified individuals and receive medical treatment and counseling without prompting an official investigation. Unrestricted reporting is for sexual assault victims who want medical treatment, counseling, and an official investigation of the assault.

(SARC) serves as the central point of contact to oversee sexual assault awareness, prevention and response training, and the care of sexual assault victims. Victim Advocates (VA) report to the SARC and facilitate care for sexual assault victims by providing liaison assistance. Health Care Providers (HCP) offer health care services to sexual assault victims.

### ***DoD Sexual Assault Prevention and Response Instruction***

Issued on June 23, 2006, DoD Instruction 6495.02 provided guidance for implementing DoD Directive 6495.01 throughout the Department (Department of Defense, 2006). Enclosures to the instruction codified the USD(P&R) 2004 directive memoranda regarding SAPR awareness and training, collaboration with civilian authorities and service providers, medical treatment, and reporting. It established the position of SARC at each major installation as local SAPR program manager. The SARC serves as a focal point for all SAPR-related activities, coordinates with Military Treatment Facility (MTF) personnel and civilian resource providers, and facilitates training of all DoD personnel, first responders, and law enforcement officials. The SARC activates victim advocacy for all reports of sexual assault incidents involving Service members and documents the treatment the victim receives or requests.

The instruction also established a 24/7 sexual assault response capability at each major installation and the creation of a multidisciplinary case management group under SARC consisting of VAs, HCPs, law enforcement and legal officers, and other first responders (e.g., chaplains) to assist and advise the implementation of the SAPR program at an installation or deployed location.

### ***Revised Uniform Code of Military Justice Provisions***

In Section 522 of the NDAA for FY 2006, Congress amended the UCMJ regarding sex offenses to consolidate and reorganize the array of military sex offenses under Article 120, UCMJ, "Rape, Sexual Assault, and Sexual Misconduct." These revised provisions took effect October 1, 2007.

As amended, rape is defined in the UCMJ as a situation where any person causes another person of any age to engage in a sexual act by: (1) using force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant or similar substance that substantially impairs the ability of that person to appraise or control conduct (Title 10 U. S. Code Section 920, Article 120). The revised Article 120 of the UCMJ defines "consent" as "words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person." The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent.

- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise,” as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect.
- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

In situations where the issue of “mistake of fact as to consent” is raised or becomes an issue in the case, the statute explains that the term means that the accused held, as a result of ignorance or mistake, an incorrect belief that the other person consented. That belief has to be reasonable under all the circumstances. The accused’s state of intoxication is not relevant to mistake of fact. A mistaken belief that the other person consented must be that which “a reasonably careful, ordinary, prudent, sober adult would have had under the circumstances at the time of the offense.”

## **Measurement of Constructs**

The ability to calculate annual incident rates is a distinguishing feature of this survey. Results are included in this report for rates for unwanted sexual contact, unwanted gender-related experiences, and sex discrimination.

### ***Unwanted Sexual Contact***

Unwanted sexual contact refers to a range of activities that the UCMJ prohibits, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.<sup>4</sup> Unwanted sexual contact is measured by a single item (Q56) in the *WGRA2006*. The 2002 and 1995 surveys did not include the single-item unwanted sexual contact measure, although the surveys did include a two-item measure of attempted and/or actual sexual relations without the member’s consent and against his or her will (e.g., sexual assault). Because of this change in the measure, results for the single-item measure of unwanted sexual contact are not comparable to the 2002 and 1995 surveys. However, trend analysis for 1995, 2002, and 2006 are provided based on the original two-item measure. The single-item measure of unwanted sexual contact includes behaviors addressed by the 2002 and 1995 measure of sexual assault but also includes other behaviors (Table 1). Further details on the measurement characteristics of unwanted sexual contact are reported by DMDC (2007b).

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<sup>4</sup> The UCMJ defines the term sexual contact within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

**Table 1.**  
**Questions Regarding Unwanted Sexual Contact**

Question	Question Text
<b>Unwanted Sexual Contact Single-Item Measure</b>	<p>In the past 12 months, have you experienced any of the following sexual contacts that were against your will or occurred when you did not or could not consent where someone...</p> <ul style="list-style-type: none"> <li>• Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?</li> <li>• Attempted to make you have sexual intercourse, but was not successful?</li> <li>• Made you have sexual intercourse?</li> <li>• Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?</li> <li>• Made you perform or receive oral sex, anal sex, or penetration by a finger or object?</li> </ul>
<b>Unwanted Sexual Contact Two-Item Measure</b>	<p>How often during the past 12 months have you been in situations involving military personnel (active duty or Reserve) and/or DoD/Service civilian employees and/or contractors where one or more of these individuals (of either gender)...</p> <ul style="list-style-type: none"> <li>• Attempted to have sex with you without your consent or against your will, but was not successful?</li> <li>• Had sex with you without your consent or against your will?</li> </ul>

### ***Unwanted Gender-Related Experiences***

Unwanted gender-related experiences include two types of behaviors, sexual harassment and sexist behavior. Sexist behavior includes verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member and is considered a precursor to sexual harassment. Sexual harassment is comprised of three component measures: crude/offensive behavior, unwanted sexual attention, and sexual coercion. Crude/offensive behavior includes verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing to the member. Unwanted sexual attention includes unwanted attempts to establish a sexual relationship. Sexual coercion includes classic *quid pro quo*, instances of specific treatment or favoritism conditioned on sexual cooperation.

The measurement of these behaviors is derived from the Sexual Experiences Questionnaire (SEQ) (Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995) which has been adapted for a military population (referred to as the DoD-SEQ). The DoD-SEQ consists of 12 behaviorally stated items measuring sexual harassment and four behaviorally stated items measuring sexist behavior. These items represent a continuum of unwanted, gender-related behaviors (Table 2). On March 12, 2002, the USD(P&R) approved the “DoD Sexual Harassment Core Measure” and directed it be used in all Service-wide and DoD-wide surveys that measure sexual harassment. Using classical test theory, item response theory, and factor

analysis, the measure has been found to provide reliable measurement of gender-related experiences (Fitzgerald, Magley, Drasgow, & Waldo, 1999; Stark, Chernyshenko, Lancaster, Drasgow, & Fitzgerald, 2002).

**Table 2.**  
*Questions Regarding Unwanted Gender-Related Behaviors by Category*

<b>Type of Behavior</b>	<b>Question Text</b>
<b>Crude/ Offensive Behavior</b>	Repeatedly told sexual stories or jokes that were offensive to you
	Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)
	Made offensive remarks about your appearance, body, or sexual activities
	Made gestures or used body language of a sexual nature that embarrassed or offended you
<b>Unwanted Sexual Attention</b>	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it
	Continued to ask you for dates, drinks, dinner, etc., even though you said “No”
	Touched you in a way that made you feel uncomfortable
	Intentionally cornered you or leaned over you in a sexual way <sup>a</sup>
<b>Sexual Coercion</b>	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior
	Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review or evaluation)
	Treated you badly for refusing to have sex
	Implied better assignments or better treatment if you were sexually cooperative
<b>Sexist Behavior</b>	Referred to people of your gender in insulting or offensive terms
	Treated you “differently” because of your gender (e.g., mistreated, slighted, or ignored you)
	Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)
	Put you down or was condescending to you because of your gender

<sup>a</sup>To distinguish between sexual harassment and unwanted sexual contact, the subitem “Stroked, fondled, or kissed you” from the 1995 and 2002 surveys was replaced with “Intentionally cornered you or leaned over you in a sexual way” in the 2006 survey.

The incident rates for sexist behavior, crude/offensive behavior, unwanted sexual attention, and sexual coercion reflect that the Service member experienced at least one of the four items that compose the respective rate. In order to determine how to “count” the frequency of sexual harassment behaviors, a counting algorithm was used. To be included in the calculation of the sexual harassment rate, members must have experienced at least one behavior defined as sexual harassment and indicated they considered some or all of the behaviors to be sexual harassment.

### ***Gender Discriminatory Behaviors and Sex Discrimination***

This survey measures three potentially gender discriminatory behaviors: evaluation, career development, and assignment. Incident rates were derived from a list of 12 behaviorally stated items modified from DMDC’s racial/ethnic equal opportunity surveys (Table 3). Question 33 asked members if they had experienced in the 12 months preceding the survey any of the 12 behaviors and, if they had, to indicate if their gender was a motivating factor.<sup>5</sup>

Evaluation discrimination behaviors were measured using four survey items (Q33a-d) to assess the belief that gender was a factor in others’ judgments about the member’s performance (e.g., evaluations or awards). Career discrimination behaviors were measured using four survey items (Q33h-k) to assess the member’s belief that gender was a factor in the member’s access to resources and mentoring that aid in career development (e.g., professional networks). Assignment discrimination behaviors were measured using four survey items (Q33e,f,g,l) and an additional qualifying item (Q33m) to assess the belief that gender was a factor in the member’s perceptions that they did not get assignments they want or ones that use their skills or facilitate career advancement.<sup>6</sup> The same set of behavioral items was included in the 2002 survey allowing trend analysis of evaluation, career, and assignment discrimination behaviors. Details on the measurement characteristics, such as internal scale consistency, are reported by DMDC (2007b).

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<sup>5</sup> Incidents were only counted as occurring if the Service member indicated they had experienced a behavior and they believed that gender was a factor. All other responses were considered “No” responses. A Service member is included in a discrimination rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that type of discrimination. That is, a member is counted in a rate only once regardless of the number of items he or she endorsed.

<sup>6</sup> For the purpose of this analysis, a Service member was considered to have had a gender-motivated experience for item Q33L “Did you not get a job assignment that you wanted and for which you were qualified” only if they indicated “Yes, and your gender was a factor” *and* “Yes” to Q33M indicating the assignment was legally open to women.

**Table 3.**

**Questions Regarding Gender Discrimination by Type of Discriminatory Behavior**

<b>Discrimination Behaviors</b>	<b>Question Text</b>
<b>Evaluation</b>	You were rated lower than you deserved on your last evaluation
	Your last evaluation contained unjustified negative comments
	You were held to a higher performance standard than others
	You did not get an award or decoration given to others in similar circumstances
<b>Career</b>	You did not have a professional relationship with someone who advised (mentored) you on career development or advancement
	You did not learn until it was too late of opportunities that would have helped your career
	You were unable to get straight answers about your promotion possibilities
	You were excluded from social events important to career development and being kept informed
<b>Assignment</b>	Your current assignment has not made use of your job skills
	Your current assignment is not good for your career if you continue in the military
	You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement
	You did not get a job assignment that you wanted and for which you were qualified

A new baseline measure of sex discrimination was introduced in 2006 where members were asked if they had experienced, within the 12 months preceding the survey, any discriminatory behaviors related to evaluations, career development, or assignments where their gender was a factor *and* whether they considered at least one of the behaviors to be sex discrimination. Question 34 asked members if they thought any of the behaviors they experienced constituted sex discrimination.

In analyses of the 2002 survey, incident rates were constructed solely from the percent responding to survey items reporting experiencing behaviors. This is because, while the behavioral items are identical in 2002 and 2006, Service members were not asked in 2002 if they considered any of the behaviors they experienced to be sex discrimination. For trend comparisons between 2002 and 2006 survey results, the response to the question about whether any of the behaviors experienced were considered sex discrimination was ignored. This allowed similar incident rates to be constructed and reported for the 2006 data.

## Survey Methodology

The *WGRA2006* was administered via both the Web and paper surveys. The survey administration process began on June 19, 2006, with the mail out of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data collection on the Web started on June 26, 2006, with paper surveys mailed on August 1 to those who did not respond via the Web. Web and paper survey administration continued through September 5, 2006.

The population of interest for the survey consisted of active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard<sup>7</sup> who (1) had at least six months of service at the time the questionnaire is first fielded and (2) are below flag rank. Members of the National Guard and Reserves serving on active duty are not included in the population of interest for this survey. Single-stage, nonproportional, stratified random sampling<sup>8</sup> procedures were used. In Table 4, the number of respondents and weighted response rates for the reporting categories used in this report are shown. The sample consisted of 79,396 individuals drawn from the sample frame constructed from DMDC's *Active Duty Master Edit File*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not on active duty as of the first day of the survey, June 26, 2006 (0.46% of sample).

Completed surveys (defined as answering 50% or more of the survey questions asked of all participants, including the critical question, Q35, on sexual harassment) were received from 23,595 eligible respondents. The overall weighted response rate for eligible sample members was 30%. Data were weighted using the industry standard three-stage process to reflect the populations of interest. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three-stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.

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<sup>7</sup> Results for the Coast Guard are not included in this report but are being separately supplied to the Coast Guard. Note that 10 USC Sec. 481 specifically directs that the Secretary of Defense report excludes the Coast Guard.

<sup>8</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Service (e.g., all male Army personnel in one group, all female Navy personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from them to analyze. Weights are used so that groups are correctly represented in the analyses.

- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of the sample members (i.e., 500 out of 1,000) completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason, a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women, but the nonresponse-adjusted weighted estimate from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women so that the final weights for men and women would be 24.3 and 10 which would give unbiased estimates of the total and of women and men in the subgroup.

Further details on the statistical methods applied to sampling and weighting are reported by DMDC (2007c).

**Table 4.**  
***WGRA2006 Respondents and Weighted Response Rates, by Gender by Service and Paygrade***

<b>Response Group</b>	<b>Number of Respondents</b>	<b>Weighted Response Rate (%)</b>
<b>Total</b>	23,595	30%
<b>Women</b>	7,162	33%
<b>Army</b>	2,651	33%
<b>Navy</b>	1,645	30%
<b>Marine Corps</b>	809	22%
<b>Air Force</b>	2,057	33%
<b>E1-E4</b>	1,884	20%
<b>E5-E9</b>	2,831	39%
<b>O1-O3</b>	1,099	45%
<b>O4-O6</b>	1,208	58%
<b>Men</b>	16,433	29%
<b>Army</b>	6,612	28%
<b>Navy</b>	3,808	30%
<b>Marine Corps</b>	2,184	16%
<b>Air Force</b>	3,829	35%
<b>E1-E4</b>	1,854	13%
<b>E5-E9</b>	5,712	37%
<b>O1-O3</b>	2,626	41%
<b>O4-O6</b>	3,344	57%

The *WGRA2006* survey used a complex sample design that requires weighting to produce population estimates, (e.g., percent female).<sup>9</sup> Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN<sup>®</sup> PROC DESCRIPT (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means are reported with margins of error based on 95% confidence intervals.

Estimates may be unstable, because they are based on a small number of observations or a relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated. “NR” indicates the estimate is Not Reportable and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of

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<sup>9</sup> As a result of differential weighting, only certain statistical software procedures, such as SUDAAN<sup>®</sup>, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.3). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification. In other circumstances, “NA” indicates the question was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions.

## Analytical Procedures

Results are presented by reporting categories, which were self-reported. For each section of the report, results are presented for survey year by gender (if applicable), as well as Service by gender and paygrade by gender. Definitions for reporting categories follow:

- Gender—The reporting category is self-explanatory.
- Service—The reporting category includes Army, Navy, Marine Corps, and Air Force.
- Paygrade—The reporting category includes E1-E4 junior enlisted paygrades, E5-E9 senior enlisted paygrades, O1-O3 junior officer paygrades, and O4-O6 senior officer paygrades. Results for warrant officers are not shown.

Only statistically significant group comparisons are discussed in this report.<sup>10</sup> Comparisons are generally made along a single dimension (e.g., Service) at a time. In this type of comparison, the responses of one group are compared to the weighted average of the responses of all other groups in that dimension.<sup>11</sup> For example, responses of women in the Army are compared to the weighted average of the responses from women in the Navy, Air Force, and Marine Corps.

Where the questions were similar to those asked in the 1995 and/or the 2002 surveys, trends are discussed. Analyses by year are made for men and women by comparing results for each analysis group in 2006 against the same group in 1995 or in 2002.<sup>12</sup>

The tables and figures in the report are numbered sequentially. The titles describe the subgroup and survey item presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the end of the table. Ranges of margins of error in tables are presented when more than one estimate is displayed in a column. As shown in Figure 1, margins of error in figures are presented both for each estimate and as a range for all estimates. Further information about the survey measures, results, and percent responding are presented in DMDC (2007c).

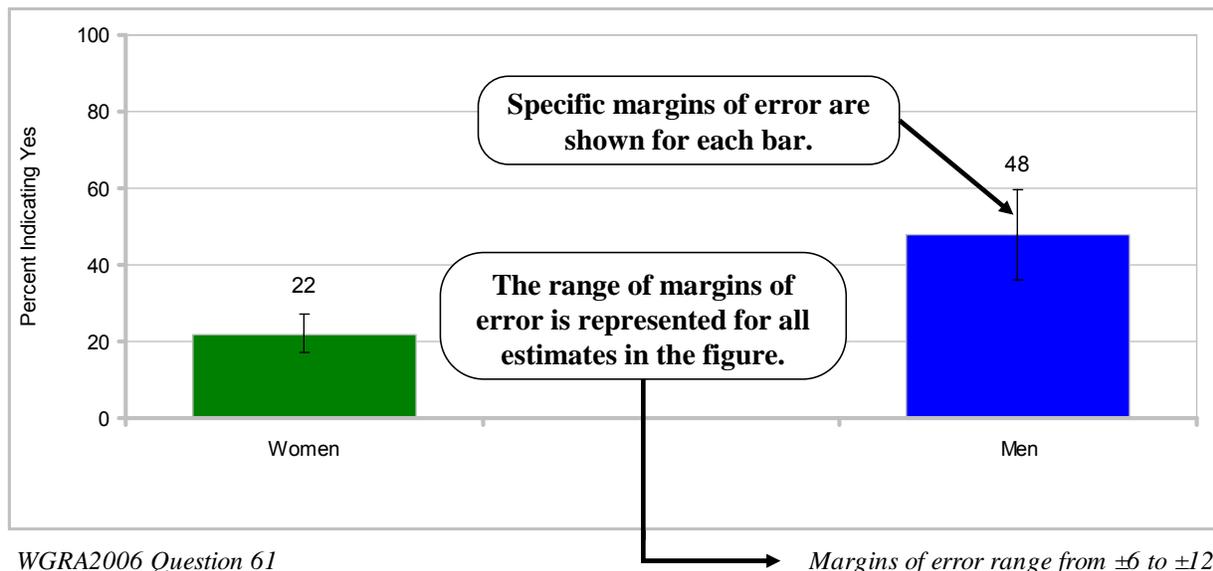
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<sup>10</sup> In all cases, the use of the word “significantly” is not used, because it is redundant. In some cases, differences might appear to be significantly different in comparison to the differences between other variables, but are not noted as different in the text. In these cases, the margins of error are higher, rendering differences not statistically significant. Instances where a finding appears to be large are typically footnoted to clarify that the difference is not statistically significant.

<sup>11</sup> When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

<sup>12</sup> Trend analyses are not conducted by Service or paygrade.

**Figure 1.**  
***Explanation of Margins of Error in Figures***



### ***Organization of the Report***

Topics covered in the survey are organized into six chapters, ranging from self-reports of experiences of unwanted sexual contact, unwanted gender-related experiences, and sex discrimination (Chapters 2 through 4), to personnel policies, practices, and training related to gender relations (Chapter 5), and an assessment of progress (Chapter 6).

Chapter 2 summarizes Service members' self-report of experiences of unwanted sexual contact. This chapter includes the 12-month incident rates using the two measures described earlier: the two-item measure for trending purposes, and new single-item measure that is consistent with the behaviors defined in the UCMJ. The chapter also covers details of the one situation that Service members who experienced unwanted sexual contact found most bothersome (i.e., that had the greatest effect on them), including details, such as types of behaviors experienced, location of the incident, characteristics of the offender, details of reporting the incident, and, if the incident was not reported, reasons for not reporting.

Chapter 3 summarizes Service members' self-reports of unwanted gender-related experiences. This chapter includes the 12-month incident rates of sexual harassment and sexist behavior. It also includes separate rates for the three components of sexual harassment: crude/offensive behavior, unwanted sexual attention, and sexual coercion. The chapter also covers details of the one situation that Service members who experienced unwanted gender-related behaviors found most bothersome (i.e., that had the greatest effect on them), including details, such as location and duration of the incident, characteristics of the offender, details of reporting the incident, and, if the incident was not reported, reasons for not reporting.

Chapter 4 covers responses to questions asked of Service members who indicated they experienced sex discrimination which is defined as unfair or unequal access to professional development resources and opportunities due to a Service member's gender. Rates for the overall rate and the three types of potentially discriminatory behaviors are reported in this chapter: discrimination in evaluations, career development, and assignments.

Chapter 5 presents survey results on Service members' perceptions of sexual harassment and sexual assault policies and practices and their effectiveness; the availability of sexual harassment and sexual assault support and resources for those who experience it; the quantity and effectiveness of sexual harassment and sexual assault training; and military leaders' attempts to stop sexual harassment.

In Chapter 6, Service members' perceptions of the prevalence of sexual assault and sexual harassment in the military and the nation in 2006 are reported and compared to findings from 1995 and/or 2002. Service members were asked to judge the prevalence of sexual assault and sexual harassment both within the military and the nation today compared to a few years ago.

The *2006 Workplace and Gender Relations Survey of Active Duty Members* survey is included in the Appendix.

## CHAPTER 2: UNWANTED SEXUAL CONTACT

This chapter examines Service members' experiences of unwanted sexual contact, which includes rape, non-consensual sodomy (oral or anal sex), or indecent assault (unwanted, inappropriate sexual contact or fondling). Two measures of unwanted sexual contact are presented and discussed in more detail in subsequent sections. The first measure of unwanted sexual contact is based on two items from the Sexual Experiences Questionnaire (SEQ) (Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995) and is included to report trends across the 1995, 2002, and 2006 surveys.

The second measure of unwanted sexual contact is a single-item measure designed to be consistent with the definition of "unwanted sexual contact" in the amended Article 120 of the Uniform Code of Military Justice that became effective in October 2007 (National Defense Authorization Act for Fiscal Year 2006).<sup>13</sup> Because the single-item measure was new in the 2006 survey, trend data are not available.

This chapter also provides information on the specific behaviors experienced and the circumstances in which unwanted sexual contact incidents occurred. On the survey, Service members who indicated on the single-item measure that they had experienced unwanted sexual contact were asked to consider the "one situation" occurring in the past 12 months that had the greatest effect on them. With that one situation in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions, such as:

- Who were the offenders?
- Where did the behaviors occur?
- Were drugs and/or alcohol involved?
- Was the experience reported and, if not, why?
- To whom do members report such situations?
- Were there any repercussions because of reporting the incident?

### Trends in Unwanted Sexual Contact (Two-Item Measure)

For trend analysis across survey years 1995, 2002, and 2006, respondents were counted as experiencing unwanted sexual contact if they indicated they had been in a situation where one or more individuals: (1) attempted to have sex with them without their consent or against their will, but were not successful (Q35r); and/or (2) had sex with them without their consent or against their will (Q35s). The same questions were asked in all three surveys, thus allowing trend comparisons across the three survey years.

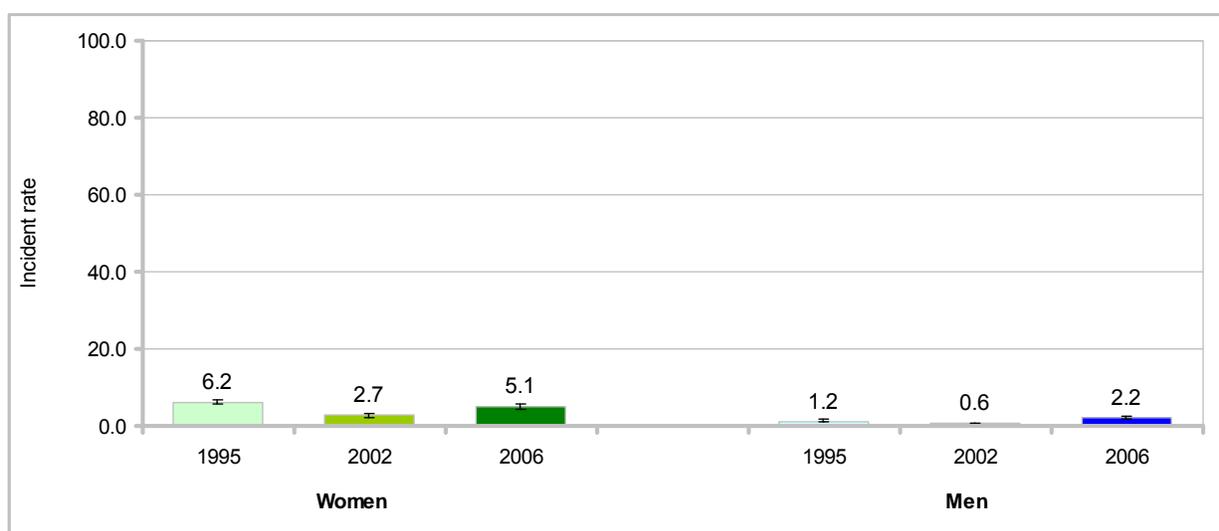
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<sup>13</sup> The term "sexual contact" means the intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of another person, or intentionally causing another person to touch, either directly or through the clothing, the genitalia, anus, groin, breast, inner thigh, or buttocks of any person, with an intent to abuse, humiliate, or degrade any person or to arouse or gratify the sexual desire of any person.

### By Gender by Year

In 2006, 5.1% of women and 2.2% of men indicated experiencing unwanted sexual contact based on the two-item measure (Figure 2). The 2006 unwanted sexual contact incident rate for women (5.1%) was lower than the 1995 incident rate (6.2%) and higher than the 2002 incident rate (2.7%). The 2006 incident rate for men (2.2%) was higher than both the 1995 incident rate (1.2%) and the 2002 incident rate (0.6%).

**Figure 2.**  
*Percent of Service Members Who Indicated Experiencing Unwanted Sexual Contact (Two-Item Measure), by Gender and Year*



WGRA2006 Question 35

Margins of error range from  $\pm 0.3$  to  $\pm 0.8$

### Unwanted Sexual Contact (Single-Item Measure)

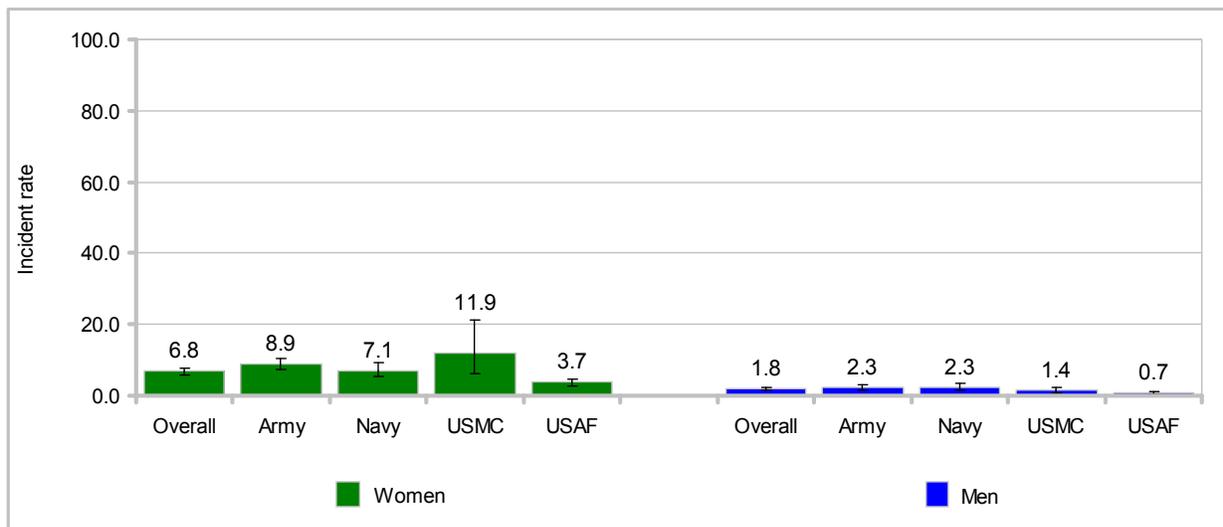
The single-item measure of unwanted sexual contact is consistent with the definition from the amended Article 120 of the UCMJ (National Defense Authorization Act for Fiscal Year 2006). More specifically, the definition reflects a broader range of offensive behaviors than the two-item measure used in previous surveys. Service members were asked (Q56) whether they had experienced unwanted sexual contact (e.g., sexual touching, attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object) without their consent or against their will.<sup>14</sup> The following sections describe the unwanted sexual contact incident rates, by Service and paygrade for women and men. Because the single-item measure was new in the 2006 survey, trend data are not available.

<sup>14</sup> Specific survey item language is shown in Chapter 1. The complete survey is included in the appendix.

### By Gender by Service

Unwanted sexual contact, as assessed by the single-item measure, included behaviors ranging from unwanted touching to completed sexual intercourse, and the unwanted sexual contact rate indicates whether members experienced at least one of the behaviors described in the measure (Q56). Overall, 6.8% of women and 1.8% of men indicated experiencing unwanted sexual contact (Figure 3). Women in the Army (8.9%) were more likely than women in the other Services to indicate experiencing unwanted sexual contact, whereas women in the Air Force (3.7%) were less likely.<sup>15</sup> Men in the Air Force (0.7%) were less likely than men in the other Services to indicate experiencing unwanted sexual contact.

**Figure 3.**  
*Percent of Service Members Who Indicated Experiencing Unwanted Sexual Contact (Single-Item Measure), by Gender and Service*



WG2006 Question 56

Margins of error range from  $\pm 0.5$  to  $\pm 9.3$

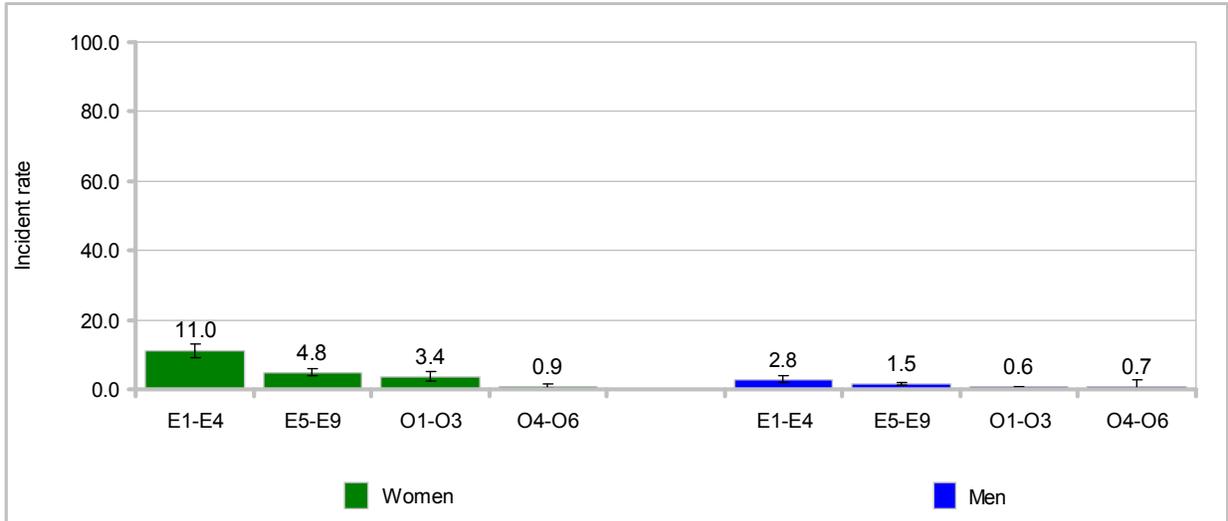
### By Gender by Paygrade

Among women, junior enlisted members (11.0%) were more likely than senior enlisted members (4.8%), junior officers (3.4%), and senior officers (0.9%) to indicate experiencing unwanted sexual contact (Figure 4). Among men, junior enlisted members (2.8%) were more likely than men in the other paygrades to indicate experiencing unwanted sexual contact, whereas junior officers (0.6%) were less likely.

<sup>15</sup> Note that the percentage of women in the Marine Corps (11.9%) indicating that they experienced unwanted sexual contact was higher than that of women in the Army (8.9%). The percentage is not statistically different from the average of women in the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9.3$ ).

**Figure 4.**

***Percent of Service Members Who Indicated Experiencing Unwanted Sexual Contact (Single-Item Measure), by Gender and Paygrade***



WGRA2006 Question 56

Margins of error range from  $\pm 0.4$  to  $\pm 2.3$

## Characteristics of the One Situation

This section provides information on the circumstances in which experiences of unwanted sexual contact occurred. On the survey, Service members who indicated they experienced at least one unprofessional, gender-related behavior were then asked (Q57) to answer questions about the “one situation” that had the greatest effect on them occurring in the year before taking the survey. Of those who indicated experiencing unwanted sexual contact, the majority answered questions about the one situation (completion rates for questions in the one situation were 91-99% for women and 89-99% for men).<sup>16</sup>

### ***Unwanted Sexual Contact Behaviors Experienced***

The following sections describe the rates for specific behaviors experienced in the one situation. Members who indicated experiencing unwanted sexual contact (single-item measure) were asked to identify the specific behaviors comprising the one situation. Rates for specific behaviors experienced by men are not reportable by Service and paygrade. Results are not reportable when based on very small numbers of respondents.

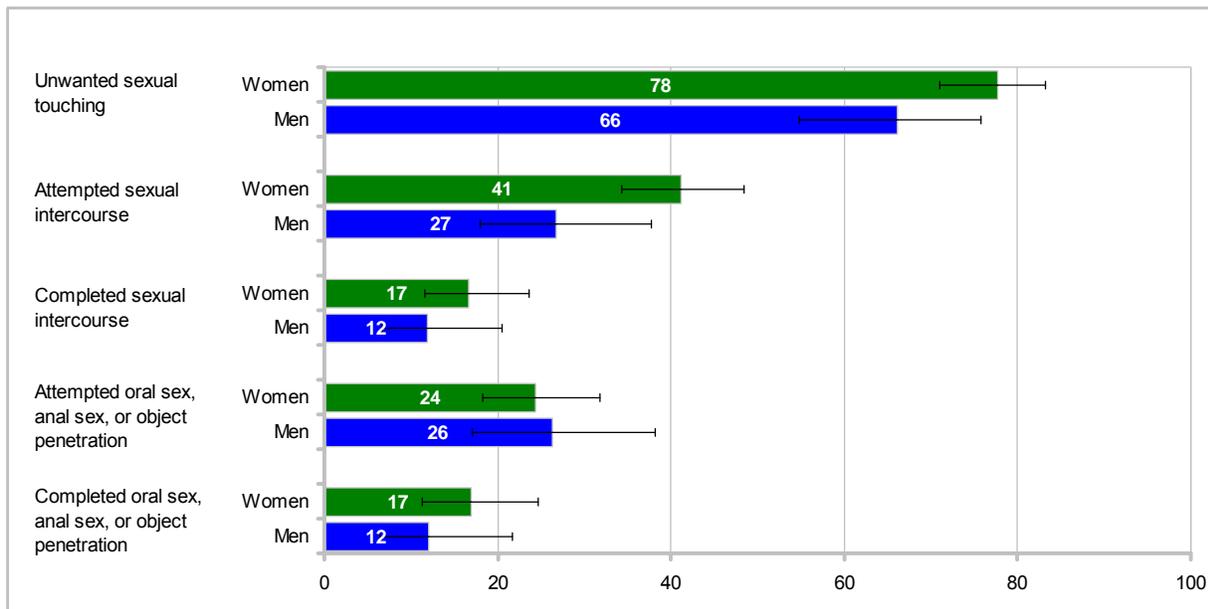
<sup>16</sup> Although the completion rates for questions about the one situation were high among men who experienced unwanted sexual contact, results for men about the characteristics of the one situation might not be reportable due to the small number of men who experienced unwanted sexual contact. Whenever this occurs, the discussion will note the issue.

## By Gender

Among women who had experienced unwanted sexual contact, the behavior most often identified as a component of the situation was unwanted sexual touching (78%) (Figure 5). In comparison to the percentage of women who indicated experiencing unwanted sexual touching, fewer women indicated the situation included attempted or completed experiences of sexual intercourse (41% and 17%, respectively) or attempted or completed oral sex, anal sex, or object penetration (24% and 17%, respectively).

Among men who had experienced unwanted sexual contact, the behavior most often identified as a component of the situation was unwanted sexual touching (66%) (Figure 5). In comparison to the percentage of men who indicated experiencing unwanted sexual touching, fewer men indicated the situation included attempted or completed experiences of sexual intercourse (27% and 12%, respectively) or attempted or completed oral sex, anal sex, or object penetration (26% and 12%, respectively).

**Figure 5.**  
*Percent of Service Members Who Indicated Experiencing Specific Behaviors of Unwanted Sexual Contact (Single-Item Measure) in the One Situation, by Gender*



WGRA 2006 Question 57

Margins of error range from  $\pm 7$  to  $\pm 12$

## By Gender by Service

Women in the Marine Corps (94%) were more likely than women in the other Services to indicate experiencing unwanted sexual touching (Table 5). Women in the Navy (14%) were less likely than women in the other Services to indicate experiencing attempted oral sex, anal sex, or

object penetration. Women in the Army (10%) were less likely than women in the other Services to indicate experiencing completed oral sex, anal sex, or object penetration.

**Table 5.**  
*Percent of Women Who Indicated Experiencing Specific Behaviors of Unwanted Sexual Contact (Single-Item Measure) in the One Situation, by Service*

Specific unwanted sexual contact behaviors	Percent of Women Who Experienced Unwanted Sexual Contact			
	Army	Navy	USMC	USAF
Unwanted sexual touching	73	76	94	83
Attempted sexual intercourse	38	47	NR	34
Completed sexual intercourse	15	8	NR	13
Attempted oral sex, anal sex, or object penetration	25	14	NR	15
Completed oral sex, anal sex, or object penetration	10	12	NR	12
<i>Margins of Error</i>	<i>±7-12</i>	<i>±9-12</i>	<i>±10</i>	<i>±11-15</i>

*Note.* WGRA2006 Question 57. NR indicates results are not reportable due to very small numbers of respondents.

### **By Gender by Paygrade**

Senior enlisted women (29%) were less likely than women in the other paygrades to indicate experiencing attempted sexual intercourse (Table 6). Junior enlisted women (23%) were more likely than women in the other paygrades to indicate experiencing completed sexual intercourse, whereas senior enlisted women (6%) were less likely. Junior enlisted women (31%) were more likely than women in the other paygrades to indicate experiencing attempted oral sex, anal sex, or object penetration, whereas senior enlisted women (13%) were less likely. Junior enlisted women (23%) were more likely than women in the other paygrades to indicate experiencing completed oral sex, anal sex, or object penetration, whereas senior enlisted women (5%) were less likely.

**Table 6.**

***Percent of Women Who Indicated Experiencing Specific Behaviors of Unwanted Sexual Contact (Single-Item Measure) in the One Situation, by Paygrade***

Specific unwanted sexual contact behaviors	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
Unwanted sexual touching	75	81	80	NR
Attempted sexual intercourse	48	29	NR	NR
Completed sexual intercourse	23	6	13	NR
Attempted oral sex, anal sex, or object penetration	31	13	16	NR
Completed oral sex, anal sex, or object penetration	23	5	16	NR
Margins of Error	±10-11	±6-10	±18-20	--

*Note.* WGRA2006 Question 57. NR indicates results are not reportable due to very small numbers of respondents.

### ***Combinations of Unwanted Sexual Contact Behaviors Experienced***

Because many Service members indicated experiencing unwanted sexual touching along with other behaviors, this section reports rates for combinations of behaviors.<sup>17</sup>

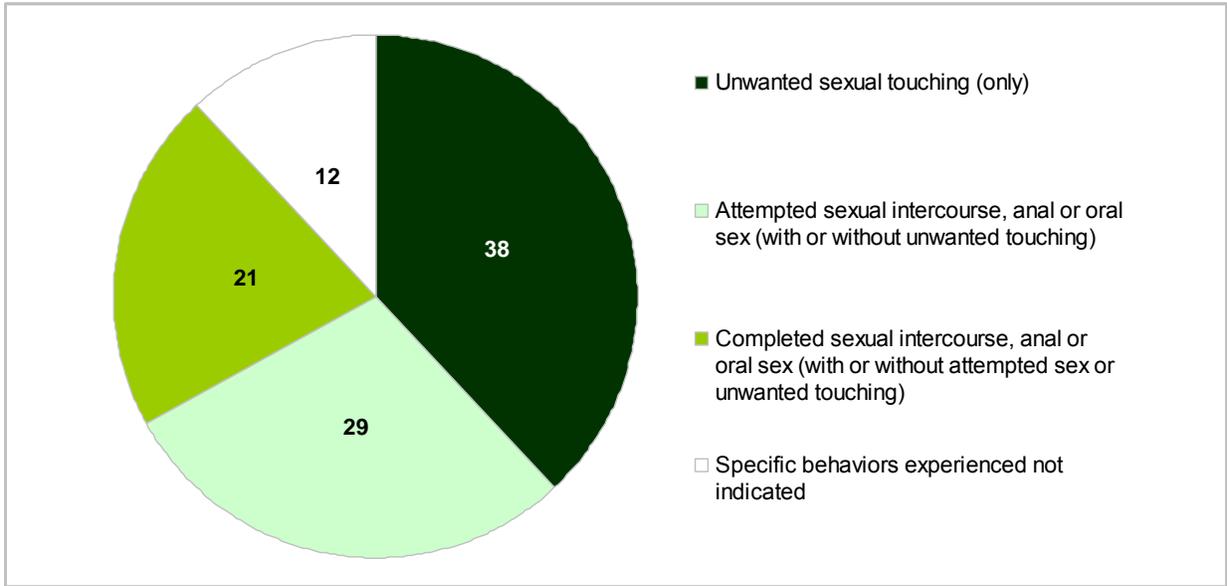
#### ***By Gender***

As shown in Figure 6, 38% of women experienced unwanted sexual touching as their only experience of unwanted sexual contact. Fewer women (29%) indicated experiencing attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching), and 21% indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex). Twelve percent of women who experienced unwanted sexual contact did not indicate the specific behaviors experienced.

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<sup>17</sup> Combinations of unwanted sexual contact experienced during the one event were determined by responses to Q57. Respondents were counted in unwanted sexual touching (single category) if they indicated experiencing sexual touching (without experiencing attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object). Respondents were counted in attempted sexual intercourse, anal, or oral sex (with or without unwanted touching) if they indicated experiencing attempted sexual intercourse, oral sex, anal sex, or penetration by a finger or object (without experiencing completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object). Respondents were counted in completed sexual intercourse, anal, or oral sex (with or without unwanted touching or attempted sexual intercourse, anal, or oral sex) if they indicated experiencing completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

**Figure 6.**  
***Percent of Women Who Indicated Experiencing Combinations of Unwanted Sexual Contact Behaviors (Single-Item Measure) in the One Situation***

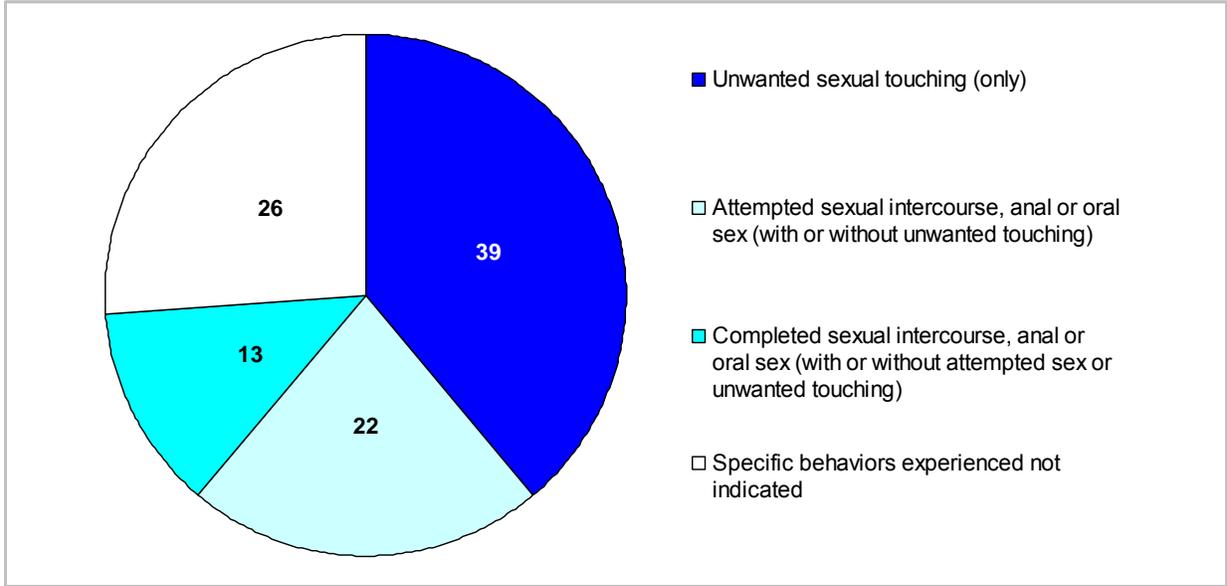


WGRA2006 Question 57

Margins of error range from  $\pm 4$  to  $\pm 8$

As shown in Figure 7, 39% of men experienced unwanted sexual touching as their only experience of unwanted sexual contact. Fewer men (22%) indicated experiencing attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching), and 13% indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex). Twenty-six percent of men who experienced unwanted sexual contact did not indicate the specific behaviors experienced. Results for specific combinations of behaviors experienced are not reportable for men by Service or paygrade.

**Figure 7.**  
*Percent of Men Who Indicated Experiencing Combinations of Unwanted Sexual Contact Behaviors (Single-Item Measure) in the One Situation*



WGRA2006 Question 57

Margins of error range from  $\pm 9$  to  $\pm 12$

**By Gender by Service**

Women in the Marine Corps were less likely than women in the other Services to indicate experiencing unwanted sexual touching only (14%) or behaviors not specified (2%) (Table 7).

**Table 7.**

*Percent of Women Who Indicated Experiencing Combinations of Unwanted Sexual Contact Behaviors (Single-Item Measure) in the One Situation, by Service*

Combinations of specific unwanted sexual contact behaviors	Percent of Women Who Experienced Unwanted Sexual Contact			
	Army	Navy	USMC	USAF
Unwanted sexual touching (single category)	37	42	14	47
Attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching)	35	29	12	24
Completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex)	17	14	NR	16
Specific behaviors experienced not indicated	11	16	2	12
<i>Margins of Error</i>	$\pm 6-11$	$\pm 10-15$	$\pm 6-19$	$\pm 11-14$

*Note.* WGRA2006 Question 57. NR indicates results are not reportable due to very small numbers of respondents.

### ***By Gender by Paygrade***

Senior enlisted women (54%) were more likely than women in the other paygrades to indicate experiencing unwanted sexual touching only, whereas junior enlisted women (29%) were less likely (Table 8). Junior enlisted women (29%) were more likely to indicate experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex), whereas senior enlisted women (8%) were less likely.

**Table 8.**

***Percent of Women Who Indicated Experiencing Combinations of Unwanted Sexual Contact Behaviors (Single-Item Measure) in the One Situation, by Paygrade***

Combinations of specific unwanted sexual contact behaviors	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
Unwanted sexual touching (single category)	29	54	39	NR
Attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching)	31	25	NR	NR
Completed sexual intercourse, anal or oral sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex)	29	8	18	NR
Specific behaviors experienced not indicated	12	13	10	NR
<i>Margins of Error</i>	$\pm 6-11$	$\pm 7-10$	$\pm 18-21$	--

*Note.* WGRA2006 Question 57. NR indicates results are not reportable due to very small numbers of respondents.

### ***Circumstances of the One Situation***

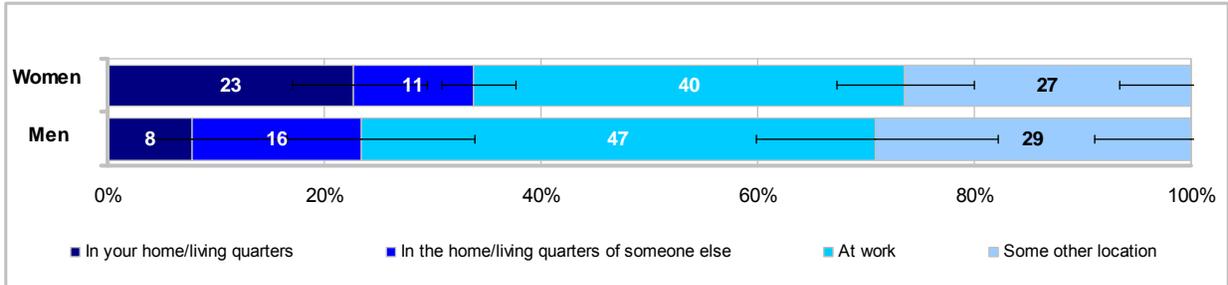
#### ***Location Where the One Situation Occurred***

Service members who indicated experiencing unwanted sexual contact were asked to identify where the situation occurred. They could respond that it occurred in their home/living quarters, in the home/living quarters of someone else, at work, or some other place not specified in the questionnaire. Results for men are not reportable by Service and paygrade.

***By Gender.*** Overall, 40% of women who experienced unwanted sexual contact indicated that it occurred at work (Figure 8). Twenty three percent of women indicated the unwanted sexual contact occurred in their home/living quarters, 11% in the home/living quarters of someone else, and 27% at some other location.

Overall, 47% of men who experienced unwanted sexual contact indicated that it occurred at work (Figure 8). Eight percent of men indicated the unwanted sexual contact occurred in their home/living quarters, 16% in the home/living quarters of someone else, and 29% at some other location.

**Figure 8.**  
*Percent of Service Members Who Indicated the Location Where the One Situation Occurred, by Gender*



WGRA2006 Question 60

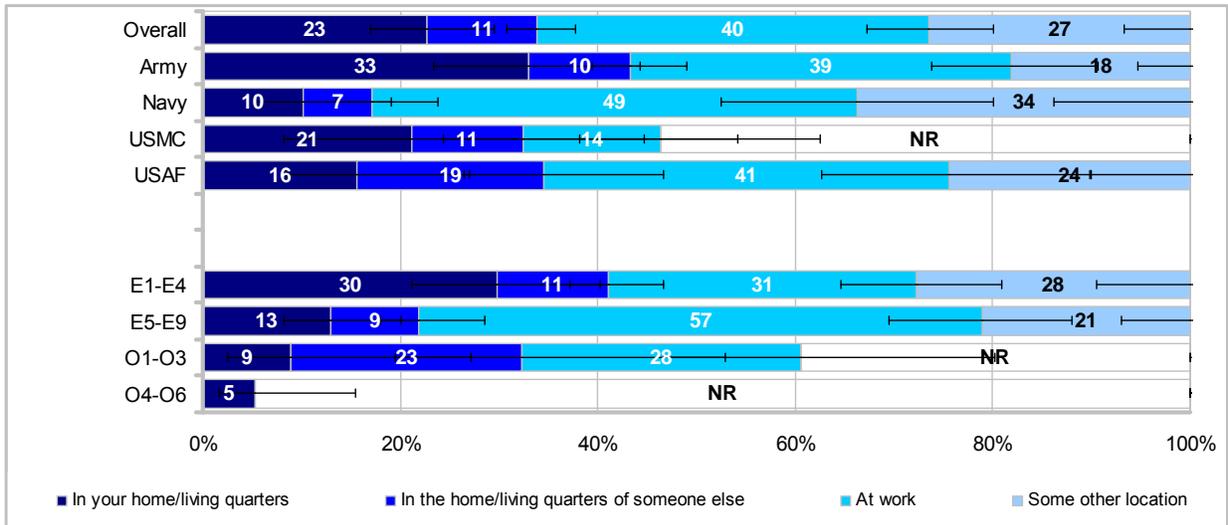
Margins of error range from  $\pm 4$  to  $\pm 12$

**By Service.** Women in the Army (33%) were more likely than women in the other Services to indicate the unwanted sexual contact occurred in their home/living quarters, whereas women in the Navy (10%) were less likely (Figure 9). Women in the Marine Corps (14%) were less likely than women in the other Services to indicate it took place at work.

**By Paygrade.** Among women, junior enlisted members (30%) were more likely than women in the other paygrades to indicate the unwanted sexual contact occurred in their home/living quarters, whereas senior enlisted members (13%) and senior officers (5%) were less likely (Figure 9).<sup>18</sup> Senior enlisted women (57%) were more likely than women in the other paygrades to indicate it took place at work, whereas junior enlisted women (31%) were less likely.

<sup>18</sup> Note that the percentage of junior officers (9%) indicating that the unwanted sexual contact occurred in their home/living quarters was lower than that of senior enlisted members (13%). The percentage is not statistically different from the average of women in the other Services due to a higher margin of error for junior officers ( $\pm 18$ ).

**Figure 9.**  
**Percent of Women Who Indicated Location Where the One Situation Occurred, by Service and Paygrade**



WGRA2006 Question 60

Margins of error range from  $\pm 4$  to  $\pm 24$

Note. NR indicates results are not reportable due to very small numbers of respondents.

### Characteristics of the Work Setting in Which One Situation Occurred

Service members who indicated that they experienced unwanted sexual contact were asked to identify the characteristics of the setting where the one situation with the greatest effect occurred. They could respond that it occurred at a military installation; while deployed;<sup>19</sup> at their current permanent duty station; during work day/duty hours; or while TDY/TAD,<sup>20</sup> at sea, or during field exercises/alerts. Results for men are not reportable by Service and paygrade.

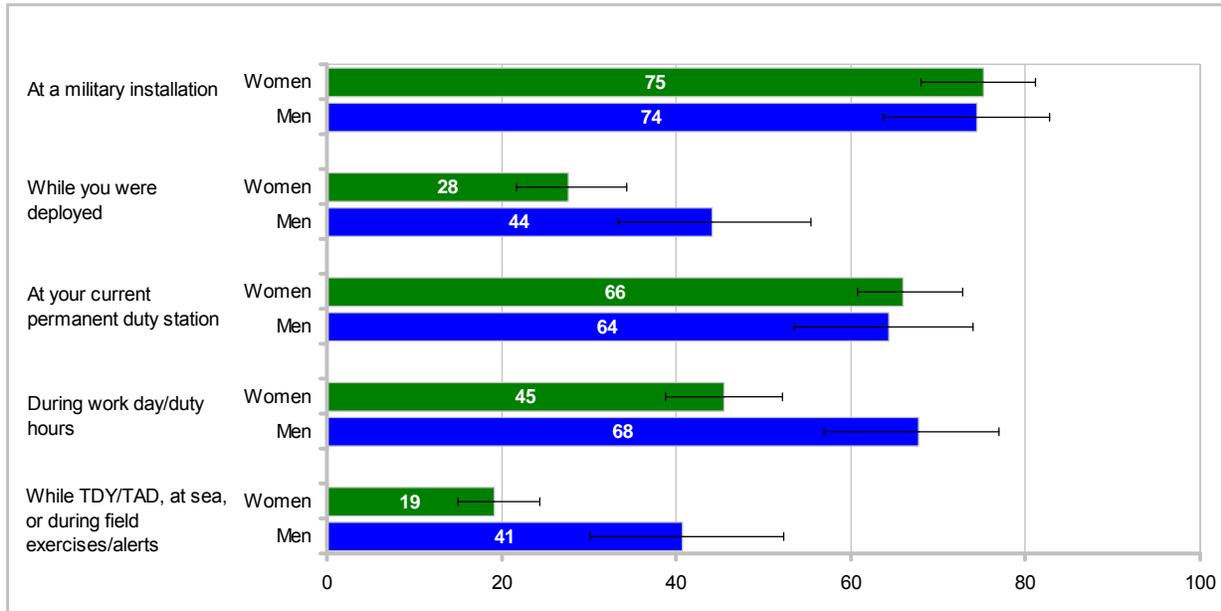
**By Gender.** Overall, about three fourths (75%) of women who experienced unwanted sexual contact indicated that it occurred at a military installation (Figure 10). Sixty-six percent indicated the experience occurred while at their current permanent duty station, 45% during duty hours, 28% while they were deployed, and 19% while they were TDY/TAD, at sea, or during field exercises/alerts.

Overall, about three fourths (74%) of men who experienced unwanted sexual contact indicated that it occurred at a military installation (Figure 10). Sixty-four percent indicated the experience occurred while at their current permanent duty station, 68% during duty hours, 44% while they were deployed, and 41% while they were TDY/TAD, at sea, or during field exercises/alerts.

<sup>19</sup> Overall, 9% of women and 2% of men who were deployed in the 12 months before taking the survey indicated they experienced unwanted sexual contact during the past 12 months, whereas 6% of women and 2% of men who were not deployed experienced unwanted sexual contact. In contrast, the results presented in this section reflect the percentage of those Service members who indicated they experienced unwanted sexual contact while deployed.

<sup>20</sup> On temporary duty assignment.

**Figure 10.**  
**Characteristics of the Work Setting Where the One Situation Occurred, by Gender**



WGRA 2006 Question 58

Margins of error range from  $\pm 2$  to  $\pm 12$

**By Service.** As shown in Table 9, women in the Marine Corps were less likely than women in the other Services to indicate the unwanted sexual contact occurred during duty hours (12%), while they were deployed (2%), or while they were TDY/TAD, at sea, or during field exercises/alerts (<1%).

**Table 9.**  
**Characteristics of the Work Setting in Which One Situation Occurred, by Service**

Did the situation occur...	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
<b>At a military installation</b>	75	82	70	NR	70
<b>While you were deployed</b>	28	33	35	2	17
<b>At your current permanent duty station</b>	66	65	64	NR	70
<b>During work day/duty hours</b>	45	50	52	12	42
<b>While TDY/TAD, at sea, or during field exercises/alerts</b>	19	17	27	<1	24
<i>Margins of Error</i>	$\pm 6-8$	$\pm 7-11$	$\pm 13-18$	$\pm 2-14$	$\pm 13-15$

Note. WGRA2006 Question 58. NR indicates results are not reportable due to very small numbers of respondents.

**By Paygrade.** Among women, senior enlisted members (64%) were more likely than women in the other paygrades to indicate the unwanted sexual contact occurred during duty hours, whereas junior enlisted members (37%) were less likely (Table 10).

**Table 10.**  
*Characteristics of the Work Setting in Which One Situation Occurred, by Paygrade*

Did the situation occur...	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
At a military installation	76	75	71	NR
While you were deployed	26	30	36	NR
At your current permanent duty station	67	62	67	NR
During work day/duty hours	37	64	35	NR
While TDY/TAD, at sea, or during field exercises/alerts	15	22	NR	NR
Margins of Error	±7-12	±9-10	±20-22	--

Note. WGRA2006 Question 58. NR indicates results are not reportable due to very small numbers of respondents.

### **Characteristics of the Offenders in the One Situation**

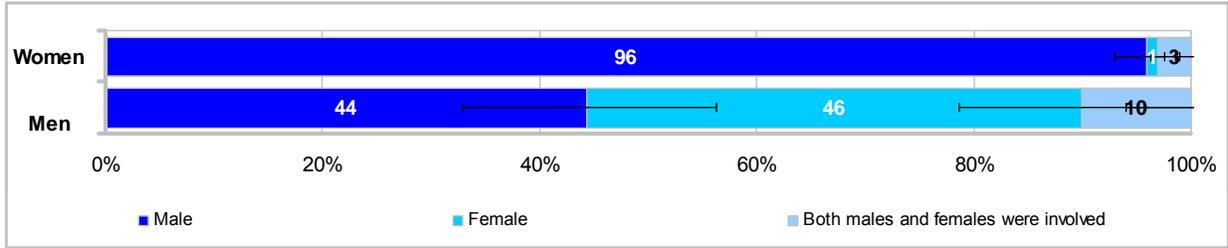
To obtain general information on the perpetrators in the one situation, members who indicated that they had experienced unwanted sexual contact were asked to describe the offender.

#### **Number and Gender of Offenders in the One Situation**

Respondents were asked to indicate the gender of the offender and whether multiple offenders were involved. Results for men are not reportable by Service and paygrade. There were no differences found by paygrade among women in the gender of the offender or whether there were multiple offenders involved.

**By Gender.** Overall, 96% of women and 44% of men who experienced unwanted sexual contact indicated that the offender was male (Figure 11).

**Figure 11.**  
*Gender of Offenders in the One Situation, by Gender*

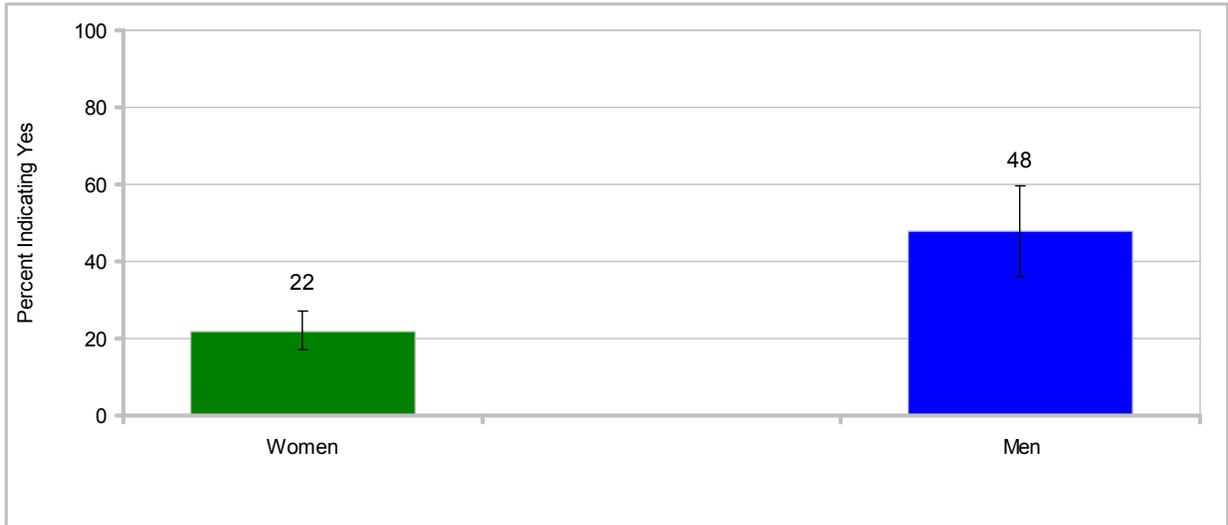


WGRA2006 Question 61

Margins of error range from  $\pm 3$  to  $\pm 13$

Twenty two percent of women and 48% of men who experienced unwanted sexual contact indicated that multiple offenders were involved (Figure 12).

**Figure 12.**  
*Percent of Service Members Indicating Multiple Offenders Involved in the One Situation, by Gender*



WGRA2006 Question 61

Margins of error range from  $\pm 6$  to  $\pm 12$

**By Service.** There were no differences found by Service among women in gender of offender (Table 11). Women in the Marine Corps (6%) were less likely than women in the other Services to indicate there were multiple offenders.

**Table 11.**  
*Number and Gender of Offenders, by Service*

Characteristics of Offender	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
<b>Gender of Offender</b>					
<b>Male</b>	96	98	89	99	NR
<b>Female</b>	1	1	3	NR	NR
<b>Both male and female</b>	3	2	8	1	NR
<i>Margins of Error</i>	±3	±3-4	±8-11	±7	--
<b>Multiple Offenders</b>					
<b>Situation involved multiple offenders</b>	22	19	28	6	29
<i>Margins of Error</i>	±6	±7	±14	±10	±16

*Note.* WGRA2006 Question 61. NR indicates results are not reportable due to very small numbers of respondents.

### ***Military or Civilian Status of the Offenders in the One Situation***

Service members who indicated that they experienced unwanted sexual contact were asked to identify the affiliation of the offender in the one situation that had the greatest effect. They could indicate that the offender was another military member, a DoD or Service civilian employee, a DoD or Service civilian contractor, a person from the local community, or an unknown person. For analysis purposes, civilians are grouped together.<sup>21</sup> Results are shown by the status of the offender or offenders as military only, civilian only (including persons from the local community), or both military and civilian. Results are not reportable for men by Service and paygrade.

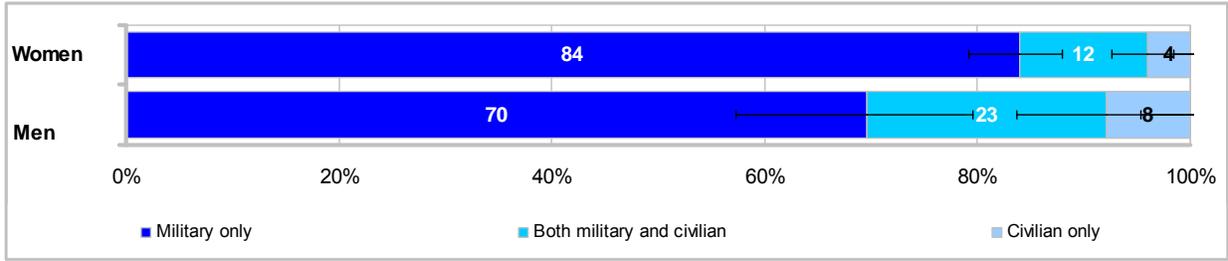
***By Gender.*** Eighty four percent of women who experienced unwanted sexual contact indicated the offender was military (Figure 13). Few (4%) indicated the offender was civilian, with 12% indicating the offenders included both military personnel and civilians.

Seventy percent of men who experienced unwanted sexual contact indicated the offender was military (Figure 13). Few (8%) indicated the offender was civilian, with 23% indicating the offenders included both military personnel and civilians.<sup>22</sup>

<sup>21</sup> Although the DoD has no control over policies governing civilians in the local community and has established standards of conduct for DoD/Service civilian employees/contractors, civilians are grouped together because they represent a small proportion of offenders. When asked to identify the organizational affiliation of offenders, 10% of women and 17% of men indicated the offender was a DoD/Service civilian employee, 8% of women and 17% of men indicated the offender was a DoD/Service civilian contractor, and 7% of women and 18% of men indicated the offender was from the local community.

<sup>22</sup> The total percentage for men does not sum to 100% due to rounding.

**Figure 13.**  
*Military or Civilian Status of the Offenders in the One Situation, by Gender*



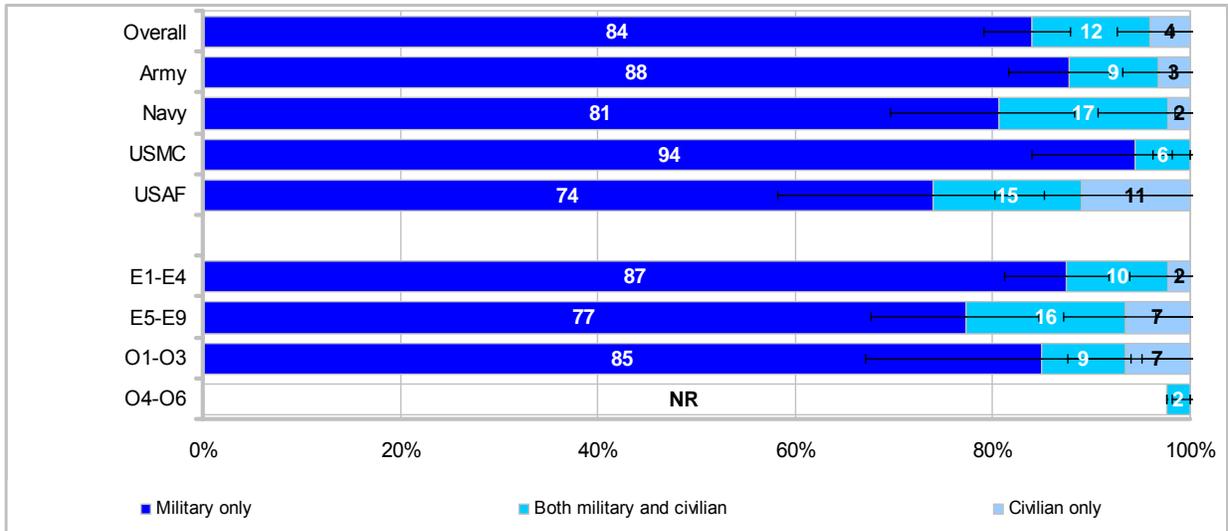
WGRA2006 Question 62

Margins of error range from  $\pm 3$  to  $\pm 13$

**By Service.** Women in the Marine Corps (94%) were more likely than women in the other Services to indicate that the offender was military only (Figure 14).

**By Paygrade.** Among women, senior officers (2%) were less likely than women in the other paygrades to indicate the offenders included both military personnel and civilians (Figure 14).

**Figure 14.**  
*Military or Civilian Status of the Offender in the One Situation, by Service and Paygrade*



WGRA2006 Question 62

Margins of error range from  $\pm 3$  to  $\pm 18$

Note. NR indicates results are not reportable due to very small numbers of respondents.

## Organizational Level of Military Offenders in the One Situation

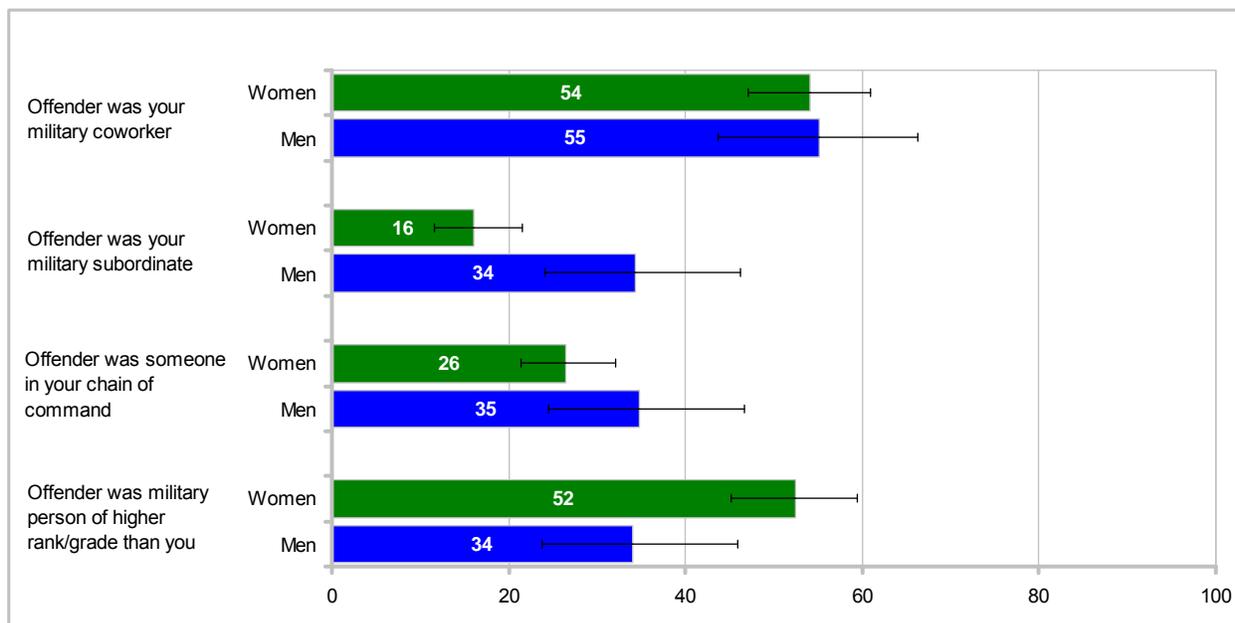
Service members who indicated that they experienced unwanted sexual contact were asked to identify the organizational level of the offender in the one situation with the greatest effect. They could respond that the offender was someone in their chain of command, another military person of higher rank/grade, a military coworker, or a military subordinate. Results for men were not reportable by Service and paygrade. There were no differences found by paygrade among women in the organizational level of the offender in the one situation.

**By Gender.** About half of women who experienced unwanted sexual contact indicated the offender was a military coworker (54%) or another military person of higher rank/grade (52%) (Figure 15). About one fourth (26%) indicated the offender was someone in their chain of command and 16% indicated the offender was a military subordinate.

About half of men who experienced unwanted sexual contact indicated the offender was a military coworker (55%) (Figure 15). Thirty-four percent indicated the offender was another military person of higher rank/grade, 35% indicated the offender was someone in their chain of command, and 34% indicated the offender was a military subordinate.

**Figure 15.**

*Percent of Service Members Who Indicated the Organizational Level of Military Offenders in the One Situation, by Gender*



WGRA2006 Question 62

Margins of error range from  $\pm 6$  to  $\pm 12$

**By Service.** Women in the Marine Corps who experienced unwanted sexual contact were less likely than women in the other Services to indicate that the offender was someone in their

chain of command (7%) or another military person of higher rank/grade (17%) (Table 12). Women in the Navy (69%) were more likely than women in the other Services to indicate that the offender was a military coworker, whereas women in the Air Force (37%) were less likely.

**Table 12.**  
*Organizational Level of Military Offenders in the One Situation, by Service*

What was the organizational level of the offender?	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
Someone in your chain of command	26	30	37	7	15
Other military person of higher rank/grade	52	61	54	17	48
Military coworker	54	56	69	NR	37
Military subordinate	16	16	14	NR	12
<i>Margins of Error</i>	$\pm 6-8$	$\pm 7-10$	$\pm 10-15$	$\pm 11-21$	$\pm 14-16$

*Note.* WGRA2006 Question 62. NR indicates results are not reportable due to very small numbers of respondents.

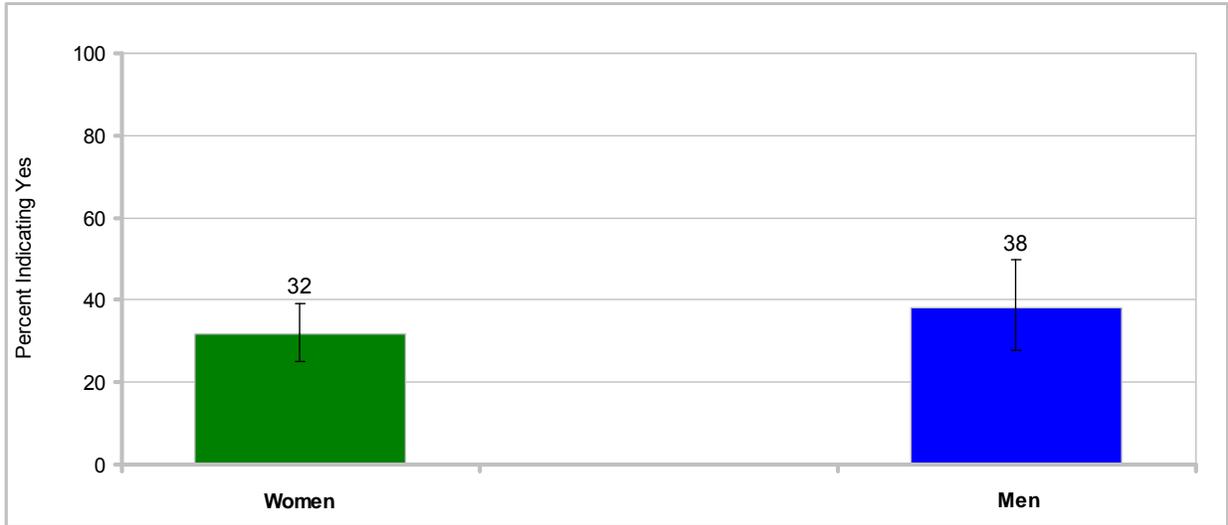
### ***Alcohol/Drug Involvement***

On the 2006 survey, Service members who indicated they had experienced unwanted sexual contact were asked if drugs and/or alcohol were involved in the incident. The rate for alcohol/drug involvement overall is presented first, followed by details on the circumstances of alcohol or drug involvement. There were no differences found by Service or paygrade among women in the rate of alcohol/drug involvement.

#### ***Rate of Alcohol/Drug Involvement***

***By Gender.*** Thirty two percent of women and 38% of men who experienced unwanted sexual contact indicated their experience included the use of alcohol and/or drugs, either by them or by the offender (Figure 16).

**Figure 16.**  
***Percent of Service Members Who Indicated Alcohol/Drug Involvement in Unwanted Sexual Contact, by Gender***



WGRA2006 Question 63

Margins of error range from  $\pm 8$  to  $\pm 12$

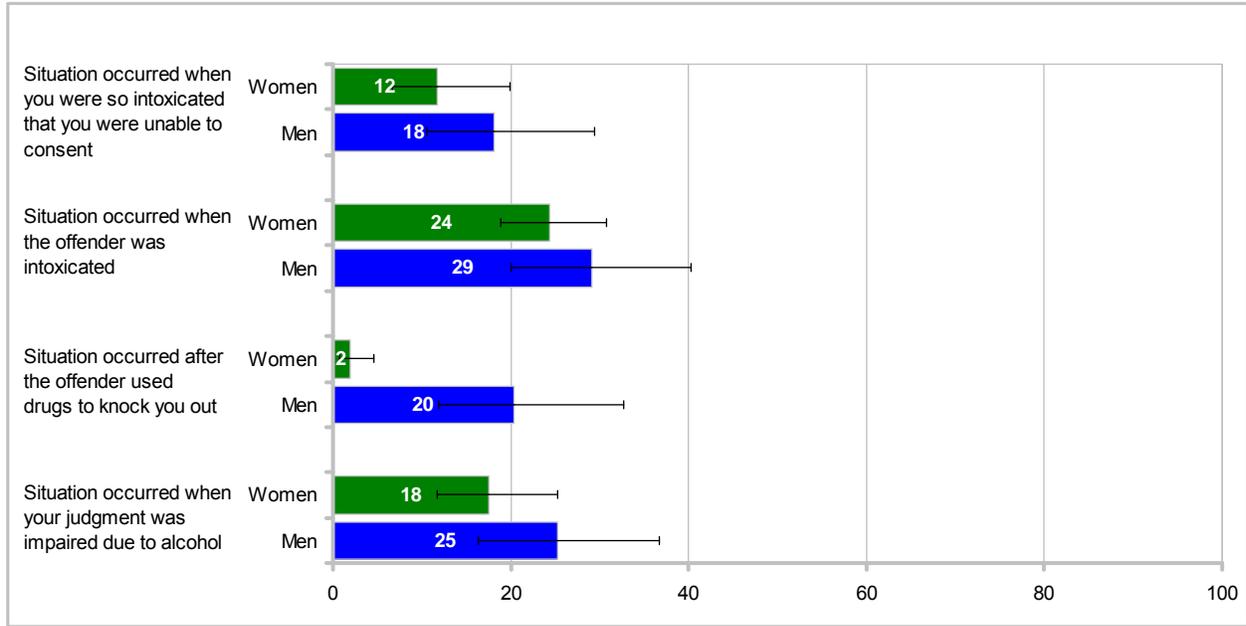
### ***Circumstances of Alcohol/Drug Involvement***

***By Gender.*** Eighteen percent of women who experienced unwanted sexual contact indicated the experience occurred when their judgment was impaired due to the influence of alcohol, and 12% indicated they were intoxicated and unable to consent (Figure 17). Nearly a fourth (24%) of women indicated the offender was intoxicated. Two percent of women indicated that the offender used drugs to knock them out as part of the unwanted sexual contact.

Twenty five percent of men who experienced unwanted sexual contact indicated their experience occurred when their judgment was impaired due to the influence of alcohol, and 18% indicated they were intoxicated and unable to consent (Figure 17). Twenty-nine percent of men indicated the offender was intoxicated. Twenty percent of men indicated that the offender used drugs to knock them out as part of the unwanted sexual contact.

**Figure 17.**

*Percent of Service Members Who Indicated Circumstances of Alcohol/Drug Involvement in Unwanted Sexual Contact, by Gender*



WGRA2006 Question 63

Margins of error range from  $\pm 3$  to  $\pm 13$

**By Service.** Women in the Army (9%) who experienced unwanted sexual contact were less likely than women in the other Services to indicate their experience occurred when their judgment was impaired due to alcohol (Table 13).

**Table 13.**

*Circumstances of Alcohol/Drug Involvement in Unwanted Sexual Contact, by Service*

Did the incident occur ...	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
When your judgment was impaired due to alcohol?	18	9	27	NR	17
When you were so intoxicated that you were unable to consent?	12	6	NR	NR	13
When the offender was intoxicated?	24	20	19	NR	35
After the offender used drugs to knock you out?	2	<1	2	6	6
<i>Margins of Error</i>	$\pm 3-8$	$\pm 1-8$	$\pm 12-22$	$\pm 21$	$\pm 11-14$

Note. WGRA2006 Question 63. NR indicates results are not reportable due to very small numbers of respondents.

**By Paygrade.** Among women, senior enlisted members (4%) and senior officers (2%) who experienced unwanted sexual contact were less likely than women in the other paygrades to indicate their experience occurred when their judgment was impaired due to alcohol (Table 14). Senior enlisted women (3%) were less likely than women in the other paygrades to indicate their experience occurred when they were so intoxicated that they were unable to consent.

**Table 14.**  
*Circumstances of Alcohol/Drug Involvement in Unwanted Sexual Contact, by Paygrade*

Did the incident occur ...	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
When your judgment was impaired due to alcohol?	23	4	NR	2
When you were so intoxicated that you were unable to consent?	16	3	19	NR
When the offender was intoxicated?	26	16	NR	NR
After the offender used drugs to knock you out?	2	2	4	NR
<i>Margins of Error</i>	$\pm 4-12$	$\pm 5-8$	$\pm 19$	$\pm 8$

*Note.* WGRA2006 Question 63. NR indicates results are not reportable due to very small numbers of respondents.

### ***Use of Coercive Behavior***

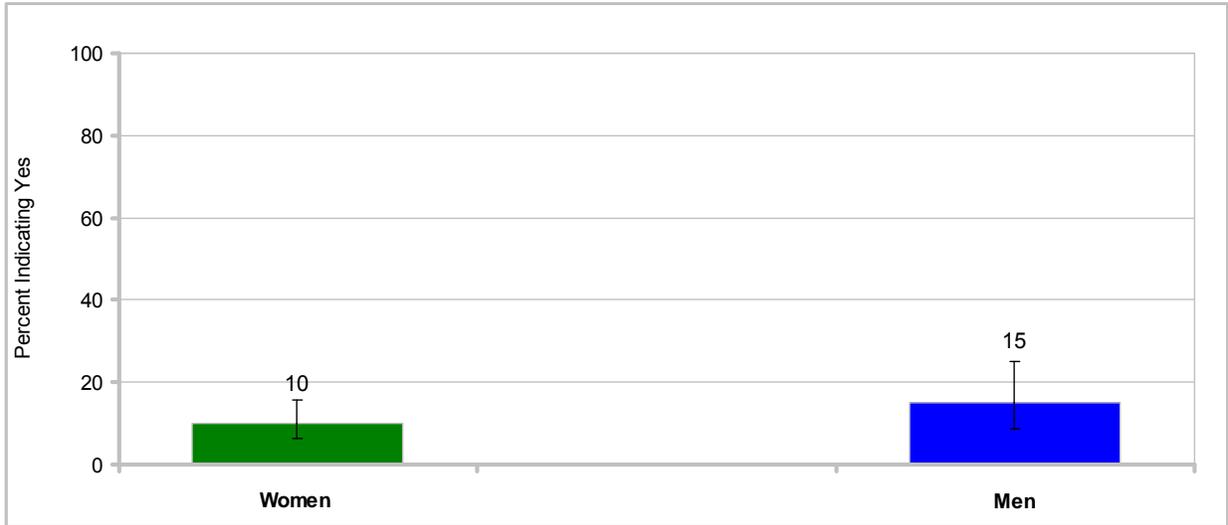
#### ***Rate of Force and Threats***

Service members who indicated they had experienced unwanted sexual contact were asked if the offender used some form of coercive behavior to acquire their consent. In this section, coercive behavior refers to the use of threats or physical force, as well as the improper use of authority to acquire consent. This section summarizes the responses of members overall and for each question. Results for men are not reportable by Service or paygrade.

**By Gender.** Ten percent of women and 15% of men who experienced unwanted sexual contact indicated the offender used threats and force to make them consent (Figure 18).

**Figure 18.**

***Percent of Service Members Who Indicated Threats or Physical Force in Unwanted Sexual Contact, by Gender***



WGRA2006 Question 64

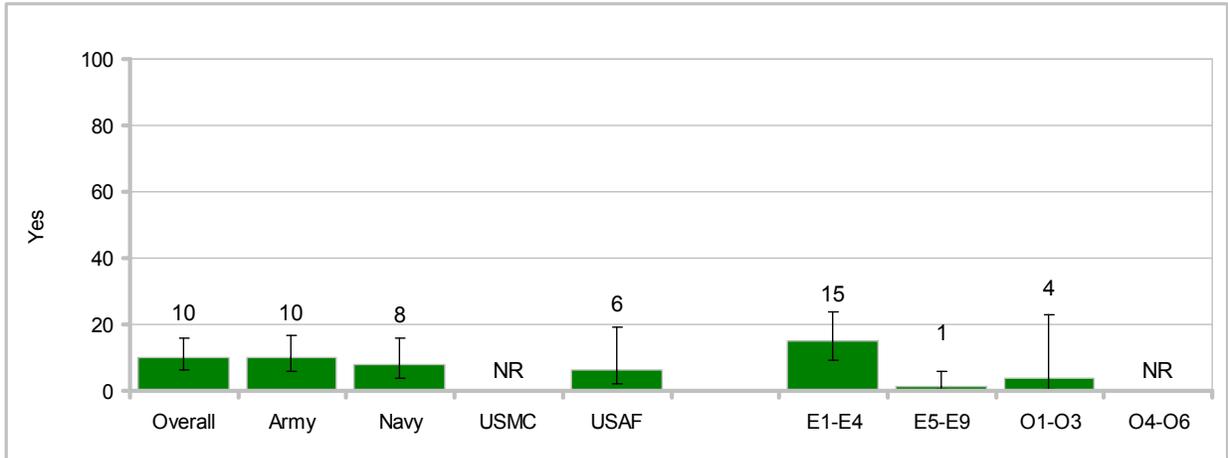
Margins of error range from  $\pm 6$  to  $\pm 10$

***By Service.*** There were no differences found by Service among women in the use of threats and force to make them consent during the unwanted sexual contact (Figure 19).

***By Paygrade.*** Among women, junior enlisted members (15%) were more likely than women in the other paygrades to indicate the offender used threats and force to make them consent during the unwanted sexual contact, whereas senior enlisted women (1%) were less likely (Figure 19).

**Figure 19.**

***Percent of Women Who Indicated Threats or Physical Force in Unwanted Sexual Contact, by Service and Paygrade***



WGPA2006 Question 64

Margins of error range from  $\pm 5$  to  $\pm 19$

Note. NR indicates results are not reportable due to very small numbers of respondents.

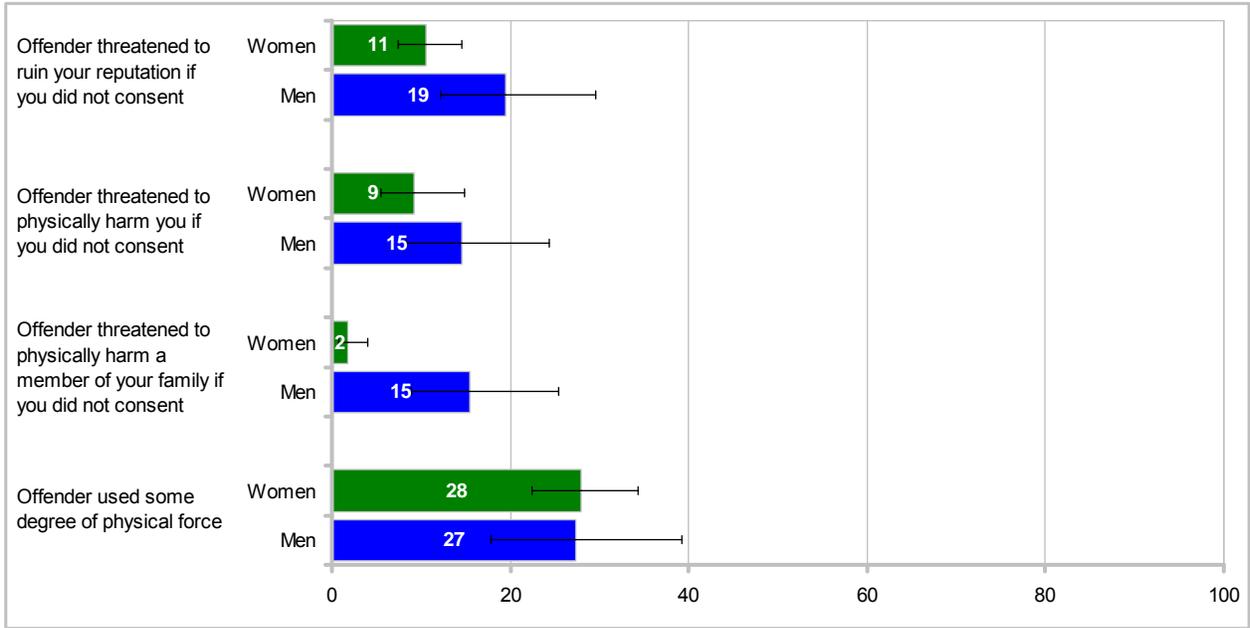
### ***Circumstances of Force or Threats***

**By Gender.** Twenty eight percent of women who experienced unwanted sexual contact indicated the offender used some form of physical force, such as holding them down to make them consent (Figure 20). Eleven percent of women indicated the offender threatened to ruin their reputation, and 9% indicated the offender threatened them with physical harm. Two percent threatened to physically harm a member of their family if they did not consent.

Twenty seven percent of men who experienced unwanted sexual contact indicated the offender used some form of physical force (Figure 20). Nineteen percent of men indicated the offender threatened to ruin their reputation, and 15% indicated the offender threatened them with physical harm. Fifteen percent indicated the offender threatened to physically harm a member of their family if they did not consent.

**Figure 20.**

***Percent of Service Members Who Indicated Circumstances of Threats or Physical Force in Unwanted Sexual Contact, by Gender***



WGRA2006 Question 64

Margins of error range from  $\pm 3$  to  $\pm 12$

***By Service.*** Women in the Marine Corps (3%) who experienced unwanted sexual contact were less likely than women in the other Services to indicate the offender threatened to ruin their reputation if they did not consent.

**Table 15.**

*Percent of Women Who Indicated Circumstances of Threats or Physical Force in Unwanted Sexual Contact, by Service*

Did the offender ...	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
Threaten to ruin your reputation if you did not consent?	11	11	16	3	6
Threaten to physically harm you if you did not consent?	9	7	11	NR	6
Threaten to physically harm a member of your family if you did not consent?	2	<1	6	NR	2
Use some form of physical force (e.g., holding you down)?	28	30	28	NR	20
<i>Margins of Error</i>	$\pm 3-7$	$\pm 1-9$	$\pm 8-12$	$\pm 9$	$\pm 10-14$

*Note.* WGRA2006 Question 64. NR indicates results are not reportable due to very small numbers of respondents.

**By Paygrade.** Junior enlisted women (15%) who experienced unwanted sexual contact were more likely than women in the other paygrades to indicate the offender threatened to ruin their reputation if they did not consent, whereas senior enlisted women (3%) were less likely (Table 16). Junior enlisted women (14%) were more likely than women in the other paygrades to indicate the offender threatened to physically harm them if they did not consent, whereas senior enlisted women (1%) were less likely. Junior enlisted women (35%) were more likely than women in the other paygrades to indicate the offender used some form of physical force to make them consent.

**Table 16.**

*Percent of Women Who Indicated Circumstances of Threats or Physical Force in Unwanted Sexual Contact, by Paygrade*

Did the offender...	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
Threaten to ruin your reputation if you did not consent?	15	3	4	NR
Threaten to physically harm you if you did not consent?	14	1	4	NR
Threaten to physically harm a member of your family if you did not consent?	2	1	4	NR
Use some form of physical force (e.g., holding you down)?	35	19	13	NR
<i>Margins of Error</i>	<i>±4-10</i>	<i>±5-9</i>	<i>±18-19</i>	<i>--</i>

*Note.* WGRA2006 Question 64. NR indicates results are not reportable due to very small numbers of respondents.

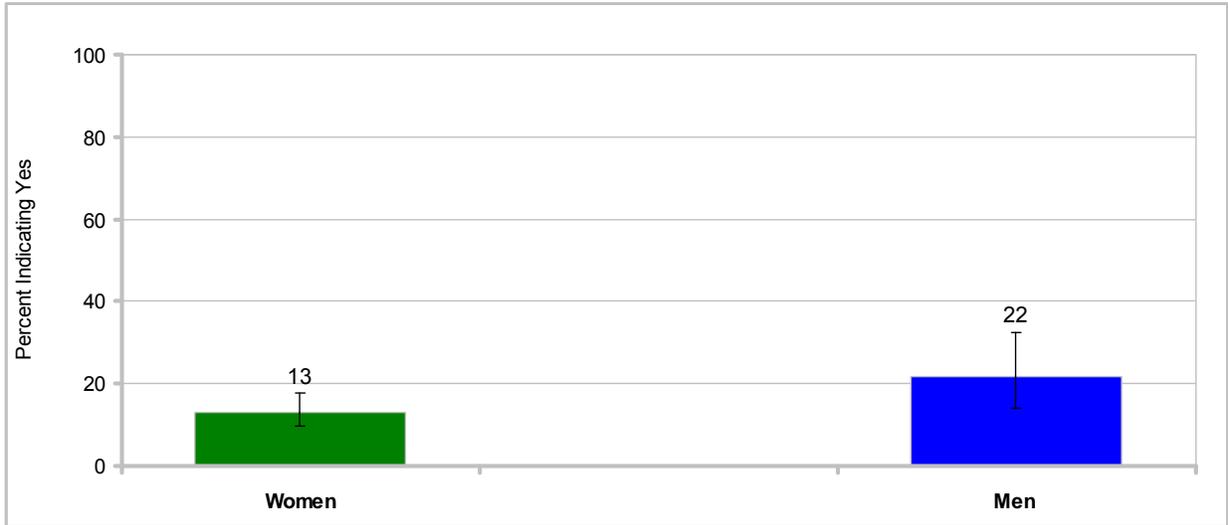
### ***Rate of Improper Use of Authority***

Service members who indicated they had experienced unwanted sexual contact were asked if the offender used their authority inappropriately during the situation (e.g., used their authority for a body/personal search or medical procedure). This section summarizes the responses of women overall and for each question. Results are not reportable for men by Service or paygrade.

***By Gender.*** Thirteen percent of women and 22% of men who experienced unwanted sexual contact indicated the offender used their authority improperly during the unwanted sexual contact (Figure 21).

**Figure 21.**

*Percent of Service Members Who Indicated Improper Use of Authority in Unwanted Sexual Contact, by Gender*



WGRA2006 Question 64

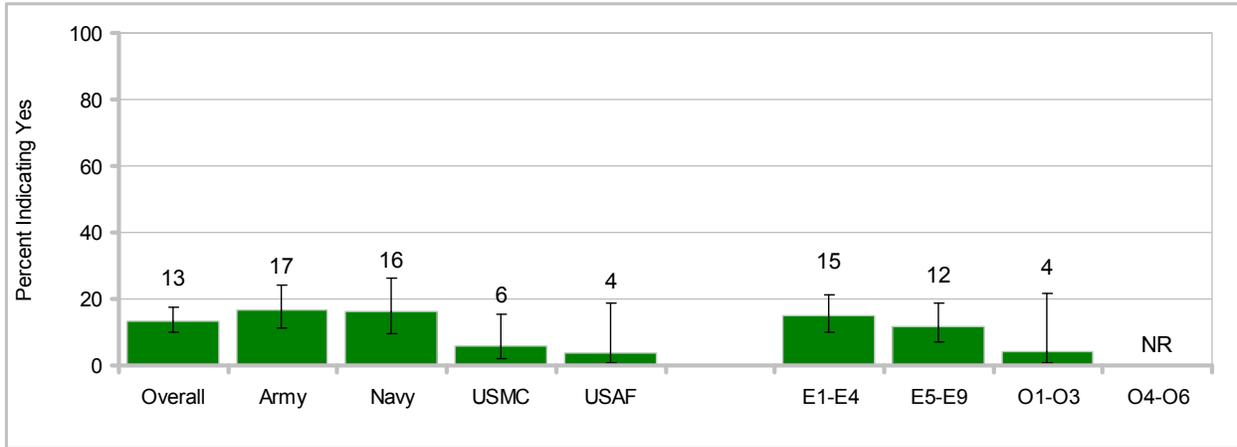
Margins of error range from  $\pm 5$  to  $\pm 11$

**By Service.** Women in the Air Force (4%) were less likely than women in the other Services to indicate the offender used their authority improperly during the unwanted sexual contact (Figure 22).

**By Paygrade.** There were no differences found by paygrade among women in the improper use of authority during the unwanted sexual contact (Figure 22).

**Figure 22.**

***Percent of Women Who Indicated Improper Use of Authority in Unwanted Sexual Contact, by Service and Paygrade***



WGRA2006 Question 64

Margins of error range from  $\pm 5$  to  $\pm 18$

Note. NR indicates results are not reportable due to very small numbers of respondents.

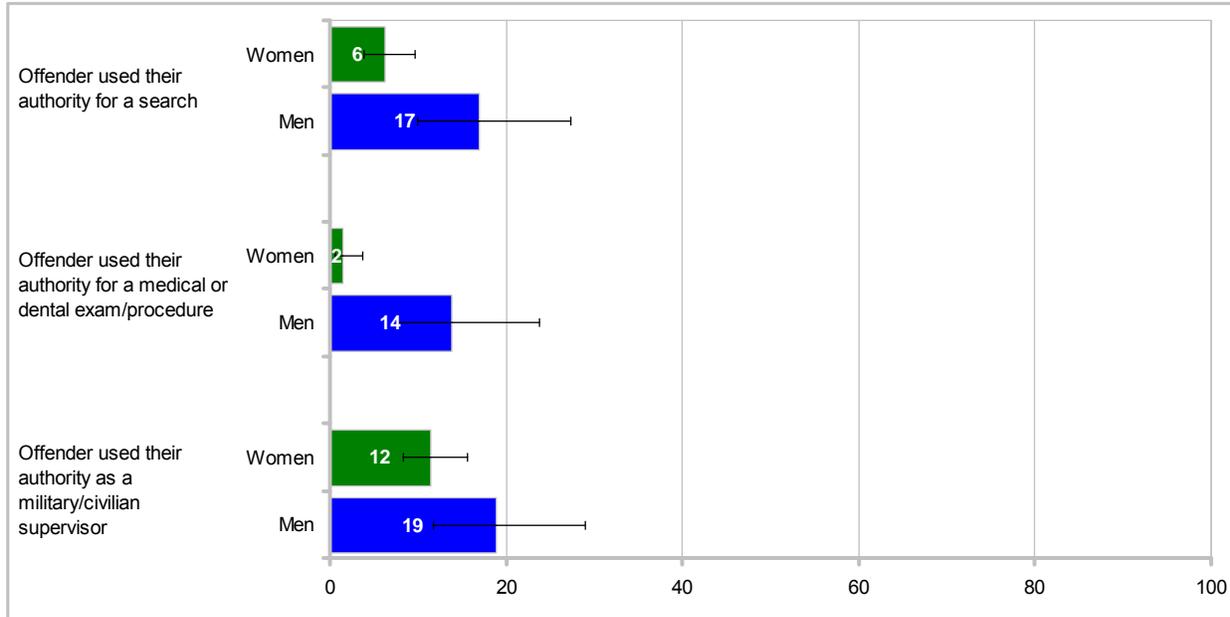
### ***Circumstances of Improper Use of Authority***

***By Gender.*** Six percent of women who experienced unwanted sexual contact indicated the offender used their authority for a body/personal search, and 2% indicated the offender used their authority for a medical or dental procedure (Figure 23). Twelve percent of women indicated the offender used their authority as a military or civilian supervisor during the situation.

Seventeen percent of men who experienced unwanted sexual contact indicated the offender used their authority for a body/personal search, and 14% indicated the offender used their authority for a medical or dental procedure (Figure 23). Nineteen percent of men indicated the offender used their authority as a military or civilian supervisor during the situation.

**Figure 23.**

*Percent of Service Members Who Indicated Circumstances of Improper Use of Authority in Unwanted Sexual Contact, by Gender*



WGRA2006 Question 64

Margins of error range from  $\pm 3$  to  $\pm 11$

**By Service.** Women in the Air Force (<1%) who experienced unwanted sexual contact were less likely than women in the other Services to indicate the offender used their authority as a military or civilian supervisor during the situation (Table 17).

**Table 17.**

*Percent of Women Who Indicated Circumstances of Improper Use of Authority in Unwanted Sexual Contact, by Service*

Did the offender ...	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
Use their authority for a search (e.g., body/personal search)?	6	5	11	3	3
Use their authority for a medical or dental exam/procedure?	2	<1	6	NR	NR
Use their authority as a military or civilian supervisor?	12	15	16	5	<1
<i>Margins of Error</i>	$\pm 3-5$	$\pm 6-8$	$\pm 8-10$	$\pm 9$	$\pm 3-17$

Note. WGRA2006 Question 64. NR indicates results are not reportable due to very small numbers of respondents.

**By Paygrade.** Junior enlisted women (9%) who experienced unwanted sexual contact were more likely than women in the other paygrades to indicate the offender used their authority for a search, whereas senior enlisted women (<1%) were less likely (Table 18).

**Table 18.**  
*Percent of Women Who Indicated Circumstances of Improper Use of Authority in Unwanted Sexual Contact, by Paygrade*

Did the offender...	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
Use their authority for a search (e.g., body/personal search)?	9	<1	4	NR
Use their authority for a medical or dental exam/procedure?	2	<1	4	NR
Use their authority as a military or civilian supervisor?	12	12	4	NR
<i>Margins of Error</i>	$\pm 4-6$	$\pm 1-7$	$\pm 17-19$	--

*Note.* WGRA2006 Question 64. NR indicates results are not reportable due to very small numbers of respondents.

### ***Experience of Sexual Harassment and Stalking***

Similar to misuse of authority, an offender might stalk or sexually harass an intended victim as a precursor to unwanted sexual contact. Stalking involves harassment that is not overtly sexual but targets an individual and creates fear for the person’s physical safety, including fear of unwanted sexual contact. On the survey, members who indicated they had experienced unwanted sexual contact were asked if the offender sexually harassed or stalked them before the incident. Results were divided into four categories: members who experienced only sexual harassment, those who experienced only stalking, those who experienced both sexual harassment and stalking before the incident, and those who experienced neither sexual harassment nor stalking. Results are not reportable for men by Service and paygrade. There were no differences found by paygrade among women in their experiences of sexual harassment or stalking before the incident of unwanted sexual contact.

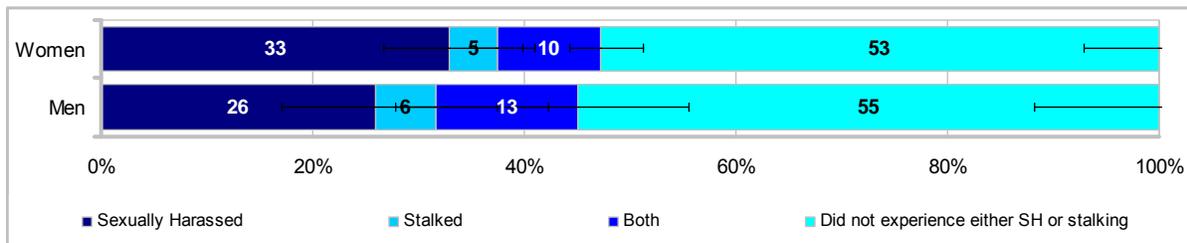
#### ***By Gender***

Overall, 33% of women who experienced unwanted sexual contact indicated the offender sexually harassed them before the incident and 5% indicated the offender stalked them before the incident (Figure 24). Ten percent of women indicated the offender both sexually harassed and stalked them before the incident.

Overall, 26% of men who experienced unwanted sexual contact indicated the offender sexually harassed them before the incident, and 6% indicated the offender stalked them before

the incident (Figure 24). Thirteen percent of men indicated the offender both sexually harassed and stalked them before the incident.

**Figure 24.**  
*Percent of Service Members Who Indicated Sexual Harassment or Stalking Before Unwanted Sexual Contact, by Gender*



WGRA2006 Question 65

Margins of error range from  $\pm 4$  to  $\pm 12$

### By Service

Women in the Army (43%) who experienced unwanted sexual contact were more likely than women in the other Services to indicate the offender sexually harassed them before the incident, whereas women in the Marine Corps (11%) were less likely (Table 19).

**Table 19.**  
*Percent of Women Who Indicated Sexual Harassment or Stalking Before Unwanted Sexual Contact, by Service*

Before the unwanted sexual contact, did the offender...	Percent of Women Who Experienced Unwanted Sexual Contact			
	Army	Navy	USMC	USAF
Sexually harass you?	43	28	11	28
Stalk you?	5	3	<1	9
Both sexually harass you and stalk you?	11	12	4	8
Margins of Error	$\pm 6-11$	$\pm 7-13$	$\pm 2-14$	$\pm 12-16$

Note. WGRA2006 Question 65.

### Discussing of Incident/Support Services

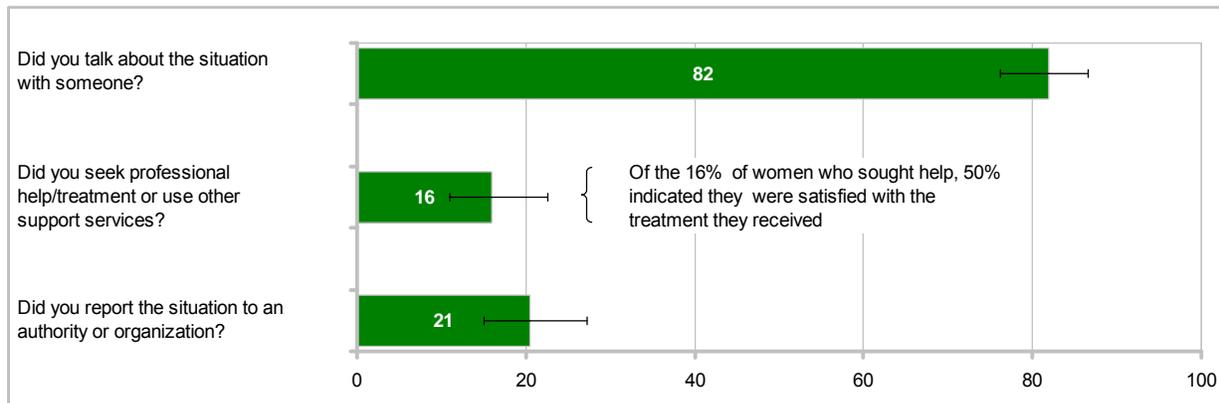
Members who indicated they experienced unwanted sexual contact were asked if they talked about the situation with someone, such as a family member, friend, chaplain, or counselor. They were also asked if they sought professional help and how satisfied they were with the

professional help received. Members who experienced unwanted sexual contact were also asked if they discussed the situation with an authority or organization.<sup>23</sup> Results are not reportable for men by Service or paygrade.

### By Gender

The majority (82%) of women who experienced unwanted sexual contact indicated that they discussed the situation with someone, such as a family member or friend (Figure 25). Sixteen percent of women who experienced an incident of unwanted sexual contact sought professional help.<sup>24</sup> Of women who sought professional help, 50% indicated they were satisfied or very satisfied with the professional help/treatment they received (Table 20).<sup>25</sup> Twenty one percent of women who experienced an incident of unwanted sexual contact discussed it with an authority or organization—3% made a restricted report, 7% made an unrestricted report, and 11% were unsure if their report was restricted or unrestricted.

**Figure 25.**  
*Percent of Women Who Discussed Unwanted Sexual Contact, Sought Professional Help, or Reported the Situation*



WGRA2006 Questions 66, 67, 68 and 69

Margins of error range from  $\pm 6$  to  $\pm 7$

The majority (58%) of men who experienced unwanted sexual contact indicated that they discussed the situation with someone, such as a family member or friend (Figure 26). Sixteen percent of men who experienced an incident of unwanted sexual contact sought professional

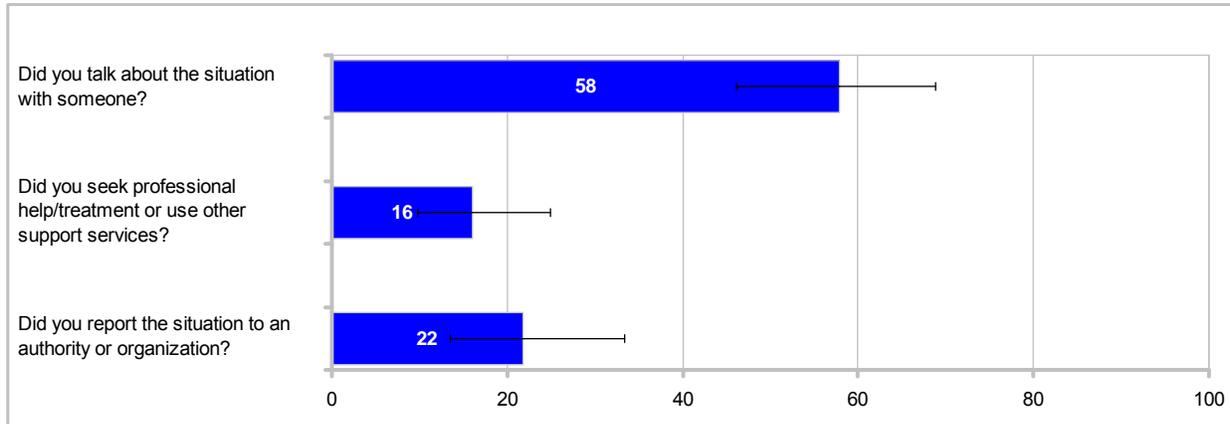
<sup>23</sup> The WGRA2006 survey item did not make a distinction between discussion and reporting of experiences. As used in this report, the term “discussing” also includes reporting to an authority or organization.

<sup>24</sup> Among women who experienced unwanted sexual contact and sought professional help, 9% sought help from military/DoD-related service providers only, 2% sought help from civilian service providers only, and 5% sought help from both military/DoD-related and civilian service providers.

<sup>25</sup> Twenty three percent of women who experienced unwanted sexual contact indicated they were dissatisfied or very dissatisfied with the professional help/treatment they received.

help.<sup>26</sup> Twenty two percent of men who experienced an incident of unwanted sexual contact discussed it with an authority or organization—2% made a restricted report, 6% made an unrestricted report, and 15% were unsure if their report was restricted or unrestricted.

**Figure 26.**  
*Percent of Men Who Discussed Unwanted Sexual Contact, Sought Professional Help, or Reported the Situation*



WGRA2006 Questions 66, 67, 68 and 69

Margins of error range from  $\pm 7$  to  $\pm 12$

### **By Service**

Women in the Marine Corps (12%) who experienced unwanted sexual contact were less likely than women in the other Services to discuss the situation with their spouse or significant other (Table 20). There were no other differences found by Service among women in their discussions with someone, such as a family member, friend, chaplain, or counselor; seeking professional help; satisfaction with help received; or discussing the situation with an authority or organization.

<sup>26</sup> Among men who experienced unwanted sexual contact and sought professional help, 5% sought help from military/DoD-related service providers only, 8% sought help from civilian service providers only, and 4% sought help from both military/DoD-related and civilian service providers. The results for satisfaction with the professional help/treatment received were not reportable for men.

**Table 20.**

*Percent of Women Who Discussed Unwanted Sexual Contact, Sought Professional Help, or Reported the Situation, by Service*

Specific Actions	Percent of Women Who Experienced Unwanted Sexual Contact				
	Overall	Army	Navy	USMC	USAF
<b>Did you talk about the situation with someone?</b>	82	86	80	NR	81
<b>Did you talk about the situation with your spouse/significant other?<sup>a</sup></b>	42	47	44	12	46
<b>Did you talk about the situation with a friend?<sup>a</sup></b>	75	77	75	NR	72
<b>Did you talk about the situation with a family member?<sup>a</sup></b>	37	37	34	NR	45
<b>Did you talk about the situation with a chaplain, counselor, ombudsman, or health care provider?<sup>a</sup></b>	15	16	13	10	19
<b>Did you talk about the situation with a civilian hotline or crisis center?<sup>a</sup></b>	5	3	7	NR	7
<b>Did you talk about the situation with a military hotline or Military OneSource?<sup>a</sup></b>	5	4	6	8	5
<b>Did you seek professional help/treatment or use other support services?<sup>b</sup></b>	16	13	21	9	19
<b>Percent satisfied or very satisfied with the professional help/treatment received</b>	50	59	NR	NR	NR
<b>Did you discuss/report the situation with/to an authority or organization?<sup>b</sup></b>	21	23	25	11	12
<b>Made a restricted report</b>	3	4	2	NR	2
<b>Made an unrestricted report</b>	7	4	NR	6	5
<b>Made a report, but not sure if restricted or unrestricted</b>	11	16	10	5	5
<i>Margins of Error</i>	<i>±3-19</i>	<i>±5-22</i>	<i>±5-24</i>	<i>±11-24</i>	<i>±7-15</i>

*Note.* WGRA2006 Questions 66-69. NR indicates results are not reportable due to very small numbers of respondents.

<sup>a</sup>Respondents were asked to mark “yes” or “no” to each choice.

<sup>b</sup>Respondents could mark only one option that applied to their situation.

### **By Paygrade**

Among women, senior enlisted members (8%) who experienced unwanted sexual contact were less likely than women in the other paygrades to indicate that they talked about the situation with a chaplain, counselor, ombudsman, or health care provider (Table 21). There were no other differences found by paygrade among women in their discussions with someone, such as a

family member, friend, chaplain, or counselor; seeking professional help; satisfaction with help received; or discussing the situation with an authority or organization.

**Table 21.**  
*Percent of Women Who Discussed Unwanted Sexual Contact, Sought Professional Help, or Reported the Situation, by Paygrade*

Specific Actions	Percent of Women Who Experienced Unwanted Sexual Contact			
	E1-E4	E5-E9	O1-O3	O4-O6
<b>Did you talk about the situation with someone?</b>	83	79	93	NR
<b>Did you talk about the situation with your spouse/significant other?<sup>a</sup></b>	44	39	38	NR
<b>Did you talk about the situation with a friend?<sup>a</sup></b>	77	70	86	NR
<b>Did you talk about the situation with a family member?<sup>a</sup></b>	40	33	36	NR
<b>Did you talk about the situation with a chaplain, counselor, ombudsman, or health care provider?<sup>a</sup></b>	19	8	15	NR
<b>Did you talk about the situation with a civilian hotline or crisis center?<sup>a</sup></b>	6	3	4	NR
<b>Did you talk about the situation with a military hotline or Military OneSource?<sup>a</sup></b>	6	3	8	2
<b>Did you seek professional help/treatment or use other support services?<sup>b</sup></b>	20	9	16	NR
<b>Percent satisfied or very satisfied with the professional help/treatment received</b>	NR	NR	NR	NR
<b>Did you discuss/report the situation with/to an authority or organization?<sup>b</sup></b>	26	13	11	NR
<b>Made a restricted report</b>	3	1	7	NR
<b>Made an unrestricted report</b>	10	2	<1	NR
<b>Made a report, but not sure if restricted or unrestricted</b>	13	10	4	NR
<i>Margins of Error</i>	<i>±4-12</i>	<i>±4-10</i>	<i>±2-23</i>	<i>±8</i>

*Note.* WGRA2006 Questions 66-69. NR indicates results are not reportable due to very small numbers of respondents.

<sup>a</sup>Respondents were asked to mark “yes” or “no” to each choice.

<sup>b</sup>Respondents could mark only one option that applied to their situation.

### Reporting an Incident of Unwanted Sexual Contact

Unwanted sexual contact encompasses a range of behaviors that vary in severity, which may factor into the decision to report such experiences. However, research on civilians indicates

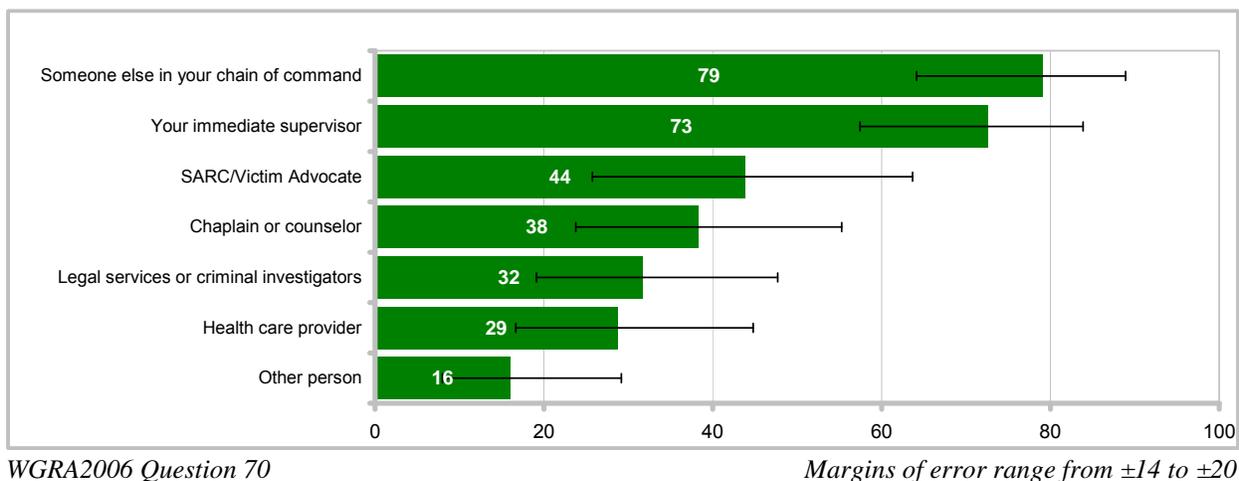
that even the most egregious of these behaviors, completed sexual assault (e.g., rape), is often unreported. On the 2006 survey, members who indicated they had experienced unwanted sexual contact were asked if they discussed the situation with an authority or organization.<sup>27</sup> The 21% of women who indicated they made an unrestricted or unknown report were asked to specify the authorities, individuals, or organizations to which they reported. This section summarizes the responses of women for a variety of questions about the reporting experience. Results are not reportable for men who experienced unwanted sexual contact due to the small number of respondents.

### ***Military Individuals and Organizations Who Received Reports of the One Situation***

Members who experience unwanted sexual contact can choose to report in a variety of ways. Those who reported their experience to an authority or organization were asked to specify which authorities they contacted. Members could indicate they reported to more than one authority. Results for men are not reportable overall, by Service or paygrade. There were no differences found by Service or paygrade among women who experienced unwanted sexual contact in the type of individuals or organizations to whom they reported the incident.

**By Gender.** Overall, among women who experienced unwanted sexual contact and made an unrestricted or unknown report, the majority reported the incident to their immediate supervisor (73%) or someone else in their chain of command (79%) (Figure 27). Forty four percent reported the incident to a Sexual Assault Response Coordinator (SARC)/Victim Advocate, 38% reported it to a chaplain or counselor, 32% reported it to a legal services official or criminal investigator, and 29% reported it to a health care provider. Sixteen percent of women indicated they reported it to another individual or authority.

**Figure 27.**  
***Percent of Women Who Indicated Discussing/Reporting the Incident to a Military Individual or Organization***



<sup>27</sup> WGPA2006 survey items did not make a distinction between discussion and reporting of experiences. As used in this report, the term “discussing” also includes reporting to an authority or organization.

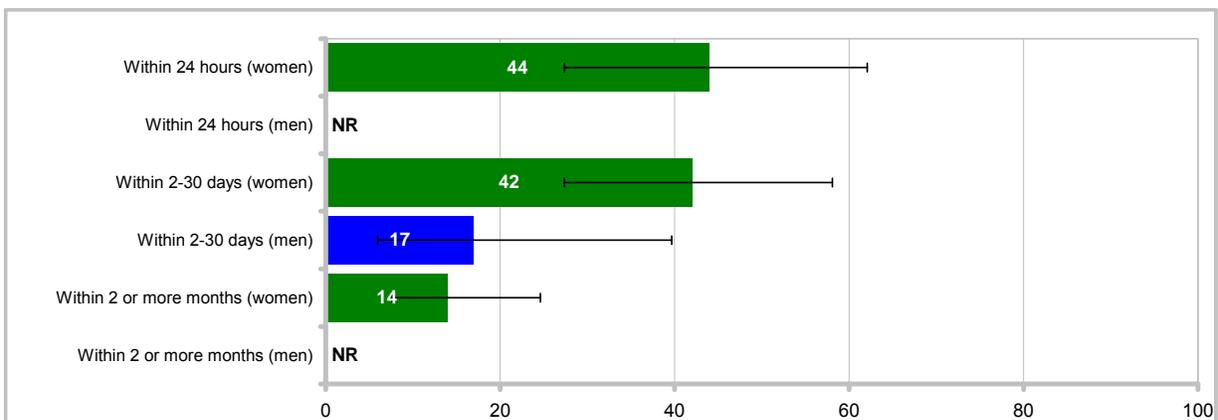
### **Timeliness of Reporting the One Situation**

Members who indicated they experienced unwanted sexual contact and reported it to an authority or organization were asked how soon they made the report after the situation occurred. They were asked whether they reported the situation within 24 hours, within 2-3 days, within 4-14 days, within 15-30 days, within 2 months to less than one year, within 1 to 3 years of the situation, or over 3 years after the situation. Results for men were not reportable by Service or paygrade. There were no differences found by Service or paygrade among women who experienced unwanted sexual contact in the amount of time they waited to report the situation

**By Gender.** Among women who experienced unwanted sexual contact and reported it, 44% reported the situation within 24 hours (Figure 28). Forty-two percent reported the situation within two to thirty days, and 14% reported it within two or more months after the incident.

Among men who experienced unwanted sexual contact and reported it, 17% reported the situation within two to thirty days (Figure 28). Results are not reportable for men who reported their experience within 24 hours or two or more months after the incident.

**Figure 28.**  
**Percent of Service Members Reporting an Incident of Unwanted Sexual Contact Within 24 Hours, Two Days to One Month, or Two or More Months, by Gender**



WGRA2006 Question 75

Margins of error range from  $\pm 11$  to  $\pm 23$

Note. NR indicates results are not reportable due to very small numbers of respondents.

### **Outcomes of Reporting an Incident of Unwanted Sexual Contact**

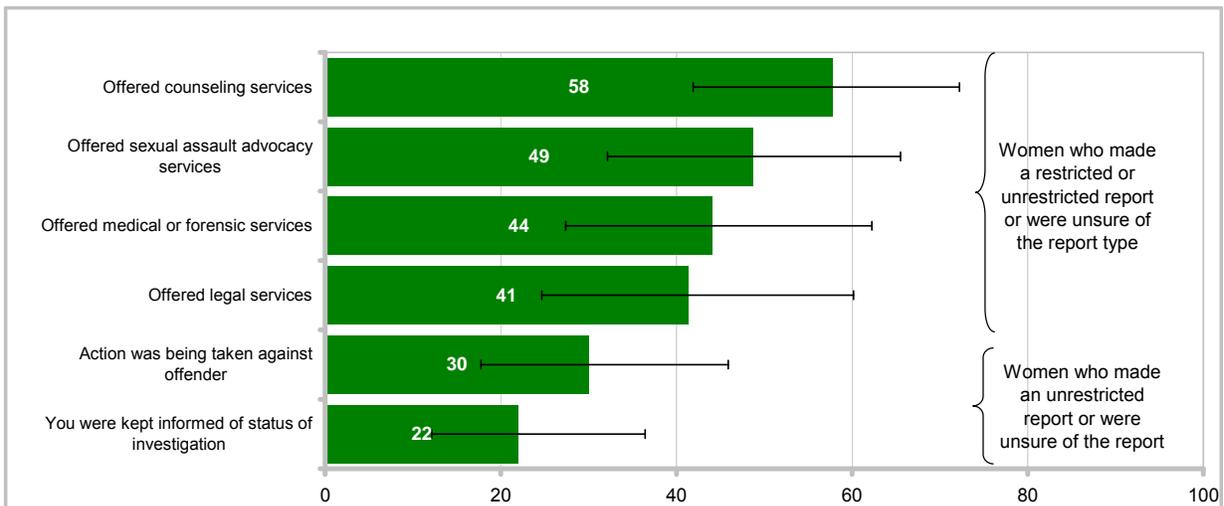
Service members who report an incident of unwanted sexual contact might make a report to create a record of the incident, halt the behavior, or prevent a recurrence, among other reasons. Service members who indicated they had experienced unwanted sexual contact in the 12 months preceding the survey were asked the outcomes of the reporting process. A variety of outcomes, both positive and negative, were measured and are reported in the following sections.

## Positive Responses to Reporting Unwanted Sexual Contact

Members who reported the one situation that had the greatest effect on them were asked what actions authorities took as a result. Questions regarding the authorities or organizations to which the report was made, actions taken in response to the report, and types of treatment received were not applicable to members who made a restricted report. Results for men are not reportable overall, by Service or paygrade. There were no differences found by Service among women who experienced unwanted sexual contact in actions taken as a result of their reporting the situation.

**By Gender.** Among women who experienced unwanted sexual contact and reported it (restricted, unrestricted, or not sure of report type), about half (41-58%) indicated they were offered some form of services, such as sexual assault advocacy, counseling, medical/forensic services, or legal services (Figure 29). Among women who made an unrestricted report or were unsure of the report type, 30% indicated some action was taken against the offender. Only 22% indicated they were kept informed of the status of the investigation.

**Figure 29.**  
*Percent of Women Who Indicated Positive Actions in Response to Reporting Unwanted Sexual Contact*



WGRA2006 Questions 71 and 74

Margins of error range from  $\pm 15$  to  $\pm 19$

**By Paygrade.** Among women who experienced unwanted sexual contact and reported the situation (restricted, unrestricted, or not sure of report type), junior enlisted women were more likely than women in the other paygrades to indicate they were offered counseling services (67%), sexual assault advocacy services (57%), or medical or forensic services (55%), whereas senior enlisted women were less likely to indicate they were offered counseling services (19%) (Table 22).

**Table 22.**  
**Percent of Women Who Indicated Positive Actions in Response to Reporting Unwanted Sexual Contact, by Paygrade**

Did these actions occur?	Percent of Women Who Experienced Unwanted Sexual Contact and Reported It			
	E1-E4	E5-E9	O1-O3	O4-O6
<b>Actions Experienced After Making Any Type of Report</b>				
Offered sexual assault advocacy services	57	NR	NR	NR
Offered counseling services	67	19	NR	NR
Offered medical or forensic services	55	NR	NR	NR
Offered legal services	NR	NR	NR	NR
<b>Actions Experienced After Making an Unrestricted Report or Not Sure of Report Type</b>				
Kept informed of the status of the investigation	18	NR	NR	NR
Action taken against the offender	26	NR	NR	NR
<i>Margins of Error</i>	$\pm 17-21$	$\pm 24$	--	--

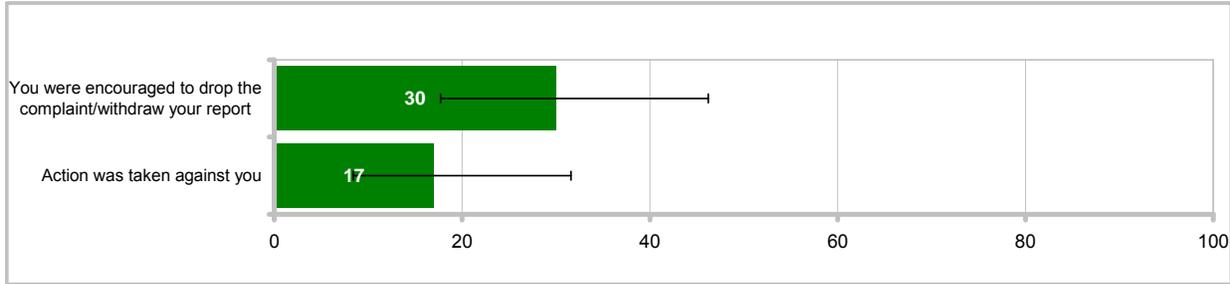
*Note.* WGRA2006 Questions 71 and 74. NR indicates results are not reportable due to very small numbers of respondents.

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

Just as Service members who report their experiences of unwanted sexual contact might experience positive outcomes, they might also experience one or more types of negative outcomes, such as ostracism, adverse gossip, or attempts to punish the reporting member instead of the offender. Members who experienced unwanted sexual contact and reported it were asked if they experienced any of these negative outcomes as a result of reporting the one situation. Results are not reportable for men overall, by Service or paygrade. There were no differences found by Service or paygrade among women in negative outcomes experienced as a result of their reporting the situation.

**By Gender.** Among women who experienced unwanted sexual contact and reported it, 30% indicated they were encouraged to drop the complaint/withdraw the report (Figure 30). Seventeen percent indicated that action was taken against them as a result of their making the report.

**Figure 30.**  
***Percent of Women Who Indicated Negative Actions in Response to Reporting Unwanted Sexual Contact***



WGRA2006 Question 71

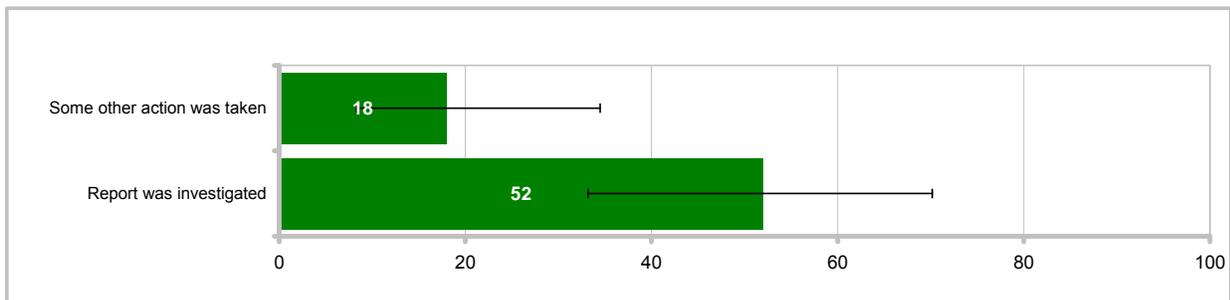
Margins of error range from  $\pm 15$  to  $\pm 17$

***Investigations and Actions Taken to Handle Reports***

Members who experienced unwanted sexual contact and reported it were asked whether their report was being investigated and whether other actions were taken. Results are not reportable for men overall, by Service or paygrade. There were no differences found by Service or paygrade among women who experienced unwanted sexual contact in investigations or other actions taken as a result of their reporting the situation.

***By Gender.*** Among women who experienced unwanted sexual contact and reported it, slightly more than half (52%) indicated that an investigation as a result of their report was complete or still being conducted (Figure 31). Eighteen percent indicated some other action was taken.

**Figure 31.**  
***Percent of Women Indicating an Investigation or Some Other Response to Their Report of the Incident***



WGRA2006 Question 71

Margins of error range from  $\pm 17$  to  $\pm 19$

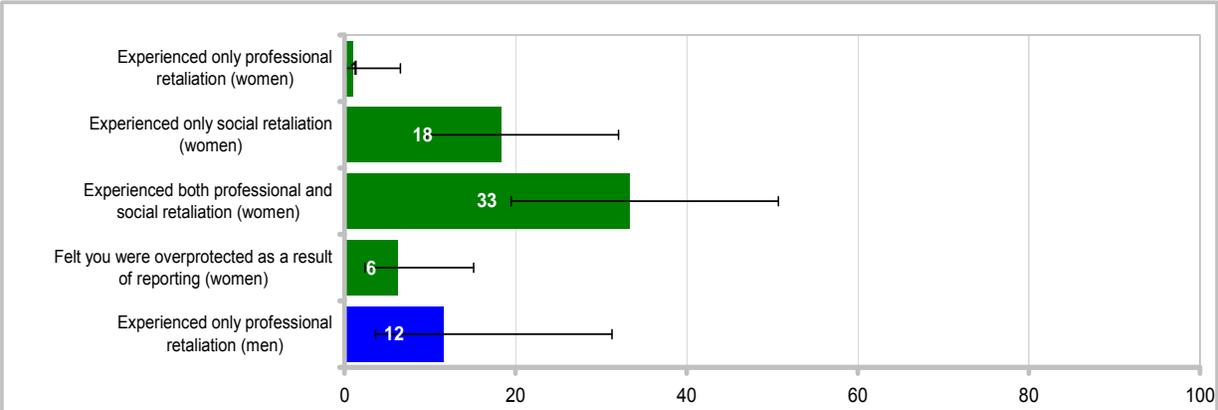
**Negative Responses From Other Persons to How Service Member Handled the One Situation**

Professional and social retaliation for reporting unwanted sexual contact can negatively affect career and morale. Consequences might include denial of promotion, job assignments that are not career enhancing, denial of requests for training, social retaliation within one’s work setting, and overprotection. Professional and social retaliation might also occur in combination. Each of these actions would be likely to affect career prospects in both the short and long term. Negative career consequences for Service members reporting an experience of unwanted sexual assault might be delayed until critical periods (e.g., promotion eligibility). By contrast, negative social responses might be immediate and ongoing. Members who indicated that they experienced unwanted sexual contact were asked whether they experienced any negative career or social repercussions as a result of how they handled the situation. Results for men were not reportable by Service or paygrade. There were no differences found by Service or paygrade among women who experienced unwanted sexual contact in negative responses as a consequence of reporting the situation.

**By Gender.** Among women who experienced unwanted sexual contact and reported it, 33% indicated they experienced both professional and social retaliation (Figure 32). Eighteen percent experienced social retaliation alone, and 1% experienced professional retaliation alone. Six percent indicated they experienced some form of overprotection, such as being smothered or treated like a child.

Among men who experienced unwanted sexual contact and reported it, 12% experienced professional retaliation alone. Results for men experiencing social retaliation alone, professional and social retaliation, or overprotection were not reportable.

**Figure 32.**  
*Percent of Service Members Indicating Negative Responses as to How the Service Member Handled the Situation, by Gender*



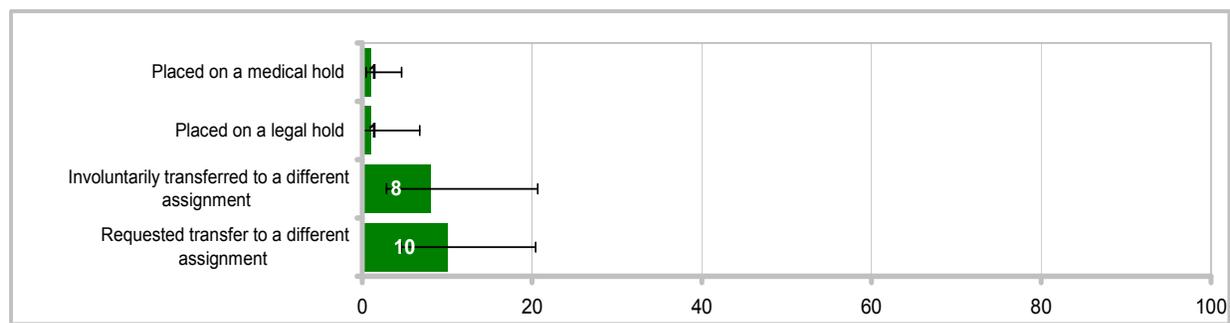
WG2006 Question 73 Margins of error range from ±6 to ±20  
 Note. Results are not reportable for men for overprotection or for social retaliation alone or in combination with professional retaliation.

## **Administrative Actions Taken in Response to How Service Member Handled the One Situation**

Administrative actions for reporting the one situation of unwanted sexual contact can take several forms, such as placement on medical or legal hold, and voluntary or involuntary reassignment. Members who indicated that they experienced unwanted sexual contact were asked whether they experienced any administrative actions as a result of how they handled the situation. Results are not reportable for men overall, by Service or paygrade. There were no differences found by Service or paygrade among women who experienced unwanted sexual contact in administrative actions taken in response to making the report.

**By Gender.** Among women who experienced unwanted sexual contact and reported it, few (1%) indicated they were placed on medical or legal hold in response to making the report (Figure 33). Eight percent indicated they received an involuntary transfer, and 10% indicated they received a requested transfer.

**Figure 33.**  
*Percent of Women Initiating Administrative Actions as a Result of Reporting*



WGRA2006 Question 73

Margins of error range from  $\pm 4$  to  $\pm 13$

## **Reasons for Not Reporting**

As shown previously in Figure 25 and Figure 26, the majority of members who experienced unwanted sexual contact (79% of women and 78% of men) chose not to report their experience to an authority or organization.<sup>28</sup> There are several reasons why Service members might choose not to report an experience of unwanted sexual contact, including complicated procedures, fear of negative consequences, and doubts that reporting will produce positive results.

<sup>28</sup> Twenty one percent of women and 22 percent of men who indicated they experienced unwanted sexual contact indicated that they made a restricted report, unrestricted report, or made a report but were unsure if it was restricted or unrestricted.

Reporting an experience of unwanted sexual contact is a multi-step process requiring that others be informed of the member's experience and then waiting through formal investigations before many positive actions can occur. Members who experienced unwanted sexual contact might choose not to report for reasons related to this process. For example, they might believe that the behavior was not important enough to report, that the process would take too much time and effort, or they might be unfamiliar or uncomfortable with the various steps involved in reporting. Some members might choose not to report to avoid having to inform anyone that they had experienced unwanted sexual contact.

For other Service members, fear of the formal and informal negative consequences of reporting an experience of unwanted sexual contact might act as a barrier to reporting. For example, when offenders are military coworkers or superiors, members might be concerned that the offenders may retaliate against them through work-related means, such as giving them low performance evaluations or labeling them as a troublemaker. Members might be concerned that their long-term career opportunities may be harmed by reporting and earning the enmity of others in their current workplace. Members who experienced unwanted sexual contact might choose not to report out of fear that the offender or the offender's friends might take action against them, or they feared they or others would be punished for infractions/violations (e.g., underage drinking, fraternization).

In addition to the consequences of reporting, Service members who experienced unwanted sexual contact might choose not to report the one situation with the greatest effect because they thought nothing would be done or they would not be believed. Members who believe that the authorities will not be able to substantiate their complaints or enforce sufficiently effective sanctions might choose not to report to avoid antagonizing the offender. For example, members whose experiences of unwanted sexual contact are difficult to prove might not wish to risk provoking the offender if they feel they might not receive support from the authorities. Even if an investigation substantiates a member's complaint, the member might be forced to continue working with the offender if the offender is not reassigned or removed from duty.

In this section, findings are presented on reasons why a member might not report their experience to an authority or organization. Service members were presented a list of 11 common reasons for choosing not to report their experiences and were asked to indicate all of the reasons that applied to their situation (Figure 34). Results are reported for women and men overall, by Service and paygrade.<sup>29</sup>

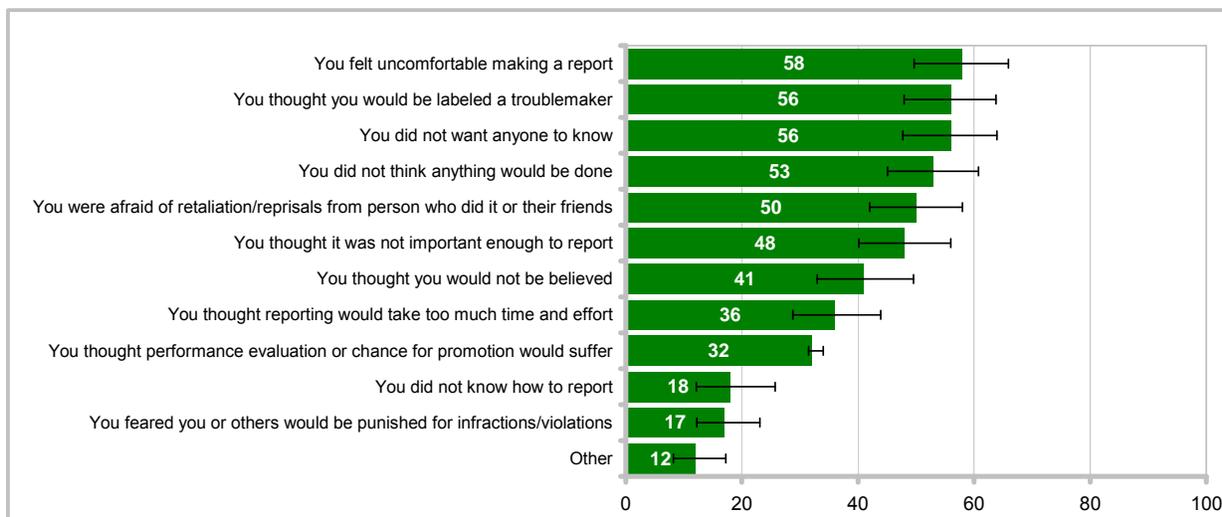
**By Gender.** Among women, the most frequently cited reasons for not reporting an incident of unwanted sexual contact included feeling uncomfortable making a report (58%), fear of being labeled a troublemaker (56%), and not wanting anyone to know about the incident

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<sup>29</sup> Though data are available for 2002, formal trend analyses are not possible due to differences in the surveys. In 2002, only those members who made no report or a partial report were asked their reasons for not reporting their experience without distinction between formal and informal reporting. In 2006, there was no record of full or partial reporting and only those members who did not make a formal report were asked their reasons for not reporting their experience.

(56%).<sup>30</sup> Fifty-three percent of women who did not report the incident indicated that they did not think anything would be done; 50% indicated fear of retaliation or reprisal from the offender or their friends; 48% indicated that they thought it was not important enough to report; 41% percent indicated that they thought they would not be believed; 36% indicated that they thought reporting would take too much time and effort; 32% indicated that they thought their performance evaluation or chance for promotion would suffer; 18% indicated that they did not know how to report it; and 17% indicated fears that they or others would be punished for infractions or violations. Twelve percent of women indicated a reason other than the 11 presented in the survey.<sup>31</sup>

**Figure 34.**  
*Reasons Women Indicated for Not Reporting the One Situation*



WGRA2006 Question 76

Margins of error range from ±6 to ±9

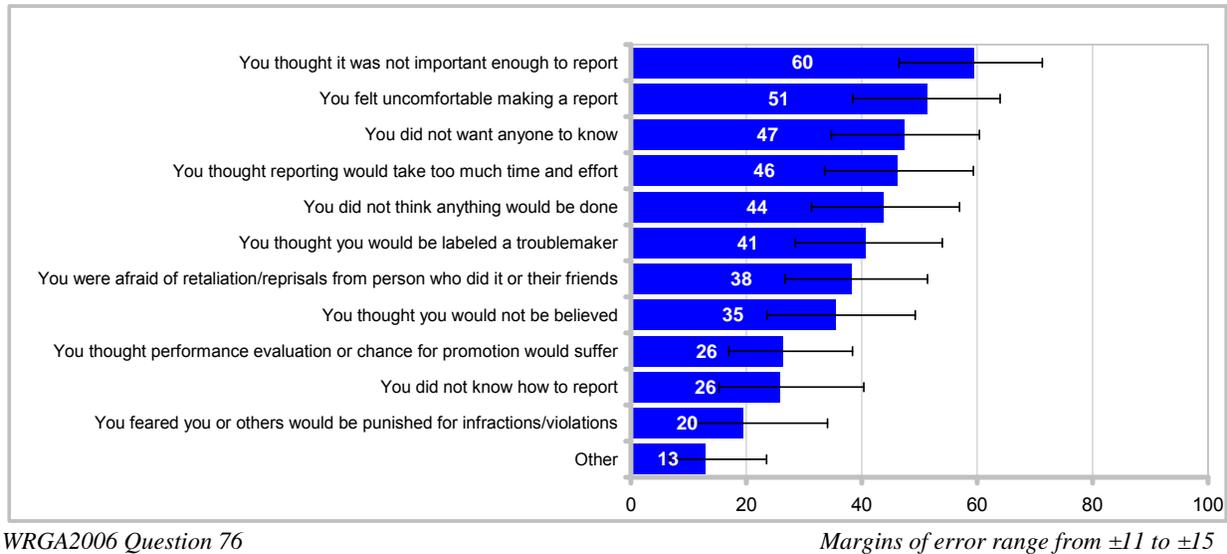
Among men, the most frequently cited reasons for not reporting an incident of unwanted sexual contact included thinking it was not important enough to report (60%), feeling uncomfortable making a report (51%), not wanting anyone to know about the incident (47%), and the belief that reporting would take too much time and effort (46%) (Figure 34). Forty-four percent of men who did not report the incident indicated that they did not think anything would be done; 41% feared being labeled a troublemaker; 38% indicated fear of retaliation or reprisal from the offender or their friends; 35% percent indicated that they thought they would not be

<sup>30</sup> In 2002, among women who did not report an incident of unwanted gender-related behaviors 67% indicated they took care of the problem themselves, 71% indicated it was not important enough to report, and 22% indicated a reason other than those presented in the survey.

<sup>31</sup> Other reasons included variations on the reasons presented in the survey, such as “I handled it myself,” “I took care of it myself,” “(the incident) was not a big deal,” “I did not want to look foolish,” or “I did not want anyone to know.” Unique reasons included fear of reprisal because a higher ranking individual was involved, fear of being labeled “gay” because a same-sex offender was involved, or concern over the consequences of reporting someone (“I did not want to get them [the offender] in trouble”).

believed. Others indicated that they thought their performance evaluation or chance for promotion would suffer or that they did not know how to report it (both 26%); and 20% indicated fears that they or others would be punished for infractions or violations. Thirteen percent of men indicated a reason other than the 11 presented in the survey.<sup>32</sup>

**Figure 35.**  
*Reasons Men Indicated for Not Reporting the One Situation*



**By Service.** Women in the Marine Corps were less likely than women in the other Services to indicate they did not report the incident of unwanted sexual contact because they thought their performance evaluation or chance for promotion would suffer (10%) or because they feared they or others would be punished for infractions/violations, such as underage drinking or fraternization (6%) or some other reason (3%) (Table 23). Men in the Air Force (19%) were less likely than men in the other Services to indicate they did not report the incident of unwanted sexual contact because they felt uncomfortable making a report.

<sup>32</sup> Other reasons expressed by men were similar to those expressed by women.

**Table 23.**

*Reasons for Not Reporting the One Situation, by Gender and Service*

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Did Not Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>You felt uncomfortable making a report</b>	58	51	62	59	56	NR	NR	NR	56	19
<b>You thought you would be labeled a troublemaker</b>	56	41	61	45	60	NR	NR	NR	56	20
<b>You did not want anyone to know</b>	56	47	56	53	57	NR	NR	NR	60	NR
<b>You did not think anything would be done</b>	53	44	60	48	51	NR	NR	NR	40	NR
<b>You were afraid of retaliation/reprisals from the person who did it or from their friends</b>	50	38	57	40	53	NR	NR	NR	44	NR
<b>Was not important enough to report</b>	48	60	43	60	53	NR	NR	NR	51	NR
<b>You thought you would not be believed</b>	41	35	48	42	38	28	NR	NR	24	NR
<b>You thought reporting would take too much time and effort</b>	36	46	38	55	33	40	NR	NR	35	NR
<b>You thought your performance evaluation or chance for promotion would suffer</b>	32	26	36	26	33	34	10	NR	31	14

Continued on next page

**Table 23. (Continued)**

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Did Not Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>You did not know how to report</b>	18	26	15	26	19	28	NR	NR	16	NR
<b>You feared yourself or others would be punished for violations, such as underage drinking or fraternization</b>	17	20	19	26	16	7	6	NR	20	NR
<b>Other</b>	12	13	11	16	22	9	3	6	8	NR
<i>Margins of Error</i>	$\pm 6-9$	$\pm 11-15$	$\pm 8-14$	$\pm 19-24$	$\pm 13-15$	$\pm 17-25$	$\pm 7-16$	$\pm 19$	$\pm 13-18$	$\pm 22-25$

*Note.* WGRA2006 Question 76. NR indicates results are not reportable due to very small numbers of respondents.

**By Paygrade.** Among women, junior officers were less likely than women in the other paygrades to indicate they did not report the incident of unwanted sexual contact because they thought nothing would be done (22%) or they thought they would not be believed (13%) (Table 24).

**Table 24.**

***Reasons for Not Reporting the One Situation, by Gender and Paygrade***

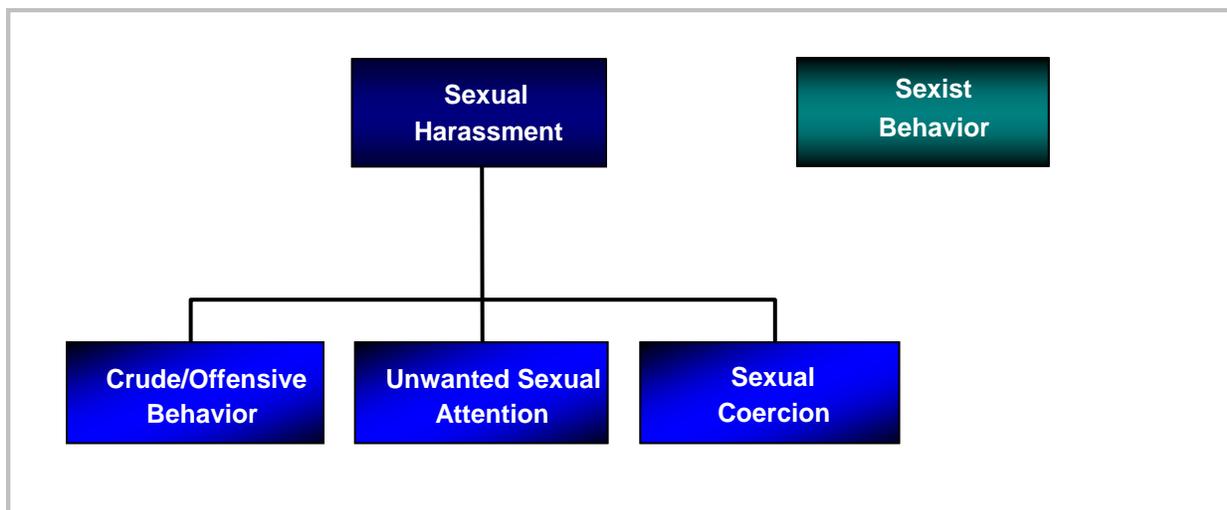
What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Did Not Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>You felt uncomfortable making a report</b>	56	NR	62	62	NR	NR	NR	NR
<b>You thought you would be labeled a troublemaker</b>	54	43	58	42	68	NR	NR	NR
<b>You did not want anyone to know</b>	54	46	57	55	77	NR	NR	NR
<b>You did not think anything would be done</b>	55	42	54	50	22	NR	NR	NR
<b>You were afraid of retaliation/reprisals from the person who did it or from their friends</b>	53	37	43	44	NR	NR	NR	NR
<b>Was not important enough to report</b>	47	67	46	53	NR	NR	NR	NR
<b>You thought you would not be believed</b>	47	35	36	40	13	NR	NR	NR
<b>You thought reporting would take too much time and effort</b>	41	NR	29	50	NR	NR	NR	NR
<b>You thought your performance evaluation or chance for promotion would suffer</b>	25	19	39	37	NR	NR	NR	NR
<b>You did not know how to report</b>	25	28	9	28	16	NR	NR	NR
<b>You feared yourself or others would be punished for violations, such as underage drinking or fraternization</b>	20	NR	11	19	NR	NR	NR	NR
<b>Other</b>	11	4	13	24	NR	NR	NR	NR
<i>Margins of Error</i>	$\pm 8-13$	$\pm 12-24$	$\pm 9-11$	$\pm 16-20$	$\pm 18-24$	--	--	--

*Note.* WGRA2006 Question 76. NR indicates results are not reportable due to very small numbers of respondents.

## CHAPTER 3: UNWANTED GENDER-RELATED EXPERIENCES

This chapter includes findings on Service members' experiences of unwanted gender-related behaviors, excluding unwanted sexual contact (discussed in Chapter 2). As shown in Figure 36, unwanted gender-related behaviors include both sexist behavior and sexual harassment. In addition, the concept of sexual harassment has three components: crude/offensive behavior, unwanted sexual attention, and sexual coercion. This chapter summarizes active duty members' responses to questions about gender-related issues during the 12 months before taking the survey and their perceptions of their experiences. The incident rates of sexual harassment, the components of sexual harassment, and sexist behavior are presented. These incident rates set the stage for a detailed discussion of such behaviors later in the chapter (e.g., where and when the behaviors occurred, who the offenders were, outcomes of reporting the behaviors).

**Figure 36.**  
*Survey Measurement of Unwanted Gender-Related Behaviors*



Question 35 in the survey assessed the frequency of Service members' experiences with other military personnel, on- or off-duty, and on or off the installation/ship; and with civilian employees/contractors, in the workplace or on or off the installation/ship. Question 35 consists of 20 behaviorally based items intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of “other unwanted gender-related behavior.”<sup>33</sup> Items are derived from the Sexual Experiences Questionnaire (SEQ), the most frequently used survey measure of sexual harassment (Arvey & Cavanaugh, 1995; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). In order to make the items from the SEQ applicable to DoD, the original questionnaire was modified by

<sup>33</sup> Subitems Q35r and s comprise the two-item measure of unwanted sexual contact and were discussed previously in Chapter 2. Responses to subitem Q35t, the open item for write-in responses, are not summarized in this report.

researchers at the University of Illinois and DMDC and renamed the DoD-SEQ (Ormerod et al., 2003).<sup>34</sup> The subitems can be grouped into the following categories of unwanted, gender-related behaviors:

- Sexual harassment which DoD defines as “A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
  - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment (Department of Defense, 1995).”<sup>35</sup>
- Components of sexual harassment which include:
  - Crude/offensive behavior—verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing (Q35a, c, e, f);
  - Unwanted sexual attention—attempts to establish a sexual relationship (Q35h, j, m, n);
  - Sexual coercion—classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation (Q35k, l, o, p).
- Sexist behavior which is verbal and nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the Service member (Q35b, d, g, i).

Question 35 asks respondents to indicate how often they had been in situations involving these behaviors. The response scale is a 5-point frequency scale ranging from “Never” to “Very often.” Incident rates of sexual harassment were derived using a two-step process. In the first step of the calculation, Service members were asked to indicate how often they had been in situations involving sexual harassment behaviors on the 5-point scale. In the second step, members who experienced behaviors were asked whether they considered any of the behaviors they experienced to have been sexual harassment. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the following types of unwanted gender-related behaviors: crude/offensive behavior, unwanted sexual attention, or sexual coercion (Q35), *and* they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Q36).

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<sup>34</sup> The SEQ was modified to replace “Made unwanted attempts to stroke, fondle, or kiss you” (due to its similarity to unwanted sexual contact) with a new item: Item n, “Intentionally cornered you or leaned over you in a sexual way.” Psychometric analysis indicated that Item n functions the same as the item that was removed and maintains the reliability of the measure.

<sup>35</sup> Sexual harassment is based on subitems Q35a, c, e, f, h, j, k, l, o, p. Specific survey item language is shown in Chapter 1. The complete survey is included in the appendix.

Incident rates for the components of sexual harassment and sexist behavior are derived in a single-step process based solely on whether the member experienced *at least one* of the behaviors in a category *at least once* in the 12 months before the survey.

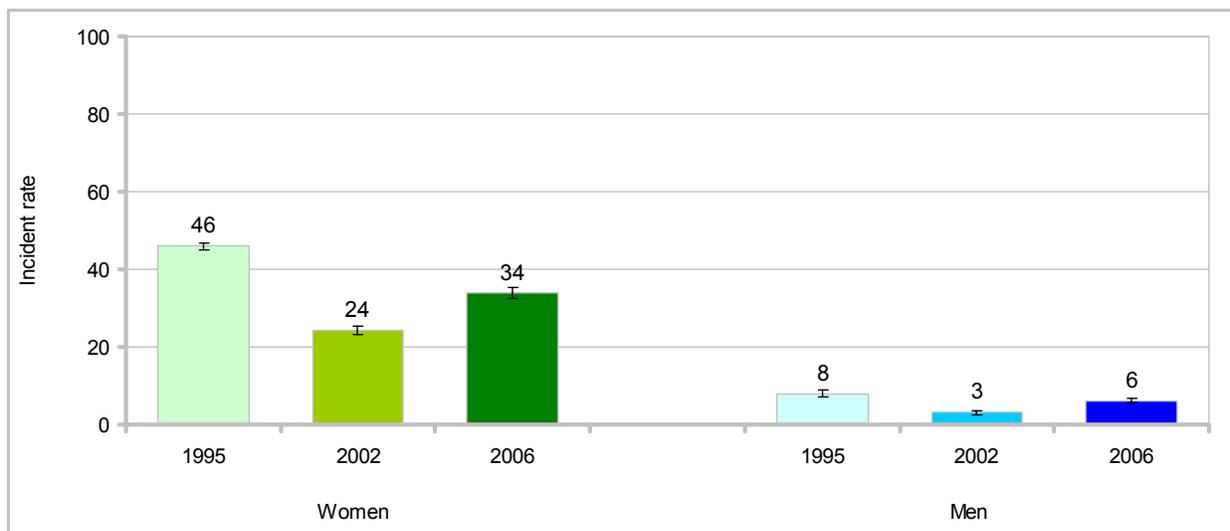
## Sexual Harassment

As described above, sexual harassment is measured by survey items that are representative of the U.S. legal system and DoD definitions of sexual harassment (e.g., behaviors that might lead to a hostile work environment, or represent *quid pro quo* harassment). Hostile work environments occur when unwelcome comments or conduct based on sex or other legally protected characteristics unreasonably interfere with an employee's work performance or create an intimidating, hostile, or offensive work environment. In this section, results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

### By Gender by Year

In 2006, 34% of women and 6% of men indicated experiencing sexual harassment (Figure 37). For both women and men, the sexual harassment incident rate in 2006 was lower than the 1995 rate but higher than the 2002 rate.

**Figure 37.**  
*Percent of Women and Men Who Indicated Experiencing Sexual Harassment, by Year*



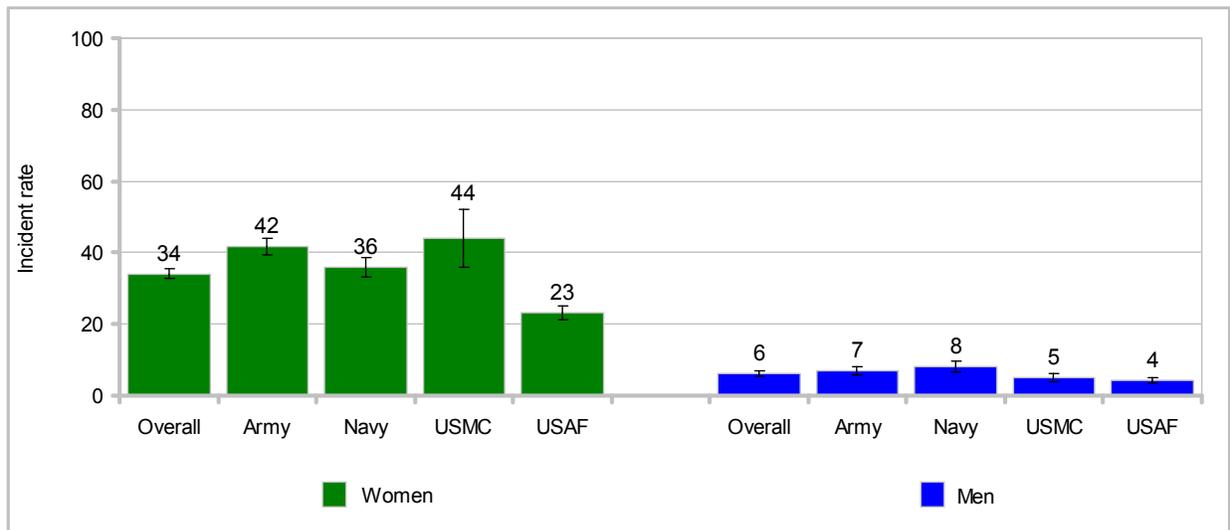
WGRA2006 Question 36

Margins of error range from  $\pm 1$  to  $\pm 2$

### By Gender by Service

Women in the Army (42%) were more likely than women in the other Services to indicate experiencing sexual harassment, whereas women in the Air Force (23%) were less likely (Figure 38).<sup>36</sup> Men in the Navy (8%) were more likely than men in the other Services to indicate experiencing sexual harassment, whereas men in the Air Force (4%) were less likely.

**Figure 38.**  
*Percent of Service Members Who Indicated Experiencing Sexual Harassment, by Gender and Service*



WGRA2006 Question 36

Margins of error range from  $\pm 1$  to  $\pm 9$

### By Gender by Paygrade

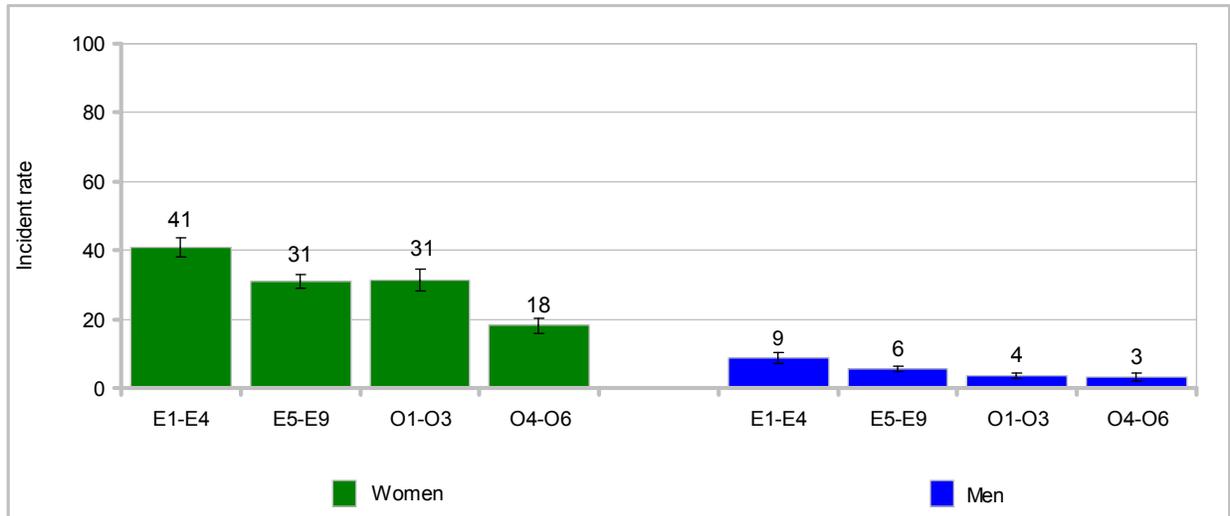
Among women, junior enlisted members (41%) were more likely than women in the other paygrades to indicate experiencing sexual harassment, whereas senior enlisted members (31%) and senior officers (18%) were less likely (Figure 39).<sup>37</sup> Among men, junior enlisted members (9%) were more likely than men in the other paygrades to indicate experiencing sexual harassment, whereas junior officers (4%) and senior officers (3%) were less likely.

<sup>36</sup> Note that the percentage of women in the Marine Corps (44%) indicating that they experienced sexual harassment was higher than that of women in the Army (42%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

<sup>37</sup> Note that the percentage of female junior officers (31%) indicating that they experienced sexual harassment was the same as that of female senior enlisted members (31%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for female junior officers ( $\pm 4$ ).

**Figure 39.**

*Percent of Service Members Who Indicated Experiencing Sexual Harassment, by Gender and Paygrade*



WGRA2006 Question 36

Margins of error range from  $\pm 1$  to  $\pm 4$

## Components of Sexual Harassment

This section examines members' responses to questions on experiences of unwanted gender-related behaviors that are the components of sexual harassment. Unlike the sexual harassment rate, the incident rates for crude/offensive behavior, unwanted sexual attention, and sexual coercion indicate members who experienced the behaviors regardless of whether they considered their experiences to have been sexual harassment. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

### By Gender by Year

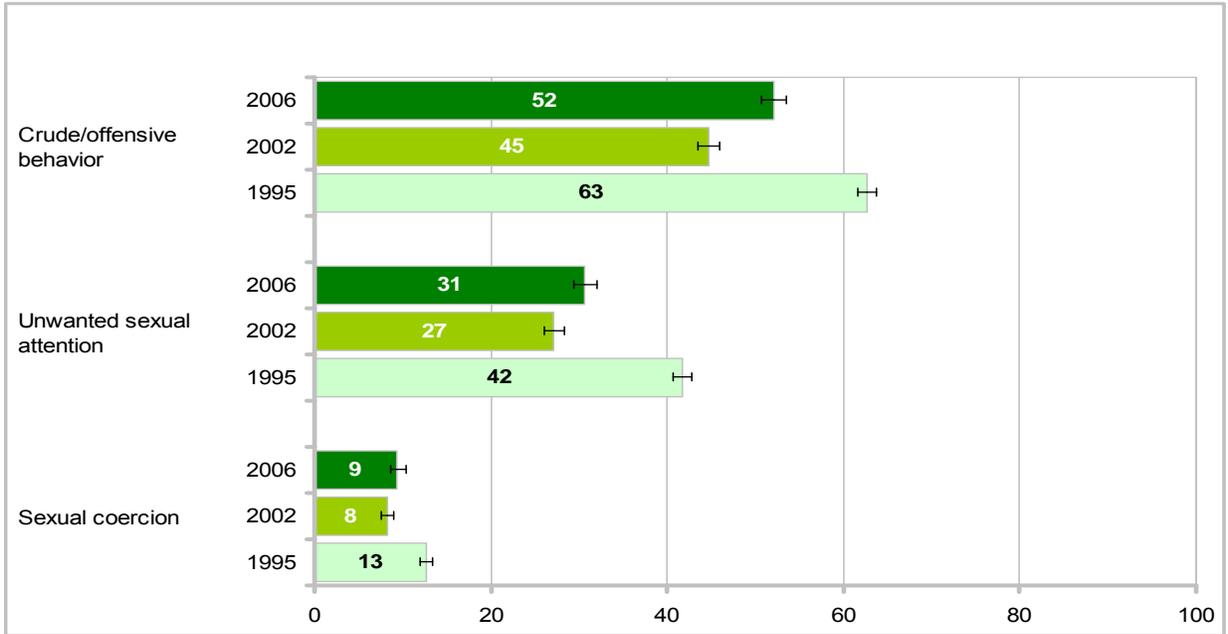
In 2006, 52% of women and 29% of men indicated experiencing crude/offensive behavior (Figure 40 and Figure 41, respectively). For both women and men, the crude/offensive incident rate in 2006 was lower than the 1995 rate but higher than the 2002 rate.

Thirty one percent of women and 7% of men indicated experiencing unwanted sexual attention (Figure 40 and Figure 41, respectively). The 2006 incident rate for women was lower than the 1995 incident rate (31% vs. 42%), but was higher than the 2002 incident rate (31% vs. 27%). The 2006 incident rate for men was higher than the 2002 incident rate (7% vs. 5%).

Nine percent of women and 3% of men indicated experiencing sexual coercion (Figure 40 and Figure 41, respectively). The 2006 incident rate for women was lower than the 1995 incident rate (9% vs. 13%). There were no differences found across survey years among men.

**Figure 40.**

*Percent of Women Who Indicated Experiencing Components of Sexual Harassment, by Year*

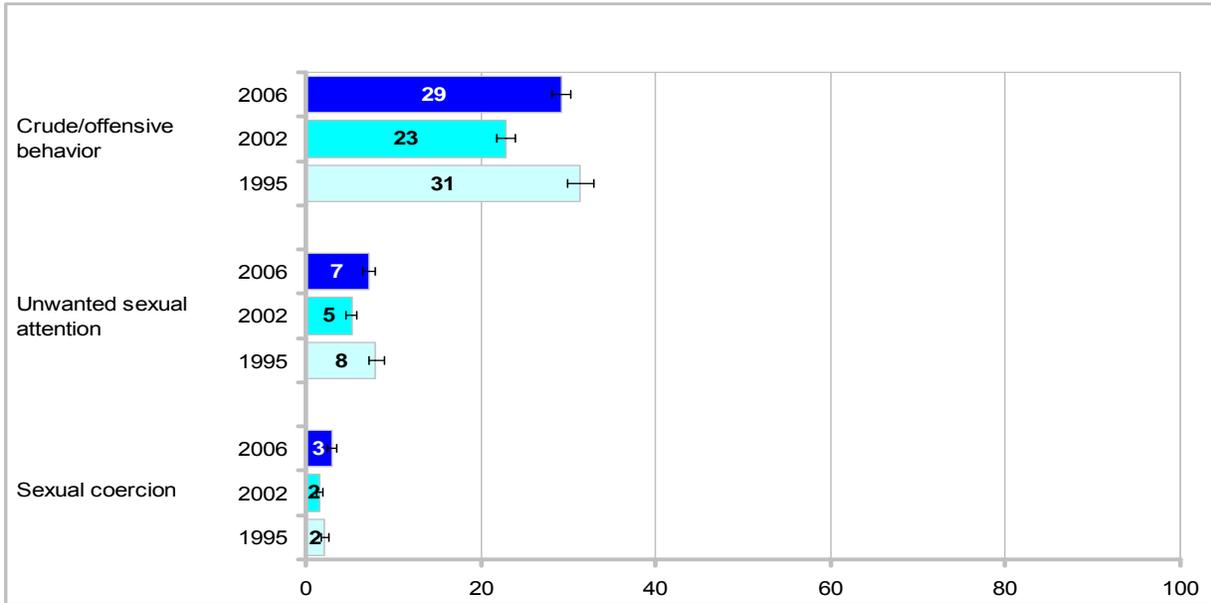


WGRA2006 Question 35

Margins of error range from  $\pm 1$  to  $\pm 2$

**Figure 41.**

*Percent of Men Who Indicated Experiencing Components of Sexual Harassment, by Year*



WGRA2006 Question 35

Margins of error range from  $\pm 1$  to  $\pm 2$

### **By Gender by Service**

Women in the Army (58%), Navy (57%), and Marine Corps (63%) were more likely than women in the Air Force (40%) to indicate they experienced crude/offensive behavior (Table 25). Men in the Navy (34%) were more likely than men in the other Services to indicate they experienced crude/offensive behavior, whereas men in the Air Force (23%) were less likely.

Women in the Army (39%) and Navy (36%) were more likely than women in the other Services to indicate they experienced unwanted sexual attention, whereas women in the Air Force (18%) were less likely. Men in the Navy (9%) were more likely than men in the other Services to indicate they experienced unwanted sexual attention, whereas men in the Air Force (4%) were less likely.

Women in the Army (14%) were more likely than women in the other Services to indicate they experienced sexual coercion, whereas women in the Air Force (4%) were less likely. Men in the Navy (4%) were more likely than men in the other Services to indicate they experienced sexual coercion, whereas men in the Air Force (2%) were less likely.

**Table 25.**  
*Percent of Service Members Who Indicated Experiencing Components of Sexual Harassment, by Gender and Service*

Incident Rate	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Crude/Offensive Behavior</b>	58	30	57	34	63	29	40	23
<b>Unwanted Sexual Attention</b>	39	8	36	9	34	7	18	4
<b>Sexual Coercion</b>	14	3	11	4	10	2	4	2
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-3$	$\pm 3$	$\pm 2-3$	$\pm 7-9$	$\pm 2-3$	$\pm 2-3$	$\pm 1-2$

*Note.* WGRA2006 Question 35.

### **By Gender by Paygrade**

Among women and men, junior enlisted members were more likely than women and men in the other paygrades to indicate they experienced crude/offensive behavior (Table 26), whereas senior enlisted members and senior officers were less likely.

Among women, junior enlisted members (40%) were more likely than women in the other paygrades to indicate they experienced unwanted sexual attention, whereas senior enlisted members (27%) and senior officers (11%) were less likely. Among men, junior enlisted members (10%) were more likely than senior enlisted members (6%), junior officers (4%), and senior officers (3%) to indicate they experienced unwanted sexual attention.

Among women, junior enlisted members (15%) were more likely than senior enlisted members (7%), junior officers (4%), and senior officers (1%) to indicate they experienced sexual

coercion. Among men, junior enlisted members (5%) were more likely than men in the other paygrades to indicate they experienced sexual coercion, whereas junior and senior officers (both 1%) were less likely.

**Table 26.**  
*Percent of Service Members Who Indicated Experiencing Components of Sexual Harassment, by Gender and Paygrade*

Incident Rate	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Crude/Offensive Behavior</b>	58	33	49	27	54	28	35	24
<b>Unwanted Sexual Attention</b>	40	10	27	6	27	4	11	3
<b>Sexual Coercion</b>	15	5	7	2	4	1	1	1
<i>Margins of Error</i>	±3	±2-3	±2-3	±1-2	±2-4	±1-2	±1-3	±1-2

*Note.* WGRA2006 Question 35.

## **Sexist Behavior**

Unlike behaviors associated with sexual harassment, which include unwanted gender-related experiences directed toward an individual, sexist behavior involves unwanted actions that refer to an individual’s gender and are verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent (Fitzgerald et al., 1988). These gender-related behaviors can contribute to a negative environment. Civilian-sector research has shown that sexist behavior is commonly experienced in civilian workplaces, particularly from peers (Harned, 2000).

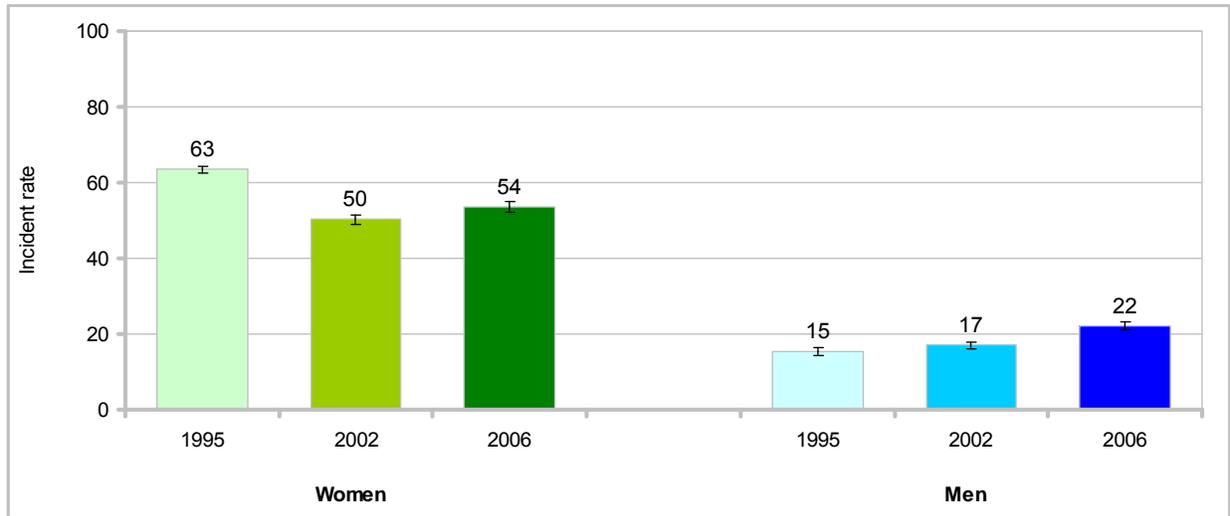
Members were asked whether, in the 12 months preceding the survey, they had experienced insulting, offensive, or condescending attitudes due to their gender. This section includes results for members who indicated any experience of these behaviors. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

### **By Gender by Year**

In 2006, 54% of women and 22% of men indicated experiencing sexist behavior (Figure 42). The 2006 incident rate for women was lower than the 1995 incident rate (54% vs. 63%), but was higher than the 2002 incident rate (54% vs. 50%). The 2006 incident rate for men (22%) was higher than the 1995 (15%) and the 2002 (17%) incident rates.

**Figure 42.**

***Percent of Service Members Who Indicated Experiencing Sexist Behavior, by Gender and Year***



WGRA2006 Question 35

Margins of error range from  $\pm 1$  to  $\pm 2$

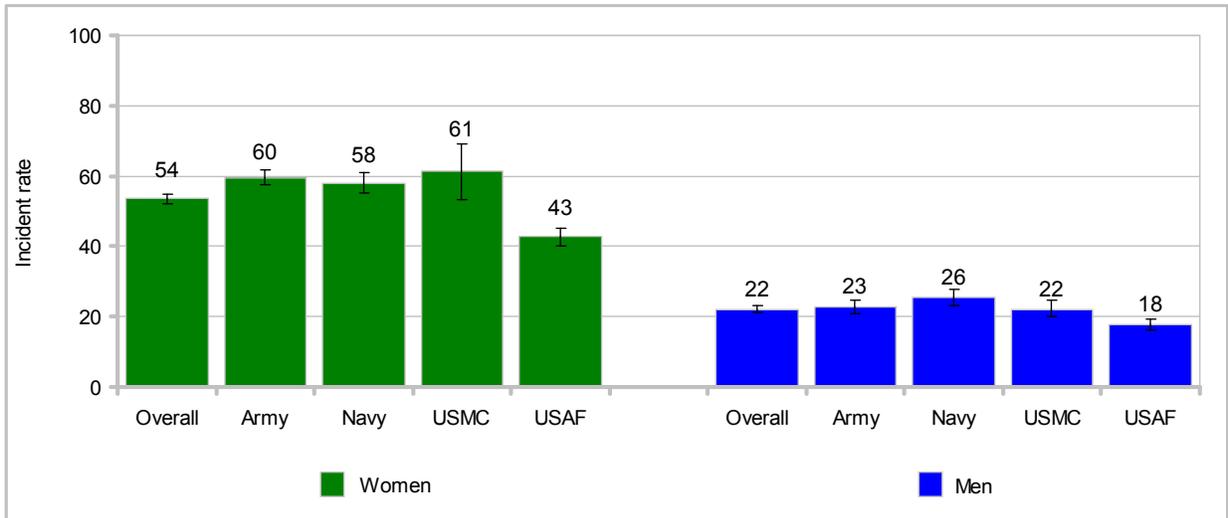
### ***By Gender by Service***

Women in the Army (60%) and Navy (58%) were more likely than women in the other Services to indicate they experienced sexist behavior, whereas women in the Air Force (43%) were less likely (Figure 43).<sup>38</sup> Men in the Navy (26%) were more likely than men in the other Services to indicate they experienced sexist behavior, whereas men in the Air Force (18%) were less likely.

<sup>38</sup> Note that the percentage of women in the Marine Corps (61%) indicating that they experienced sexist behavior was higher than that of women in the Army (60%) and Navy (58%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

**Figure 43.**

*Percent of Service Members Who Indicated Experiencing Sexist Behavior, by Gender and Service*



WGRA2006 Question 35

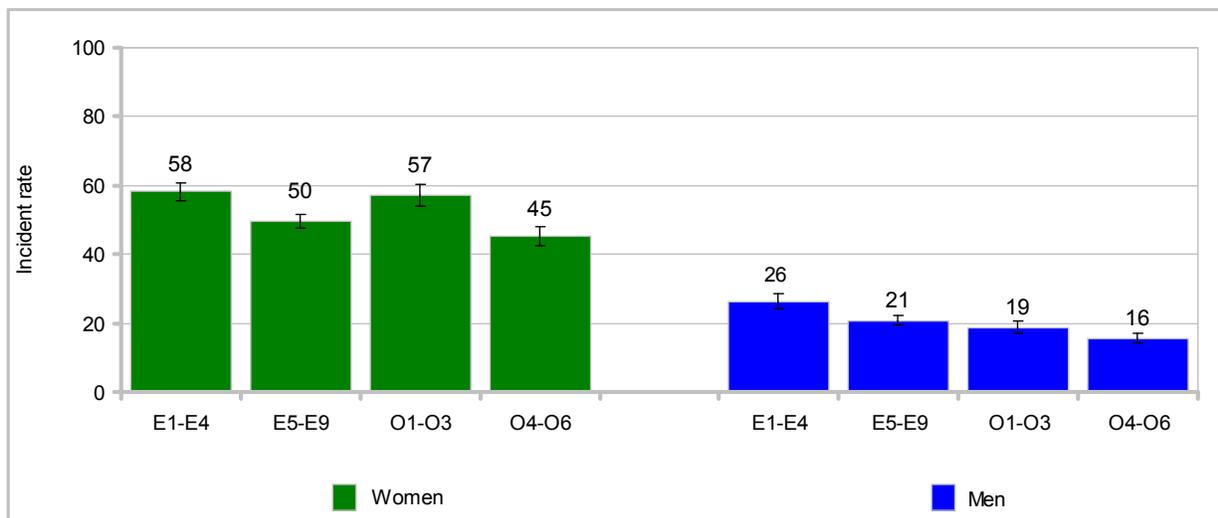
Margins of error range from ±2 to ±9

### ***By Gender by Paygrade***

Among women, junior enlisted members (58%) were more likely than women in the other paygrades to indicate they experienced sexist behavior, whereas senior enlisted members (50%) and senior officers (45%) were less likely (Figure 44). Among men, junior enlisted members (26%) were more likely than senior enlisted members (21%), junior officers (19%), and senior officers (16%) to indicate they experienced sexist behavior.

**Figure 44.**

*Percent of Service Members Who Indicated Experiencing Sexist Behavior, by Gender and Paygrade*



WGRA2006 Question 35

Margins of error range from  $\pm 2$  to  $\pm 4$

## Characteristics of the One Situation

Service members who indicated experiencing one or more types of unwanted gender-related behavior in the 12 months preceding the survey, such as crude/offensive behavior, unwanted sexual attention, sexual coercion, or sexist behavior, were asked to describe the one situation involving these behaviors that had the greatest effect on them. Members then indicated the circumstances surrounding that “one situation.” For example, they were asked about the duration and location of the situation, characteristics of the offender, and whether they discussed or reported the situation with family, friends, or authorities. Information from this section of the survey helps to answer questions, such as:

- Who were the offenders?
- Where did the behaviors occur?
- What was the frequency and duration of the behaviors?
- Was the situation reported and, if so, to whom?
- Were members satisfied with the reporting process and outcomes?
- Why did some members choose not to report the situation?

The results for the characteristics of the one situation are reported for each gender by Service and by paygrade. Where comparable, results are reported by gender for each of the survey years. Of those who indicated experiencing unwanted gender-related behavior, the majority answered questions about the one situation (completion rates for questions in the one situation were 87-99% for women and 91-99% for men).

## ***Circumstances of the One Situation***

In this section, findings are presented about three characteristics of the one situation with the greatest effect: where the situation occurred, characteristics of the work setting in which the situation occurred, and the frequency and duration of the situation.

### ***Location Where the One Situation Occurred***

Service members who indicated experiencing one or more types of unwanted gender-related behaviors in the 12 months preceding the survey were asked to identify where the behaviors in the one situation occurred. They could respond that the behaviors occurred at a military installation, in living quarters/barracks, in the local community around an installation, and/or at their permanent duty station. Because the situation could be either a single event or a set of related events, Service members were asked to indicate if any of the behaviors in the situation occurred at any of these locations. In addition, when Service members were asked about behaviors that occurred at a specific location, they were asked to indicate whether none, some, or all of the behaviors occurred at that location.<sup>39</sup> Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

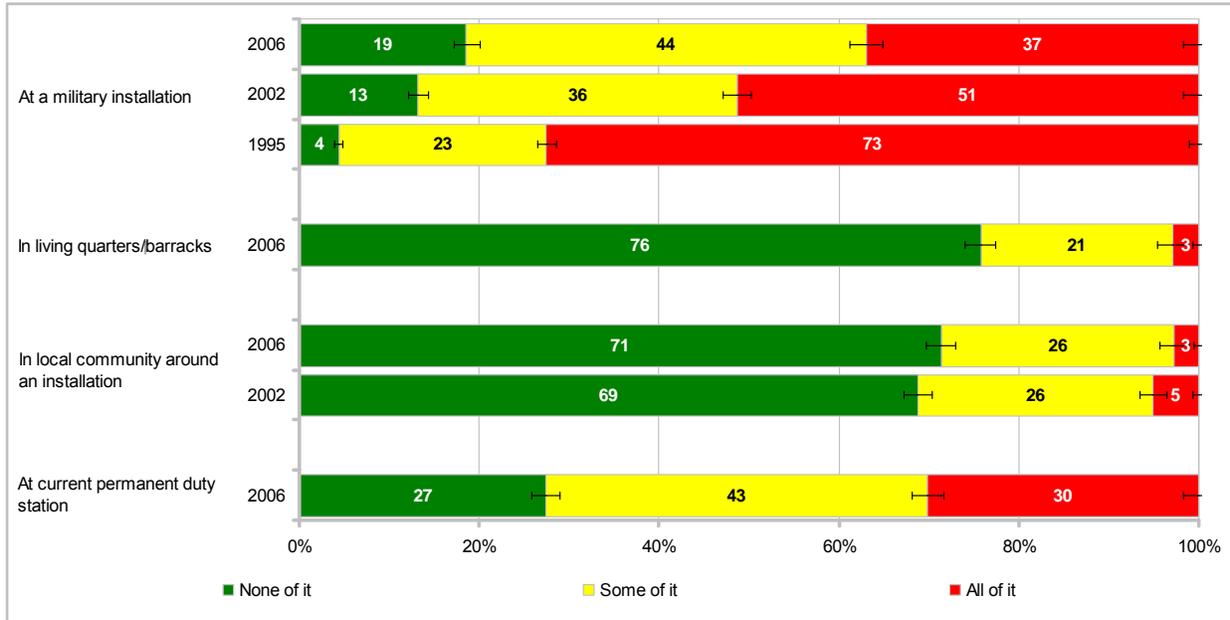
***By Gender by Year.*** In 2006, 81% of women who experienced unwanted gender-related behaviors indicated that some or all of the behaviors in the one situation occurred at a military installation (Figure 45). Twenty four percent of women indicated that the behaviors occurred in living quarters or barracks, 29% indicated the behaviors occurred in the local community around an installation, and 73% indicated the behaviors occurred at their permanent duty station.

The percentage of women who indicated that all of the behaviors in the one situation happened at a military installation was lower in 2006 than in 2002 and 1995, and a higher percentage of women in 2006 indicated that none of the behaviors happened at a military installation. The percentage of women who indicated that all of the behaviors in the one situation happened in the local community around an installation was lower in 2006 than in 2002, and a higher percentage of women in 2006 indicated that none of the behaviors happened in the local community around an installation.

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<sup>39</sup> The locations where the situation occurred may not be mutually exclusive, as behaviors experienced in one location may be repeated in other settings. The response categories some of it and most of it are combined into the single category of “some of it.”

**Figure 45.**  
*Percent of Women Who Indicated Location Where the One Situation Occurred, by Year*



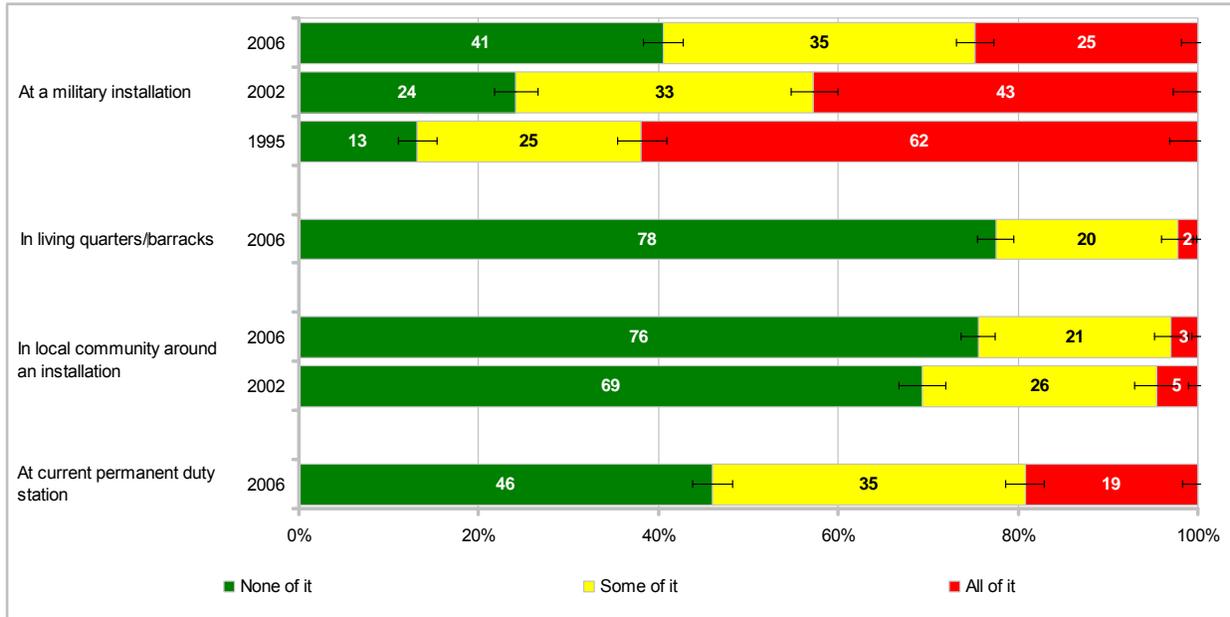
WGRA2006 Question 40

Margins of error range from  $\pm 1$  to  $\pm 2$

In 2006, 60% of men who experienced unwanted gender-related behaviors indicated that some or all of the behaviors occurred at a military installation and 54% indicated the behaviors occurred at their permanent duty station (Figure 46). Twenty two percent of men indicated the behaviors occurred in living quarters or barracks. A quarter of men (24%) indicated the behaviors occurred in the local community around an installation.

The percentage of men who indicated that all of the behaviors happened at a military installation was lower in 2006 than in 2002 and 1995, and a higher percentage of men in 2006 indicated that none of the behaviors happened at a military installation. The percentage of men who indicated that all of the behaviors happened in the local community around an installation was lower in 2006 than in 2002, and a higher percentage of men in 2006 indicated that none of the behaviors happened in the local community around an installation.

**Figure 46.**  
*Percent of Men Who Indicated Location Where the One Situation Occurred, by Year*



WGRA2006 Question 40

Margins of error range from  $\pm 1$  to  $\pm 4$

**By Gender by Service.** Women in the Army (32%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate that some or all of the behaviors occurred in the local community around an installation (Table 27). Women in the Army (30%) and Marine Corps (40%) were more likely than women in the Navy (19%) and Air Force (17%) to indicate that some or all of the behaviors occurred in living quarters.

Men in the Air Force were more likely than men in the other Services to indicate that the behaviors occurred at a military installation (64%) and/or their permanent duty station (59%). Men in the Marine Corps (33%) were more likely than men in the other Services to indicate the behaviors occurred in living quarters or barracks, whereas men in the Air Force (16%) were less likely.

**Table 27.**

*Percent of Service Members Who Indicated Location Where the One Situation Occurred, by Gender and Service*

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
At a military installation	82	61	79	57	82	54	82	64
In living quarters/barracks	30	24	19	20	40	33	17	16
In the local community around an installation	32	25	25	23	31	24	26	25
At your permanent duty station	71	54	71	52	76	50	75	59
<i>Margins of Error</i>	$\pm 3$	$\pm 4-5$	$\pm 4$	$\pm 4-5$	$\pm 8-11$	$\pm 5$	$\pm 3-4$	$\pm 4$

*Note.* WGRA2006 Question 40. Percentages are shown for Service members who responded some or all of the behaviors occurred at each location.

**By Gender by Paygrade.** Among women, junior enlisted members (40%) who experienced unwanted gender-related behaviors were more likely than senior enlisted members (14%), junior officers (13%), and senior officers (6%) to indicate that some or all of the behaviors occurred in living quarters (Table 28). Among women, junior enlisted members (33%) were more likely than women in the other paygrades to indicate the behaviors occurred in the local community around their installation, whereas senior enlisted members (26%) and senior officers (20%) were less likely.<sup>40</sup> Junior enlisted women (78%) were more likely than women in the other paygrades to indicate the behaviors occurred at their permanent duty station, whereas senior enlisted women (70%) were less likely.<sup>41</sup>

Among men, junior officers (67%) and senior officers (65%) who experienced unwanted gender-related behaviors were more likely than men in the other paygrades to indicate the behaviors occurred at a military installation. Among men, junior enlisted members (32%) were more likely than senior enlisted members (18%), junior officers (12%), and senior officers (5%) to indicate the behaviors occurred in living quarters. Among men, senior officers (19%) were less likely than men in the other paygrades to indicate that some or all of the behaviors occurred in the local community around an installation.

<sup>40</sup> Note that the percentage of female junior officers (25%) indicating that they experienced the behaviors at a military installation was higher than that of female senior officers (20%). The percentage is not statistically different from the average of women in the other paygrades due to a higher margin of error for female junior officers ( $\pm 4$ ).

<sup>41</sup> Note that the percentage of female junior and senior officers (both 68%) indicating that they experienced the behaviors at their permanent duty station was lower than that of senior enlisted women (70%). The percentage is not statistically different from the average of women in the other paygrades due to a higher margin of error for female junior and senior officers ( $\pm 4$ ).

**Table 28.**

*Percent of Service Members Who Indicated Location Where the One Situation Occurred, by Gender and Paygrade*

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
At a military installation	82	59	80	57	85	67	78	65
In living quarters/barracks	40	32	14	18	13	12	6	5
In the local community around an installation	33	25	26	24	25	23	20	19
At your permanent duty station	78	57	70	51	68	54	68	53
<i>Margins of Error</i>	$\pm 3-4$	$\pm 4-5$	$\pm 2-3$	$\pm 3$	$\pm 4$	$\pm 3-4$	$\pm 3-4$	$\pm 2-4$

*Note.* WGRA2006 Question 40. Percentages are shown for Service members who responded some or all of the behaviors occurred at each location.

### **Characteristics of the Work Setting in Which One Situation Occurred**

Service members who indicated experiencing unwanted gender-related behaviors in the 12 months preceding the survey were asked if the behaviors occurred at their work location; during duty hours; in a work environment where members of their gender were uncommon; while they were deployed; or while they were TDY/TAD or at sea.<sup>42</sup> Because the situation could be either a single event or a set of related events, Service members were asked to indicate if the behaviors in the situation occurred at any of these six locations.<sup>43</sup> Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

**By Gender by Year.** In 2006, about three fourths of women who experienced unwanted gender-related behaviors indicated that some or all of the behaviors took place during duty hours (78%) or at their work location (76%) (Figure 47). Forty two percent of women indicated the behaviors took place in a work environment where members of their gender were uncommon; 29% while they were deployed; and 24% while they were TDY/TAD or at sea.

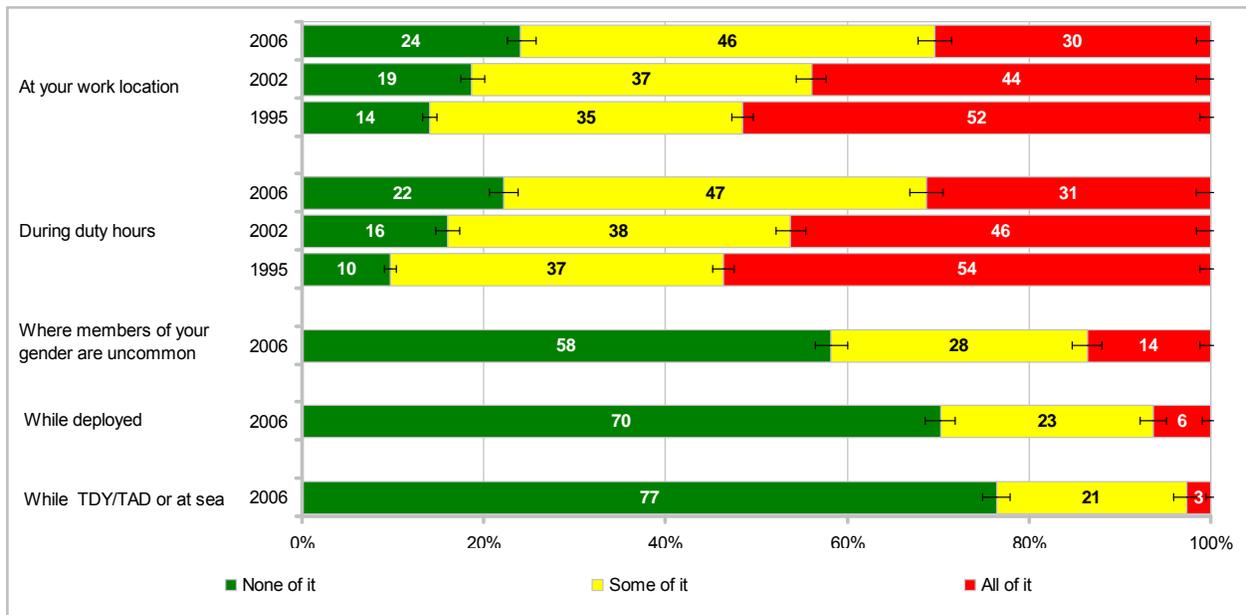
The percentage of women who indicated that all of the behaviors in the one situation happened at their work location and during duty hours was lower in 2006 than in 2002 and 1995,

<sup>42</sup> The category “While they were TDY/TAD or at sea” also includes during field exercises/alerts.

<sup>43</sup> The locations where the situation occurred may not be mutually exclusive, as behaviors experienced in one location may be repeated in other settings. The response categories some of it and most of it are combined into the single category of “some of it.”

and a higher percentage of women in 2006 indicated that none of the behaviors happened at their work location and during duty hours.

**Figure 47.**  
*Percent of Women Who Indicated Characteristics of the Work Setting in Which the One Situation Occurred, by Year*



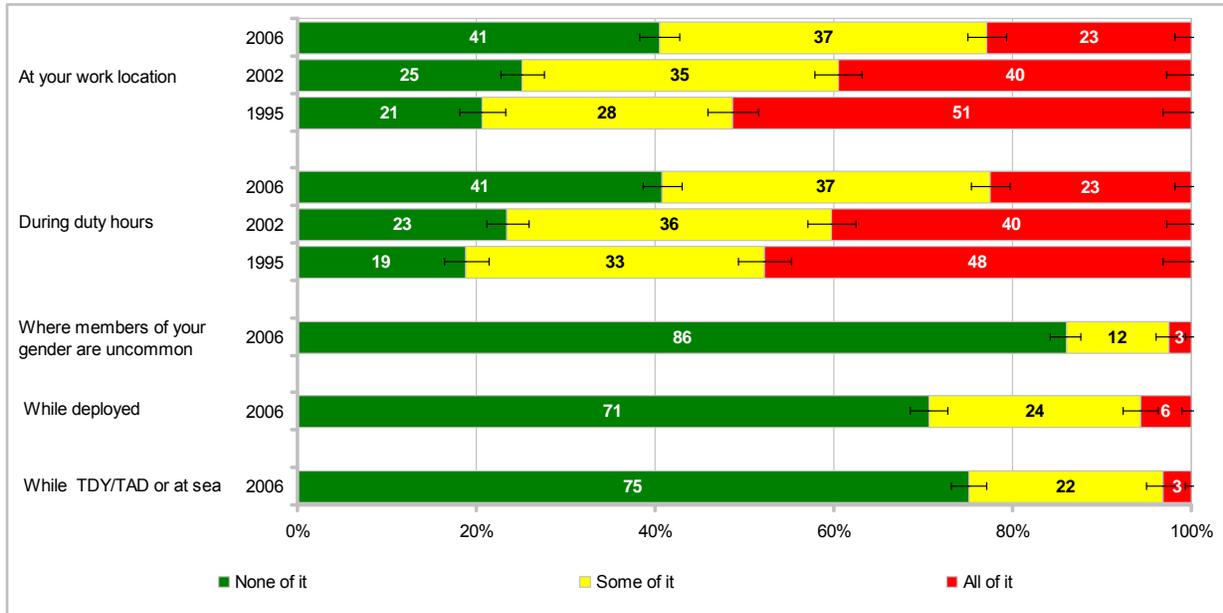
WGRA2006 Question 40

Margins of error range from  $\pm 1$  to  $\pm 2$

In 2006, 60% of men who experienced unwanted gender-related behaviors indicated that some or all of the behavior took place at their work location and during duty hours (Figure 48). Thirty percent of men experienced the behaviors while they were deployed and 25% while they were TDY/TAD or at sea. Fifteen percent of men indicated the behaviors took place in a work environment where members of their gender were uncommon.

The percentage of men who indicated that all of the behaviors in the one situation happened at their work location and during duty hours was lower in 2006 than in 2002 and 1995, and a higher percentage of men in 2006 indicated that none of the behaviors happened at their work location and during duty hours.

**Figure 48.**  
**Percent of Men Who Indicated Characteristics of the Work Setting in Which the One Situation Occurred, by Year**



WGRA2006 Question 40

Margins of error range from  $\pm 1$  to  $\pm 4$

**By Gender by Service.** Women in the Army (80%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate that some or all of the behaviors occurred during duty hours (Table 29). Women in the Marine Corps (56%) were more likely than women in the other Services to indicate the behaviors occurred in a work environment where members of their gender are uncommon. Women in the Army and Navy (both 35%) were more likely than women in the Marine Corps and Air Force (both 20%) to indicate the behaviors occurred while they were deployed. Women in the Air Force (19%) were less likely than women in the other Services to indicate the behaviors occurred while they were TDY/TAD or at sea.

Men in the Marine Corps (52%) who experienced unwanted gender-related behaviors were less likely than men in the other Services to indicate the behaviors occurred during duty hours. Men in the Navy (35%) were more likely than men in the other Services to indicate the behaviors occurred while they were deployed, whereas men in the Air Force (20%) were less likely.

**Table 29.**

**Percent of Service Members Who Indicated Characteristics of the Work Setting in Which the One Situation Occurred, by Gender and Service**

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
At your work location	75	60	78	59	72	56	76	62
During duty hours	80	63	74	55	73	52	79	63
Where members of your gender are uncommon	40	14	44	17	56	14	39	11
While deployed	35	31	35	35	20	25	20	20
While TDY/TAD or at sea	26	25	27	27	18	22	19	23
<i>Margins of Error</i>	$\pm 3$	$\pm 4-5$	$\pm 4$	$\pm 4-5$	$\pm 6-10$	$\pm 4-5$	$\pm 3-4$	$\pm 3-4$

*Note.* WGRA2006 Question 40. Percentages are shown for Service members who responded some or all of the behaviors occurred for each characteristic.

**By Gender by Paygrade.** Among women, junior officers and senior officers (both 82%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate that some or all of the behaviors occurred during duty hours (Table 30). Among women, junior enlisted members (46%) were more likely than women in the other paygrades to indicate the behaviors occurred in a work environment where members of their gender are uncommon, whereas senior officers (35%) were less likely. Among women, senior officers (17%) were less likely than women in the other paygrades to indicate the behaviors occurred while they were deployed.

Among men, senior officers (68%) who experienced unwanted gender-related behaviors were more likely than men in the other paygrades to indicate the behaviors occurred at their work location. Among men, junior officers (65%) and senior officers (70%) were more likely than men in the other paygrades to indicate the behaviors occurred during duty hours. Among men, junior officers (8%) and senior officers (7%) were less likely than men in the other paygrades to indicate the behaviors occurred in a work environment where members of their gender are uncommon. Among men, senior officers (21%) were less likely than men in the other paygrades to indicate the behaviors occurred while they were deployed.

**Table 30.**

**Percent of Service Members Who Indicated Characteristics of the Work Setting in Which the One Situation Occurred, by Gender and Paygrade**

Where and when did this situation occur?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
At your work location	75	59	75	58	79	64	80	68
During duty hours	77	58	77	58	82	65	82	70
Where members of your gender are uncommon	46	16	39	14	40	8	35	7
While deployed	30	28	30	32	32	25	17	21
While TDY/TAD or at sea	23	24	23	26	25	24	21	24
<i>Margins of Error</i>	$\pm 3-4$	$\pm 4-5$	$\pm 3$	$\pm 3$	$\pm 4-5$	$\pm 3-4$	$\pm 4$	$\pm 2-4$

*Note.* WGRA2006 Question 40. Percentages are shown for Service members who responded some or all of the behaviors occurred for each characteristic.

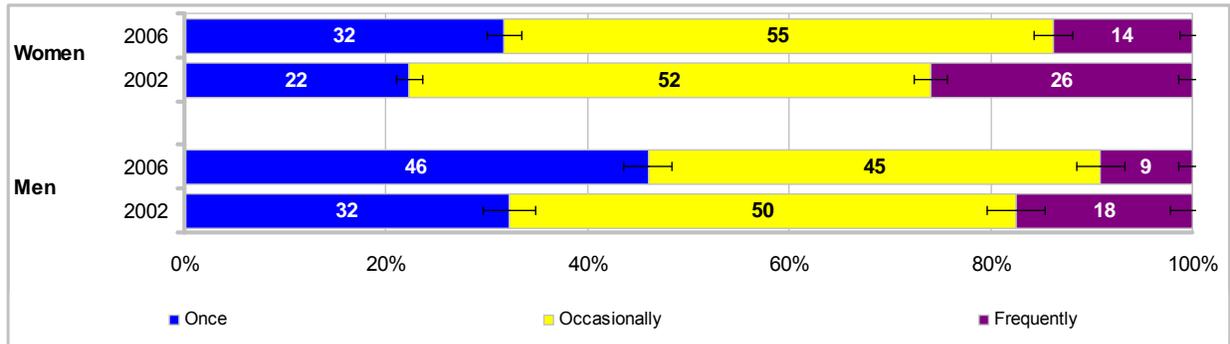
### **Frequency and Duration of the One Situation**

Service members who indicated experiencing unwanted gender-related behaviors in the 12 months preceding the survey were asked how often the behaviors in the situation occurred and how long the situation lasted. They could respond that the behaviors occurred once, occasionally, or frequently. They could also indicate the situation lasted less than one week, one week to less than six months, or six months or more. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

**By Gender by Year.** In 2006, 32% of women who experienced unwanted gender-related behaviors indicated the behaviors in the situation happened once, 55% experienced them occasionally, and 14% experienced them frequently (Figure 49). Among men, 46% indicated the behaviors in the situation happened once, 45% experienced them occasionally, and 9% experienced them frequently.

The percentage of women and men who indicated that the behaviors in the one situation happened frequently was lower in 2006 than in 2002, and a higher percentage of women and men indicated the behaviors happened once in 2006 than in 2002.

**Figure 49.**  
**Frequency of the One Situation, by Gender and Year**



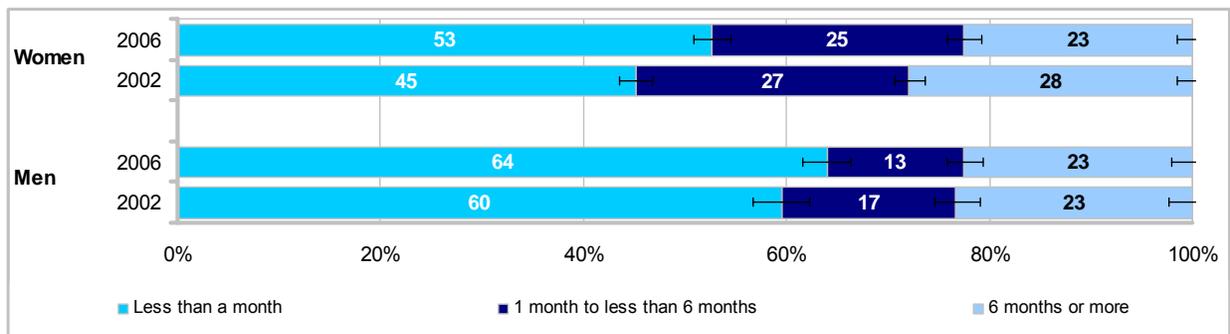
WGRA2006 Question 43

Margins of error range from  $\pm 2$  to  $\pm 3$

In 2006, 53% of women who experienced unwanted gender-related behaviors indicated the behaviors in the one situation lasted less than one month, 25% indicated they lasted more than one month but less than six months, and 23% indicated they lasted more than six months (Figure 50). Among men, 64% indicated the behaviors in the one situation lasted less than one month, 13% indicated they lasted more than one month but less than six months, and 23% indicated they lasted more than six months.

The percent of women and men who indicated that the behaviors in the one situation lasted less than one month was higher in 2006 than in 2002.

**Figure 50.**  
**Duration of the One Situation, by Gender and Year**



WGRA2006 Question 44

Margins of error range from  $\pm 2$  to  $\pm 3$

**By Gender by Service.** Among women and men who experienced unwanted gender-related behaviors, there were no differences found by Service in the frequency with which they experienced the behaviors (Table 31). Women in the Air Force (57%) were more likely than

women in the other Services to indicate the unwanted gender-related behaviors lasted less than one month. Women in the Army (28%) were more likely than women in the other Services to indicate the behaviors lasted one month to less than six months, whereas women in the Air Force (21%) were less likely. Among men who experienced unwanted gender-related behaviors, there were no differences found by Service in the duration of the behaviors they experienced.

**Table 31.**  
*Frequency and Duration of the One Situation, by Gender and Service*

Frequency and Duration of Incident	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>During the course of the situation, how often did the event occur?</b>								
Once	29	45	32	48	30	45	35	46
Occasionally	57	45	54	43	50	47	53	46
Frequently	14	10	14	9	21	8	12	9
<i>Margins of Error</i>	±2-3	±4-5	±3-4	±4-5	±9-12	±4-6	±3-4	±3-5
<b>How long did this situation last, or if continuing, how long has it been going on?</b>								
Less than one month	50	60	52	67	54	67	57	64
One month to less than six months	28	14	24	13	28	14	21	12
Six months or more	22	26	24	20	18	19	22	23
<i>Margins of Error</i>	±3	±4-5	±4	±4-5	±6-11	±5-6	±4	±4-5

*Note.* WGRA2006 Questions 43 and 44.

**By Gender by Paygrade.** Among women, junior enlisted members (16%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate the behaviors occurred frequently, whereas junior officers (9%) were less likely (Table 32). There were no differences found by paygrade among women in the duration of the behaviors they experienced.

Among men, junior officers (5%) and senior officers (3%) were less likely than men in the other paygrades to indicate the unwanted gender-related behaviors occurred frequently. Among men, junior officers (72%) and senior officers (74%) were more likely than men in the other paygrades to indicate the behaviors lasted less than one month, whereas junior enlisted men (57%) were less likely. Among men, junior enlisted members (27%) were more likely than men in the other paygrades to indicate the behaviors continued for six months or more, whereas junior officers (17%) and senior officers (15%) were less likely.

**Table 32.**

***Frequency and Duration of the One Situation, by Gender and Paygrade***

Frequency and Duration of Incident	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>During the course of the situation, how often did the event occur?</b>								
<b>Once</b>	30	42	32	48	35	50	36	50
<b>Occasionally</b>	53	46	55	43	56	45	54	47
<b>Frequently</b>	16	11	13	9	9	5	10	3
<i>Margins of Error</i>	±3-4	±4-5	±2-3	±3-4	±3-5	±2-5	±4-5	±2-4
<b>How long did this situation last, or if continuing, how long has it been going on?</b>								
<b>Less than one month</b>	52	57	52	67	57	72	54	74
<b>One month to less than six months</b>	27	16	23	12	24	12	21	11
<b>Six months or more</b>	21	27	24	21	19	17	26	15
<i>Margins of Error</i>	±3-4	±4-5	±3	±3-4	±4-5	±3-4	±4-5	±3-4

*Note.* WGRA2006 Questions 43 and 44.

***Characteristics of the Offenders in the One Situation***

Understanding the characteristics of the offenders and their relationships to the targets of their behaviors might inform the content of DoD programs to reduce unwanted gender-related behaviors. To obtain general information on the offenders in these situations, Service members who indicated experiencing one or more types of unwanted gender-related behaviors in the 12 months preceding the survey were asked to describe the offender in the one situation that had the greatest effect on them.

***Number and Gender of Offenders in the One Situation***

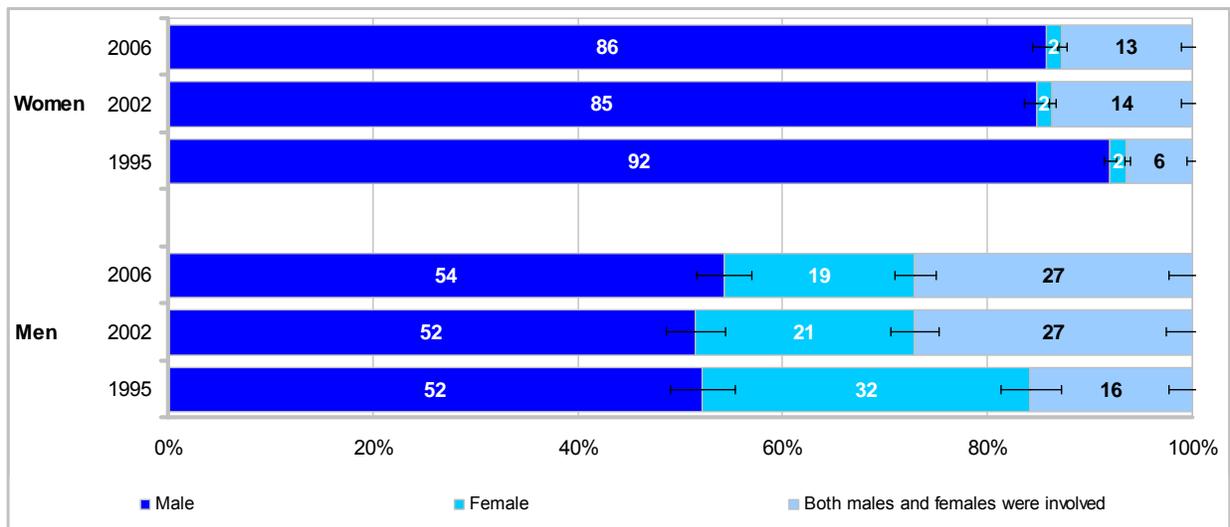
Service members who indicated experiencing unwanted gender-related behaviors were asked to indicate the gender of the offender and whether multiple offenders were involved. They could respond that the offenders were male, female, or both male and female. They could also indicate that multiple offenders were involved. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

***By Gender by Year.*** In 2006, 86% of women who experienced unwanted gender-related behaviors indicated the offender in the one situation was male, 2% indicated the offender was female, and 13% indicated the offenders included both males and females (Figure 51). Among

men, 54% indicated the offender was male, 19% indicated the offender was female, and 27% indicated the offenders included both males and females.

In comparison to 1995, a higher percentage of women and men indicated in 2006 that the offenders included both males and females. The percentage of men who indicated that the offender was female was lower in 2006 than in 1995. There were no differences found in percentages of women and men who indicated the offenders were male, female, or both between 2006 and 2002.

**Figure 51.**  
*Gender of Offenders in the One Situation, by Gender and Year*



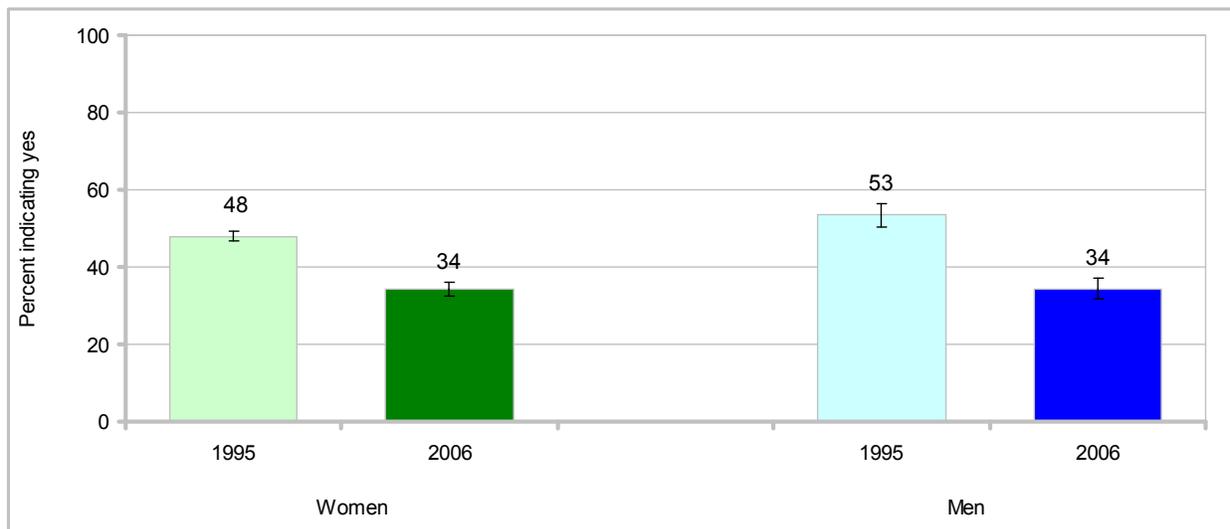
WGRA2006 Question 41

Margins of error range from  $\pm 1$  to  $\pm 4$

As shown in Figure 52, in 2006, 34% of both women and men who experienced unwanted gender-related behaviors indicated that multiple offenders were involved. The percentage of women and men who indicated that multiple offenders were involved was lower in 2006 than in 1995.<sup>44</sup>

<sup>44</sup> Comparable data are not available for 2002.

**Figure 52.**  
***Multiple Offenders in the One Situation, by Gender and Year***



WGRA2006 Question 41

Margins of error range from  $\pm 2$  to  $\pm 4$

***By Gender by Service.*** Women in the Marine Corps (91%) and Air Force (88%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate the offender was male, whereas women in the Army (84%) were less likely (Table 33).<sup>45</sup> Women in the Army (15%) were more likely than women in the other Services to indicate the offenders included both males and females, whereas women in the Air Force (10%) were less likely.<sup>46</sup>

Women in the Air Force (40%) who experienced unwanted gender-related behavior were more likely than women in the other Services to indicate multiple offenders were involved.

Men in the Army (22%) were more likely than men in the other Services to indicate the offender was female. There were no differences found by Service among men in the number of offenders involved.

<sup>45</sup> Note that the percentage of women in the Navy (84%) indicating that the offender in the one situation was male was equal to that of Army women (84%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Navy ( $\pm 3$ ).

<sup>46</sup> Note that the percentage of women in the Marine Corps (9%) indicating that the offenders in the one situation included both males and females was lower than that of Air Force women (10%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 4$ ).

**Table 33.*****Gender and Number of Offenders in the One Situation, by Gender and Service***

Characteristics of Offender	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gender of Offender</b>								
<b>Male</b>	84	52	84	56	91	61	88	51
<b>Female</b>	1	22	2	15	<1	14	2	19
<b>Both Male and Female</b>	15	26	13	29	9	25	10	30
<i>Margins of Error</i>	$\pm 1-3$	$\pm 5$	$\pm 2-3$	$\pm 4-6$	$\pm 1-4$	$\pm 5-6$	$\pm 2-3$	$\pm 4-5$
<b>Multiple Offenders</b>								
<b>Yes</b>	33	35	32	35	27	28	40	37
<i>Margins of Error</i>	$\pm 3$	$\pm 5$	$\pm 4$	$\pm 6$	$\pm 10$	$\pm 6$	$\pm 4$	$\pm 5$

*Note.* WGRA2006 Questions 41.

***By Gender by Paygrade.*** There were no differences found by paygrade among women who experienced unwanted gender-related behaviors in the gender of the offender (Table 34). Among women who experienced unwanted gender-related behaviors, senior officers (43%) were more likely than women in the other paygrades to indicate multiple offenders were involved.

Among men who experienced unwanted gender-related behaviors, senior officers (22%) were less likely than men in the other paygrades to indicate that the offenders included both males and females. Among men, senior officers (46%) were more likely than men in the other paygrades to indicate multiple offenders were involved, whereas junior enlisted men (29%) were less likely.

**Table 34.*****Gender and Number of Offenders in the One Situation, by Gender and Paygrade***

Characteristics of Offender	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gender of Offender</b>								
<b>Male</b>	85	57	85	52	88	53	89	55
<b>Female</b>	2	17	2	20	1	17	2	23
<b>Both Male and Female</b>	13	26	13	28	10	30	9	22
<i>Margins of Error</i>	$\pm 2-3$	$\pm 5-6$	$\pm 1-3$	$\pm 4$	$\pm 2-3$	$\pm 4-5$	$\pm 2-4$	$\pm 4-5$
<b>Multiple Offenders</b>								
<b>Yes</b>	34	29	33	37	37	36	43	46
<i>Margins of Error</i>	$\pm 4$	$\pm 6$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 5$	$\pm 5$	$\pm 5$

*Note.* WGRA2006 Questions 41.

***Military or Civilian Status of the Offenders in the One Situation***

Service members who indicated experiencing unwanted gender-related behaviors were asked to identify the organizational affiliation of the offender in the one situation. They could indicate that the offender was another military person, a DoD or Service civilian employee, a DoD or Service civilian contractor, or a person from the local community. For analysis purposes, civilians are grouped together.<sup>47</sup> Results are shown by the status of the offender or offenders as military only, civilian only (including persons from the local community), or both military and civilian. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

***By Gender by Year.*** In 2006, 74% of women who experienced unwanted gender-related behaviors indicated the offender was military, 4% indicated the offender was civilian, and 22% indicated the offenders included both military personnel and civilians (Figure 53). Among men, 75% indicated the offender was military, 4% indicated the offender was civilian, and 21% indicated the offenders included both military personnel and civilians.

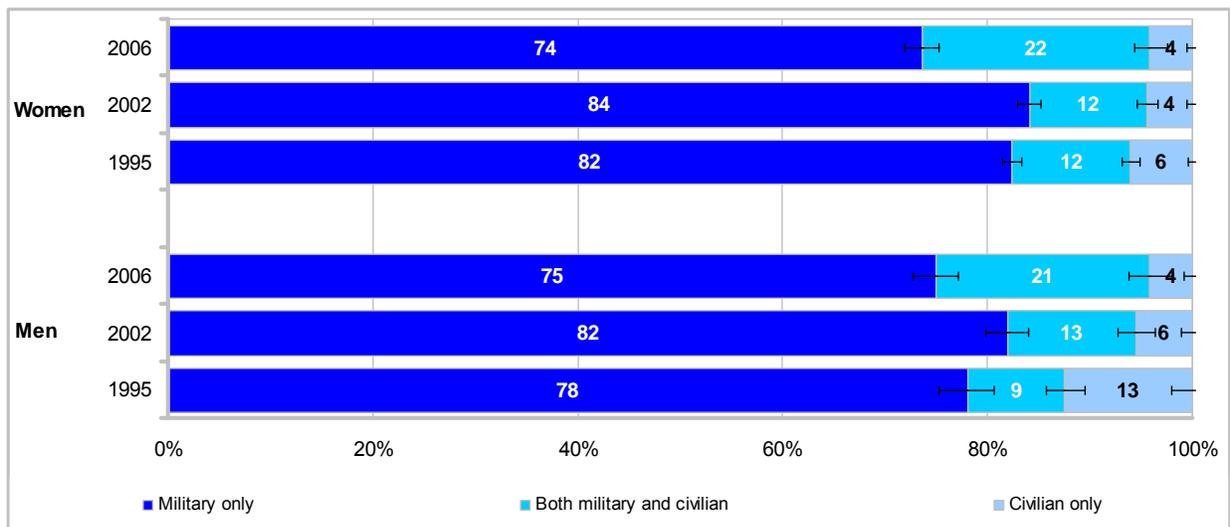
The percentage of women who indicated that the offender was military was lower in 2006 than in 2002, and a higher percentage of women indicated the offenders included both military

<sup>47</sup> Although the DoD has no control over policies governing civilians in the local community and has established standards of conduct for DoD/Service civilian employees/contractors, civilians are grouped together because they represent a small proportion of offenders. When asked to identify the organizational affiliation of offenders, 13% of women and 11% of men indicated the offender was a DoD/Service civilian employee, 9% of women and 7% of men indicated the offender was a DoD/Service civilian contractor, and 11% of women and 9% of men indicated the offender was from the local community.

personnel and civilians in 2006 than in 2002. The percentage of women who indicated that the offender was military only and civilian only was lower in 2006 than in 1995, and a higher percentage of women indicated in 2006 than in 1995 that the offenders included both military personnel and civilians.

The percentage of men who indicated that the offender was military only and civilian only was lower in 2006 than in 2002, and a higher percentage of men in 2006 than in 2002 indicated that the offenders included both military personnel and civilians. The percentage of men who indicated that the offender was civilian was lower in 2006 than in 1995, and a higher percentage of men indicated that the offenders included both military and civilians in 2006 than in 1995.

**Figure 53.**  
*Military or Civilian Status of the Offender in the One Situation, by Gender and Year*



WG2006 Question 42

Margins of error range from ±1 to ±3

**By Gender by Service.** Women in the Air Force (6%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate the offender was civilian, whereas women in the Army (3%) and Marine Corps (2%) were less likely (Table 35). Among men who experienced unwanted gender-related behaviors, there were no differences found by Service regarding the military or civilian status of the offender.

**Table 35.**

*Military or Civilian Status of the Offender in the One Situation, by Gender and Service*

What was the status of the offender?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Military Versus Civilian Status</b>								
<b>Military only</b>	73	75	75	77	79	76	72	71
<b>Civilian only</b>	3	5	4	3	2	4	6	4
<b>Both military and civilian</b>	24	20	22	19	19	20	22	25
<i>Margins of Error</i>	±1-3	±3-5	±2-4	±2-5	±2-9	±4-6	±2-4	±2-5

*Note.* WGRA2006 Question 42.

**By Gender by Paygrade.** Among women, junior enlisted members (75%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate the offender was military, whereas senior officers (67%) were less likely (Table 36). Among women, senior officers (10%) were more likely than women in the other paygrades to indicate the offender was civilian, whereas junior enlisted women (2%) were less likely.

Among men, junior enlisted members (80%) were more likely than men in the other paygrades to indicate the offender was military, whereas senior officers (55%) were less likely. Among men, senior officers (17%) were more likely than men in the other paygrades to indicate the offender was civilian, whereas junior enlisted men (4%) were less likely. Among men, senior officers (23%) were more likely than men in the other paygrades to indicate the offenders included both military personnel and civilians.

**Table 36.**

*Military or Civilian Status of the Offender in the One Situation, by Gender and Paygrade*

What was the status of the offender?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Military Versus Civilian Status</b>								
<b>Military only</b>	75	80	73	74	75	75	67	55
<b>Civilian only</b>	2	1	4	4	6	5	10	17
<b>Both military and civilian</b>	23	19	23	22	19	20	23	29
<i>Margins of Error</i>	±2-4	±2-5	±2-3	±2-4	±3-4	±2-4	±3-5	±4-6

*Note.* WGRA2006 Question 42.

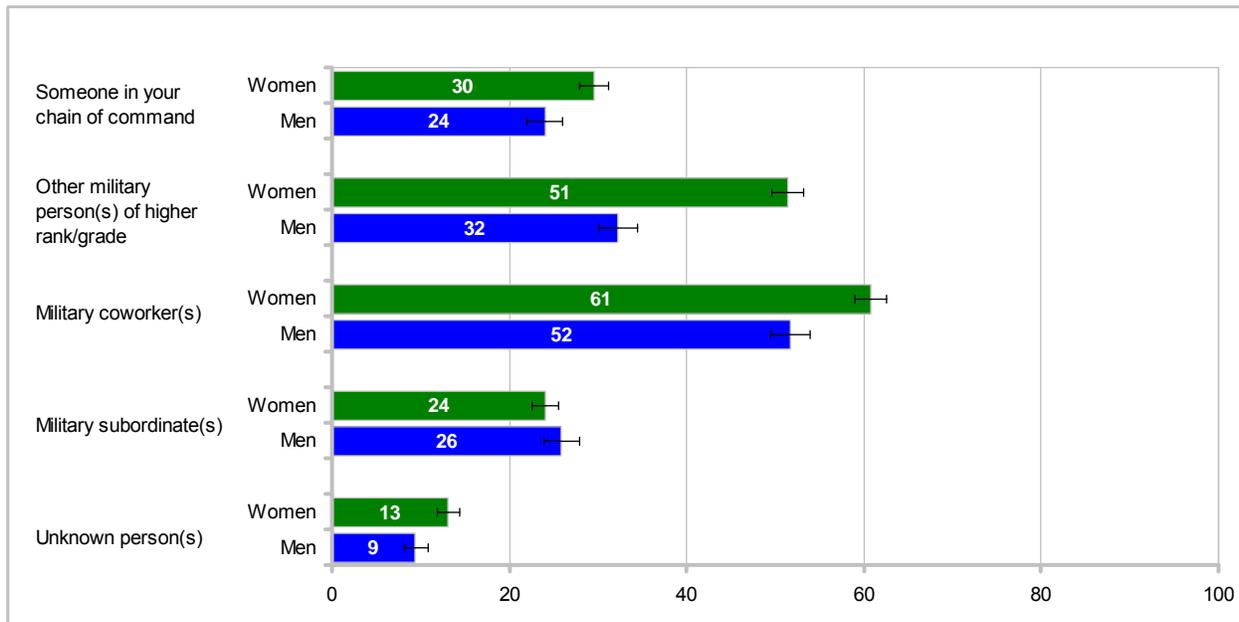
## Organizational Level of Military Offenders in the One Situation

Service members who experienced unwanted gender-related behaviors were asked to identify the organizational level of the offender in the one situation that had the greatest effect on them. They could respond that the offender was someone in their chain of command, another military person of higher rank/grade, a military coworker, a military subordinate, or an unknown person. Results are reported separately for each gender and, within gender, by Service and by paygrade.

**By Gender.** In 2006, women who experienced unwanted gender-related behaviors were more likely to indicate the offender was a military coworker (61%) than other organizational levels. However, 51% indicated the offender was another military person of higher rank/grade, whereas less than one third indicated that the offender was someone in their chain of command (30%) or a military subordinate (24%). Thirteen percent indicated the offender was an unknown person (Figure 54).

Over half of men (52%) who experienced unwanted gender-related behaviors indicated the offender was a military coworker. Thirty two percent indicated the offender was another military person of higher rank/grade, 26% indicated the offender was a military subordinate, and 24% indicated the offender in the one situation was someone in their chain of command. Fewer men (9%) indicated the offender was an unknown person (Figure 54).

**Figure 54.**  
*Percent of Service Members Who Indicated Organizational Level of Military Offender in the One Situation, by Gender*



WGRA2006 Question 42

Margins of error range from  $\pm 1$  to  $\pm 3$

**By Gender by Service.** Women in the Navy (34%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate the offender was someone in their chain of command, whereas women in the Air Force (23%) were less likely (Table 37). Women in the Army (56%) were more likely than women in the other Services to indicate the offender was another military person of higher rank/grade. Women in the Army (27%) were more likely than women in the other Services to indicate the offender was a military subordinate, whereas women in the Air Force (16%) were less likely.<sup>48</sup> Men in the Air Force (58%) were more likely than men in the other Services to indicate the offender was a coworker.

**Table 37.**  
*Organizational Level of Military Offender in the One Situation, by Gender and Service*

What was the organizational level of the offender?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Someone in your chain of command</b>	29	24	30	24	34	26	32	23	23	23
<b>Other military person of higher rank/grade</b>	51	33	56	34	49	30	46	29	49	34
<b>Military coworker</b>	61	52	58	54	64	48	63	49	61	58
<b>Military subordinate</b>	24	26	27	28	27	26	29	25	16	24
<b>Unknown person</b>	13	9	15	8	12	10	16	9	11	10
<i>Margins of Error</i>	$\pm 2$	$\pm 2-3$	$\pm 2-3$	$\pm 3-5$	$\pm 3-4$	$\pm 4-5$	$\pm 10-11$	$\pm 4-6$	$\pm 3-4$	$\pm 3-4$

Note. WGRA2006 Question 42.

**By Gender by Paygrade.** Among women, junior enlisted members who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate the offender was another military person of higher rank/grade or an unknown person, whereas junior officers and senior officers were less likely (Table 38). Among women, junior enlisted members (66%) were more likely than women in the other paygrades to indicate the offender was a military coworker, whereas senior enlisted women (58%) and senior officers (45%) were less likely.

Among men, junior enlisted members (28%) were more likely than men in the other paygrades to indicate the offender was someone in their chain of command, whereas junior officers (17%) and senior officers (15%) were less likely. Among men, junior enlisted members (41%) were more likely than men in the other paygrades to indicate the offender was another

<sup>48</sup> Note that the percentage of women in the Navy (27%) and Marine Corps (29%) indicating that the offender in the one situation was a military subordinate was equal to or higher than that of Army (27%) members. The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Navy ( $\pm 4$ ) and Marine Corps ( $\pm 10$ ).

military person of higher rank/grade, whereas junior officers (23%) and senior officers (15%) were less likely. Junior enlisted men (57%) were more likely than men in the other paygrades to indicate the offender was a military coworker, whereas senior enlisted men (48%) were less likely. Among men, senior officers (6%) were less likely than men in the other paygrades to indicate the offender was an unknown person.

**Table 38.**  
*Organizational Level of Military Offender in the One Situation, by Gender and Paygrade*

What was the organizational level of the offender?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Someone in your chain of command	31	28	29	24	26	17	33	15
Other military person of higher rank/grade	58	41	51	30	39	23	38	15
Military coworker	66	57	58	48	60	56	45	48
Military subordinate	24	26	23	27	29	25	20	24
Unknown person	17	9	12	10	6	7	5	6
<i>Margins of Error</i>	$\pm 3-4$	$\pm 3-5$	$\pm 2-3$	$\pm 2-4$	$\pm 2-5$	$\pm 3-4$	$\pm 3-5$	$\pm 2-4$

*Note.* WGRA2006 Question 42.

### ***Reporting an Incident***

Service members who indicated they had experienced one or more types of unwanted gender-related behaviors in the 12 months preceding the survey were asked if they talked about the situation with their spouse or significant other, a friend, family member, a professional advisor (e.g. chaplain, counselor, ombudsman, or health care provider), or discussed/reported the situation with an installation, Service, or DoD authority (e.g., someone in the member’s chain of command, someone in the chain of command of the offender, a special military office responsible for handling these kinds of complaints, or another person or office with responsibility for follow-up).<sup>49</sup> Questions in the 1995 and 2002 surveys were asked differently, hence comparisons by year are not presented. Service members who indicated they had experienced one or more types of unwanted gender-related behaviors in the 12 months preceding the survey were also asked if they had formally reported the situation. This question was added in 2006 and was not present in previous surveys. Results in this section are reported for each gender and, within gender, by Service and by paygrade.

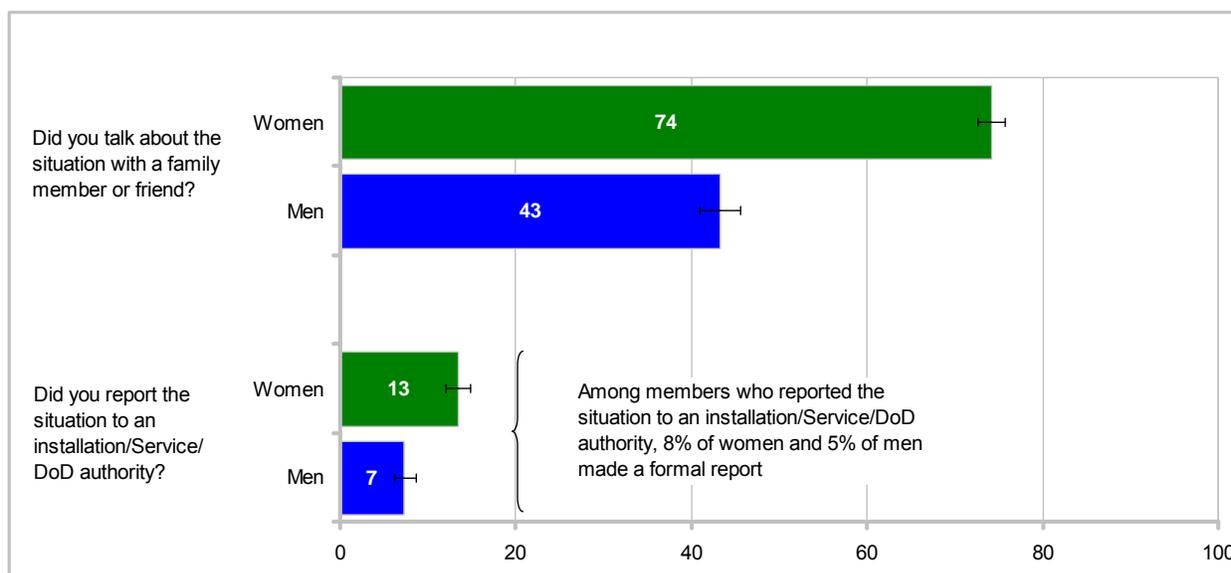
<sup>49</sup> In this chapter, the term “reporting” includes formal and informal reporting to an authority.

## By Gender

In 2006, the majority (74%) of women who experienced unwanted gender-related behaviors indicated that they had talked about the situation with a family member or friend (Figure 55). Thirteen percent of women reported the situation to an installation, Service, or DoD authority, and 8% formally reported it.

Forty three percent of men who experienced unwanted gender-related behaviors indicated that they had talked about the situation with a family member or friend. Seven percent of men reported the situation to an installation, Service, or DoD authority, and 5% formally reported it.

**Figure 55.**  
*Percent of Service Members Who Discussed the One Situation, or Reported the One Situation, by Gender*



WGRA2006 Questions 46, 47, and 50

Margins of error range from  $\pm 2$  to  $\pm 3$

## By Gender by Service

There were no differences found by Service among women or men in discussing experiences of unwanted gender-related behaviors (Table 39).

**Table 39.**

*Percent of Service Members Who Discussed the One Situation, or Reported the One Situation, by Gender and Service*

Specific Actions	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Did you talk about the situation with a family member or friend?	76	47	74	40	75	41	72	41
Did you report the situation to an installation/Service/DoD authority?	12	7	14	9	20	6	12	6
Did you formally report the situation?	8	5	8	6	5	4	8	3
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-5$	$\pm 2-4$	$\pm 3-5$	$\pm 3-12$	$\pm 3-6$	$\pm 3-4$	$\pm 2-4$

*Note.* WGRA2006 Questions 46, 47, and 50.

### **By Gender by Paygrade**

Among women, junior enlisted members (79%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate that they talked about the situation with a family member or friend, whereas senior enlisted women (71%) and senior officers (61%) were less likely (Table 40). Among women, junior enlisted members (17%) were more likely than women in the other paygrades to indicate that they reported the situation to an installation, Service, or DoD authority, whereas senior enlisted women (11%) and senior officers (9%) were less likely.<sup>50</sup>

Junior enlisted men (49%) who experienced unwanted gender-related behaviors were more likely than men in the other paygrades to indicate that they talked about the situation with a family member or friend, whereas senior officers (35%) were less likely. Among men, junior officers (3%) were less likely than men in the other paygrades to indicate that they reported the situation to an installation, Service, or DoD authority. Junior officers (2%) were also less likely than men in the other paygrades to indicate that they formally reported the situation.

<sup>50</sup> Note that the percentage of female junior officers (10%) indicating that they discussed the situation with any authority or organization was lower than that of female senior enlisted members (11%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for female junior officers ( $\pm 3$ ).

**Table 40.**

*Percent of Service Members Who Discussed the One Situation, or Reported the One Situation, by Gender and Paygrade*

Specific Actions	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Did you talk about the situation with a family member or friend?	79	49	71	41	74	39	61	35
Did you report the situation to an installation/Service/DoD authority?	17	9	11	7	10	3	9	5
Did you formally report the situation?	8	5	8	5	8	2	7	4
<i>Margins of Error</i>	$\pm 2-4$	$\pm 3-5$	$\pm 2-3$	$\pm 2-4$	$\pm 2-5$	$\pm 2-5$	$\pm 3-5$	$\pm 2-4$

*Note.* WGRA2006 Questions 46, 47, and 50.

### ***Outcomes of Reporting an Incident of Unwanted Gender-Related Experiences***

A service member's decision regarding whether to report their experience may factor in their expected outcomes (such as whether the behavior ends or recurs). Service members who indicated they had experienced unwanted gender-related behaviors in the 12 months preceding the survey were asked the outcomes of the reporting process. A variety of outcomes, both positive and negative, were measured and reported in the following sections.

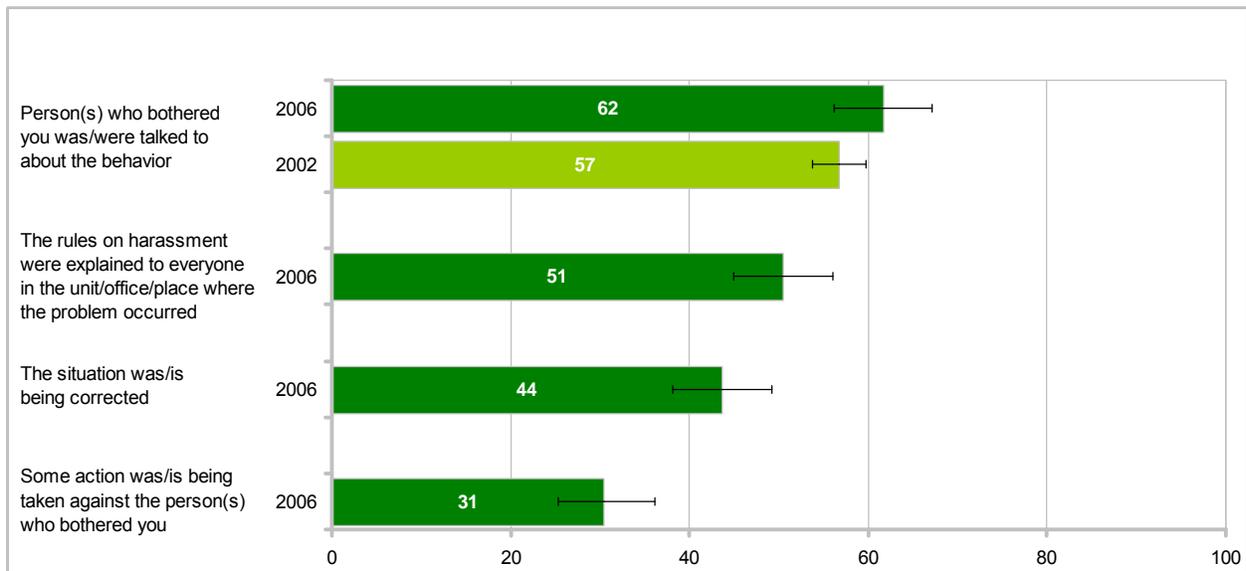
#### ***Positive Responses to Reporting Unwanted Gender-Related Behaviors***

Members who reported the one situation that had the greatest effect on them were asked what actions authorities took as a result. Results are reported separately for each gender and, within gender, by Service and by paygrade. One question asking if the person who bothered them was talked to about their behavior was also asked in the 2002 survey. Comparable results are reported for that question. The other questions reported in this section were not asked in previous surveys.

***By Gender by Year.*** In 2006, over half of women who experienced unwanted gender-related behaviors and reported it indicated the person who bothered them was talked to about the behavior (62%) and indicated the rules on harassment were explained to everyone in the unit/office/place where the problem occurred (51%) (Figure 56). Forty four percent of women indicated the situation was/is being taken care of and 31% indicated action was taken against the person who bothered them. There were no differences found between 2006 and 2002 among

women in the percent who indicated that the person who bothered them was talked to about the behavior.<sup>51</sup>

**Figure 56.**  
***Percent of Women Who Experienced Positive Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Year***



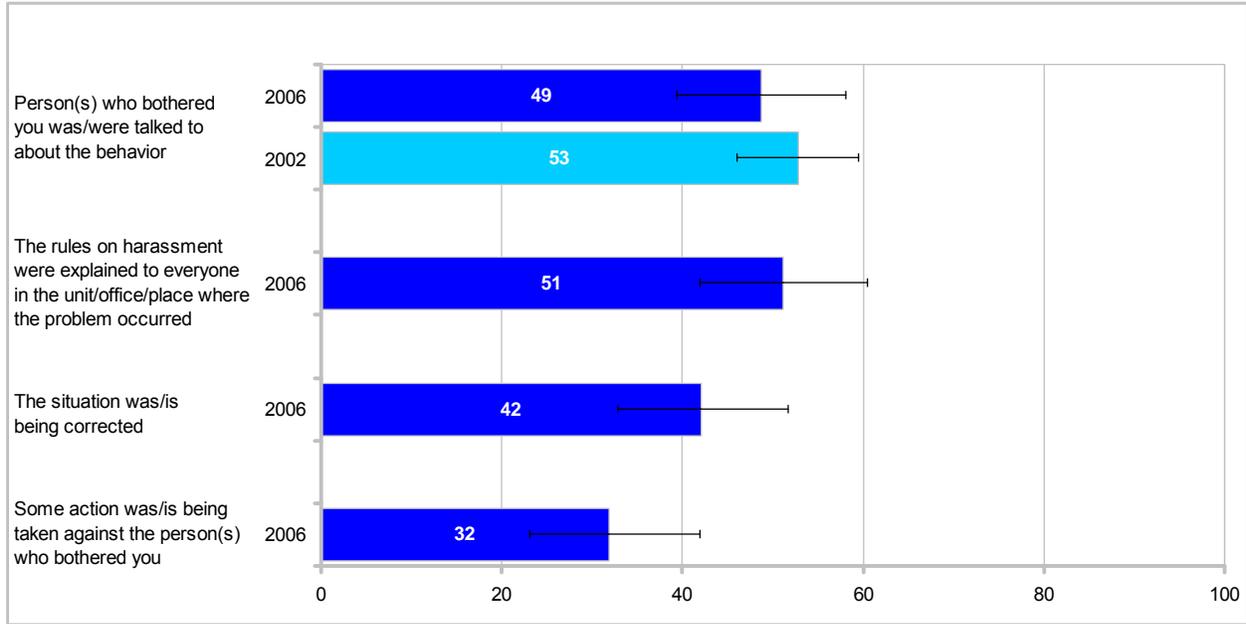
WGRA2006 Question 49

Margins of error range from  $\pm 3$  to  $\pm 6$

In 2006, roughly half of men who experienced unwanted gender-related behaviors and reported it indicated the rules on harassment were explained to everyone in the unit/office/place where the problem occurred (51%) and indicated the person who bothered them was talked to about the behavior (49%). Forty two percent of men indicated the situation was being taken care of and 32% indicated action was taken against the person who bothered them (Figure 57). There were no differences found between 2006 and 2002 among men in the percent who indicated the person who bothered them was talked to about the behavior.

<sup>51</sup> In 2002, the percent indicating the rules on harassment were explained to everyone in the unit/office/place where the problem occurred, the situation was/is being taken care of, and that action was taken against the person who bothered them were not recorded.

**Figure 57.**  
***Percent of Men Who Experienced Positive Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Year***



WGRA2006 Question 49

Margins of error range from  $\pm 7$  to  $\pm 11$

***By Gender by Service.*** Women in the Army (60%) who experienced unwanted gender-related behaviors and reported it were more likely than women in the other Services to indicate that the rules on harassment were explained to everyone in the unit/office/place where the problem occurred, whereas women in the Air Force (37%) were less likely (Table 41). Women in the Army (21%) were less likely than women in the other Services to indicate action was taken against the person who bothered them. Men in the Marine Corps (8%) who experienced unwanted gender-related behaviors and reported it were less likely than men in the other Services to indicate action was taken against the person who bothered them.

**Table 41.**

*Percent of Service Members Who Experienced Positive Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Gender and Service*

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Person(s) who bothered you was/were talked to about the behavior	58	44	67	57	NR	27	60	53
The rules on harassment were explained to everyone in the unit/office/place where the problem occurred	60	51	55	53	NR	59	37	40
The situation was/is being corrected	36	39	48	52	NR	27	45	35
Some action was/is being taken against the person who bothered you	21	38	37	39	NR	8	29	18
<i>Margins of Error</i>	$\pm 8$	$\pm 17-19$	$\pm 10$	$\pm 16-18$	--	$\pm 13-20$	$\pm 10-11$	$\pm 15-18$

*Note.* WGRA2006 Question 49. NR indicates results are not reportable due to very small numbers of respondents.

**By Gender by Paygrade.** Among women, senior officers (37%) who experienced unwanted gender-related behaviors and reported it were less likely than women in the other paygrades to indicate the person who bothered them was talked to about the behavior (Table 42). Among women, junior officers (34%) were less likely than women in the other paygrades to indicate that the rules on harassment were explained to everyone in the unit/office/place where the problem occurred. Among women, senior officers (27%) were less likely than women in the other paygrades to indicate the situation was being taken care of.

Among men who experienced unwanted gender-related behaviors and reported it, there were no differences found by paygrade in whether actions had been taken as a result of their reporting the situation.

**Table 42.**

*Percent of Service Members Who Experienced Positive Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Gender and Paygrade*

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Person(s) who bothered you was/were talked to about the behavior	65	49	57	49	71	40	37	48
The rules on harassment were explained to everyone in the unit/office/place where the problem occurred	56	55	49	50	34	36	37	37
The situation was/is being corrected	48	44	39	40	44	22	27	49
Some action was/is being taken against the person who bothered you	36	38	26	27	25	23	16	21
<i>Margins of Error</i>	<i>±9-10</i>	<i>±16-18</i>	<i>±8-9</i>	<i>±12</i>	<i>±13-14</i>	<i>±20-21</i>	<i>±13-17</i>	<i>±16</i>

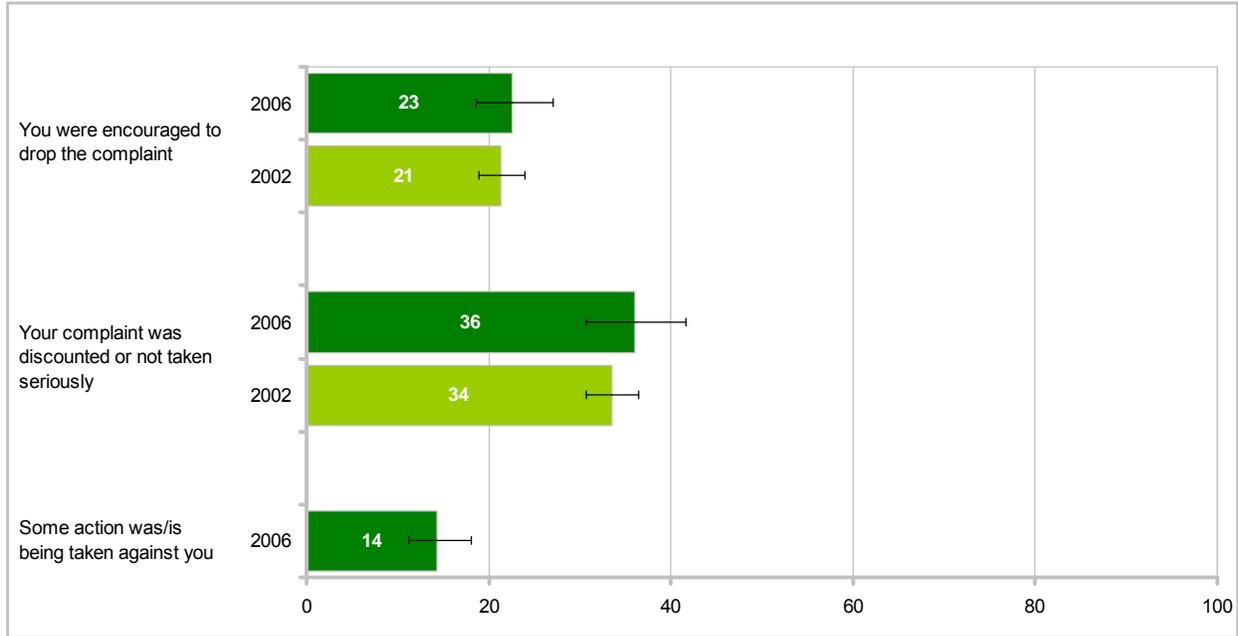
*Note.* WGRA2006 Question 49. NR indicates results are not reportable due to very small numbers of respondents.

### **Negative Responses to Reporting Unwanted Gender-Related Behaviors**

Just as Service members who report their experiences of unwanted gender-related behaviors might experience positive outcomes, they might also experience one or more types of negative responses to their action, such as attempts to punish the reporting member instead of the offender. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

**By Gender by Year.** In 2006, among women who experienced unwanted gender-related behaviors and reported it, 36% indicated their complaint was discounted or not taken seriously, 23% indicated they were encouraged to drop the complaint, and 14% indicated that action was taken against them as a result of their making the report (Figure 58). There were no differences found between 2006 and 2002 among women in the percentage who indicated they were encouraged to drop their complaint or the percentage who indicated that their complaints were discounted or not taken seriously. The question asking if some action was taken against them as a result of their making the report was not included in the 2002 survey.

**Figure 58.**  
***Percent of Women Who Experienced Negative Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Year***

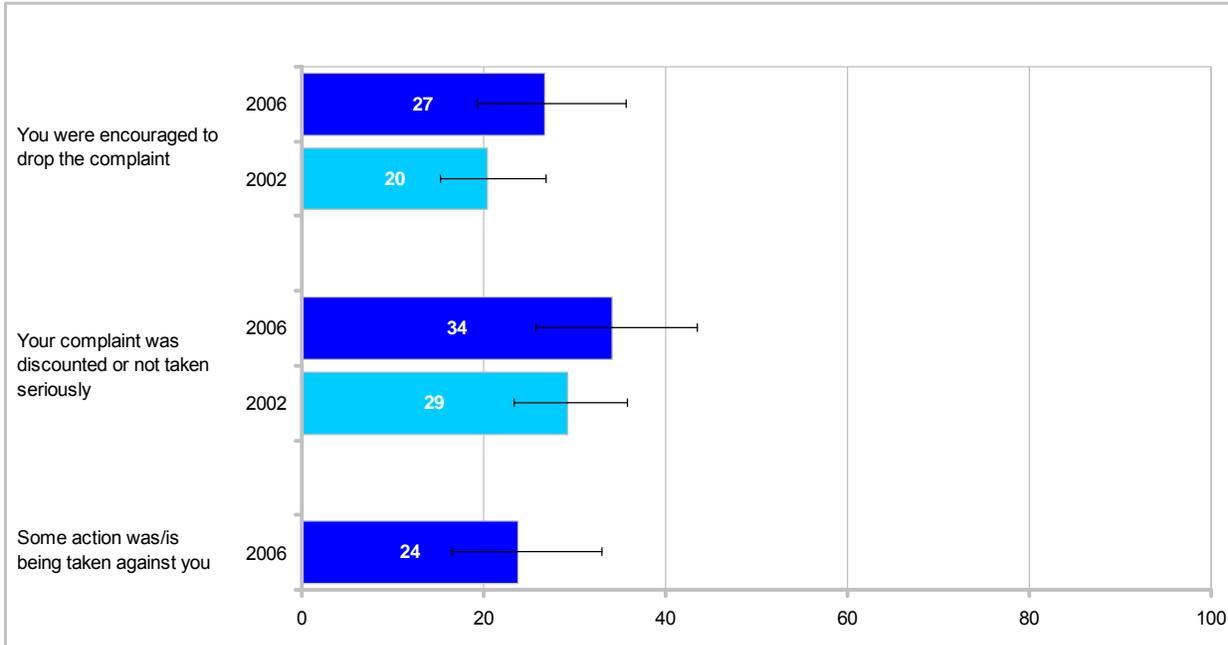


WGRA2006 Question 49

Margins of error range from  $\pm 3$  to  $\pm 6$

In 2006, among men who experienced unwanted gender-related behaviors and reported it, 27% indicated they were encouraged to drop the complaint (Figure 59). Thirty four percent indicated their complaint was discounted or not taken seriously, and 24% percent indicated that action was taken against them as a result of their making the report. There were no differences found between 2006 and 2002 among men in the percentage who indicated they were encouraged to drop their complaint or the percentage who indicated that their complaints were discounted or not taken seriously. The question asking if some action was taken against them as a result of their making the report was not included in the 2002 survey.

**Figure 59.**  
***Percent of Men Who Experienced Negative Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Year***



WGRA2006 Question 49

Margins of error range from  $\pm 7$  to  $\pm 10$

***By Gender by Service.*** There were no differences found by Service among women who experienced unwanted gender-related behaviors and reported it in negative responses to their reporting the situation (Table 43).

Men in the Marine Corps (7%) who experienced unwanted gender-related behaviors and reported it were less likely than men in the other Services to indicate that action was taken against them as a result of their making the report.

**Table 43.**

***Percent of Service Members Who Experienced Negative Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Gender and Service***

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>You were encouraged to drop the complaint</b>	29	18	24	31	16	28	16	37
<b>Your complaint was discounted or not taken seriously</b>	42	27	34	41	NR	21	30	42
<b>Some action was/is being taken against you</b>	17	13	15	34	11	7	11	35
<i>Margins of Error</i>	$\pm 7-8$	$\pm 15-17$	$\pm 8-10$	$\pm 18$	$\pm 16-17$	$\pm 14-20$	$\pm 8-12$	$\pm 18-19$

*Note.* WGRA2006 Question 49. NR indicates results are not reportable due to very small numbers of respondents.

***By Gender by Paygrade.*** There were no differences found by paygrade among women who experienced unwanted gender-related behaviors and reported it in negative responses to their reporting the situation (Table 44).

Among men, senior officers (6%) who experienced unwanted gender-related behaviors and reported it were less likely than men in the other paygrades to indicate they were encouraged to drop the complaint.

**Table 44.**

***Percent of Service Members Who Experienced Negative Actions in Response to Reporting Unwanted Gender-Related Behaviors, by Gender and Paygrade***

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>You were encouraged to drop the complaint</b>	20	30	27	27	24	10	22	6
<b>Your complaint was discounted or not taken seriously</b>	34	37	40	33	29	29	38	20
<b>Some action was/is being taken against you</b>	12	28	17	20	14	29	13	11
<i>Margins of Error</i>	$\pm 6-9$	$\pm 17-18$	$\pm 7-9$	$\pm 11-13$	$\pm 14-15$	$\pm 21-22$	$\pm 11-16$	$\pm 12-16$

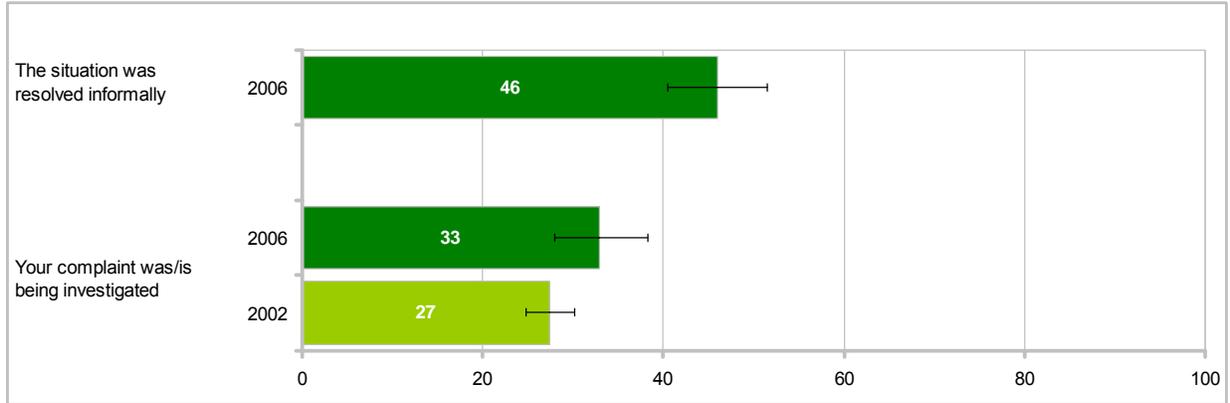
*Note.* WGRA2006 Question 49.

### ***Investigations and Actions Taken to Handle Reports***

Service members who experienced unwanted gender-related behaviors and reported it were asked whether their report was being investigated and whether the situation was resolved informally. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

***By Gender by Year.*** In 2006, among women who experienced unwanted gender-related behaviors and reported it, 46% indicated the situation was resolved informally. One third of women (33%) indicated their report was investigated (Figure 60). There were no differences found between 2006 and 2002 among women in the percent who indicated their complaint was/is being investigated. The question asking if the situation was resolved informally was not included in the 2002 survey.

**Figure 60.**  
*Percent of Women Who Indicated Investigations and Actions Taken To Handle Reports, by Year*

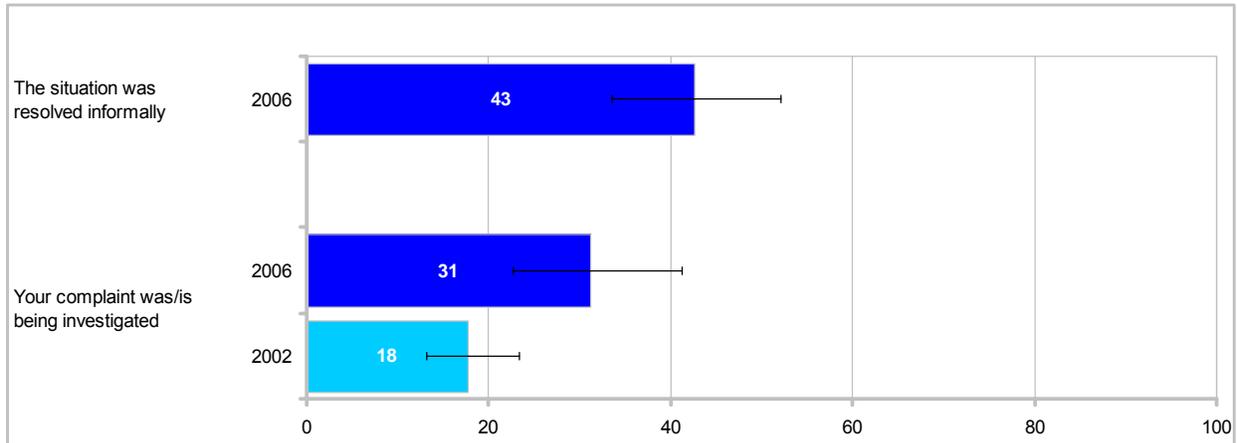


WGRA2006 Question 49

Margins of error range from  $\pm 1$  to  $\pm 6$

In 2006, among men who experienced unwanted gender-related behaviors and reported it, 43% indicated the situation was resolved informally. About one third (31%) of men indicated their report was investigated (Figure 61). The percentage of men who indicated their complaint was investigated was higher in 2006 than in 2002. The question asking if the situation was resolved informally was not included in the 2002 survey.

**Figure 61.**  
*Percent of Men Who Indicated Investigations and Actions Taken To Handle Reports, by Year*



WGRA2006 Question 49

Margins of error range from  $\pm 1$  to  $\pm 11$

**By Gender by Service.** There were no differences found by Service among women or men who experienced unwanted gender-related behaviors and reported it in whether their experience was investigated or resolved informally as a result of their reporting the situation (Table 45).

**Table 45.**  
*Investigations and Actions Taken to Handle Reports, by Gender and Service*

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Your complaint was/is being investigated	36	32	33	34	NR	15	27	33
The situation was resolved informally	43	37	51	44	NR	NR	45	46
<i>Margins of Error</i>	±8	±19-20	±10	±17-18	--	±16	±10-11	±18-19

Note. WGRA2006 Question 49. NR indicates results are not reportable due to very small numbers of respondents.

**By Gender by Paygrade.** There were no differences found by paygrade among women or men who experienced unwanted gender-related behaviors and reported it in whether their experience was investigated or resolved informally as a result of their reporting the situation (Table 46).

**Table 46.**  
*Investigations and Actions Taken to Handle Reports, by Gender and Paygrade*

What actions were taken in response to your discussing/reporting the situation?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Your complaint was/is being investigated	38	36	27	27	32	33	22	19
The situation was resolved informally	44	43	45	42	61	31	40	54
<i>Margins of Error</i>	±9	±17-18	±8-9	±12	±14-15	±21	±15-16	±16

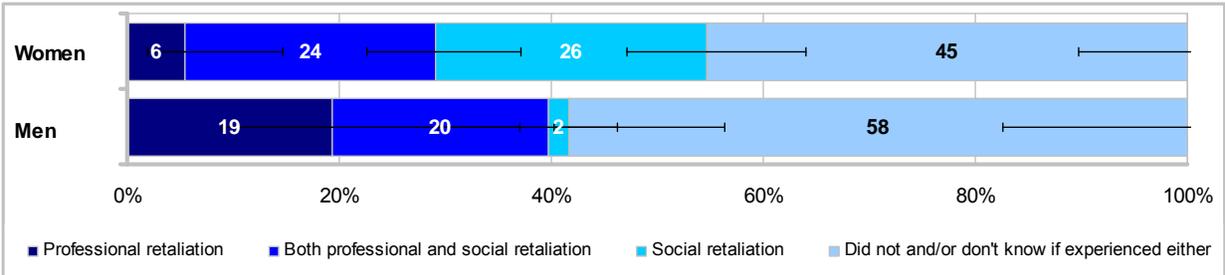
Note. WGRA2006 Question 49.

**Negative Responses From Other Persons to How Service Member Handled the One Situation**

Professional and social retaliation for reporting unwanted gender-related behavior can negatively affect one’s career and morale. Consequences might include professional retaliation (e.g., denial of promotion, job assignments that are not career enhancing, denial of requests for training) and social retaliation (e.g., gossip, ostracism, damage to one’s professional and personal reputation). Professional and social retaliation might also occur in combination. Each of these actions would be likely to affect career prospects generally in both the near and long terms. Negative career consequences of Service members’ reporting of unwanted gender-related behaviors might take place over time and during designated periods (e.g., promotion eligibility). By contrast, negative social responses by others about how Service members report or handle unwanted gender-related behaviors might be immediate and ongoing. Members who indicated that they experienced unwanted sexual contact were asked whether they experienced any negative career or social repercussions as a result of how they handled the situation. Results are reported separately for each gender and, within gender, by Service and by paygrade.

**By Gender.** Forty-five percent of women who experienced unwanted gender-related behaviors and reported it indicated they experienced neither professional nor social retaliation (Figure 62). Twenty four percent of women experienced both professional and social retaliation, 26% experienced social retaliation alone, and 6% experienced professional retaliation alone. Among men, 58% indicated they experienced neither professional nor social retaliation, 20% indicated they experienced both professional and social retaliation, 2% experienced social retaliation alone, and 19% experienced professional retaliation alone.

**Figure 62.**  
*Percent of Service Members Who Experienced Negative Responses From Other Persons as to How They Handled the One Situation, by Gender*



WGRA2006 Question 54

Margins of error range from ±5 to ±18

**By Gender by Service.** There were no differences found by Service among women or men who experienced gender-related behaviors and reported it in negative responses experienced as a consequence of reporting the situation (Table 47).

**Table 47.**

*Negative Responses From Other Persons as to How Service Member Handled the One Situation, by Gender and Service*

As a result of reporting the situation, did you experience ...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)</b>	6	NR	1	NR	NR	NR	NR	NR
<b>Social retaliation (e.g., ignored by coworkers, being blamed for the situation)</b>	27	4	30	<1	NR	NR	21	NR
<b>Both professional and social retaliation</b>	29	NR	29	NR	15	8	17	NR
<b>Did not and/or do not know if experienced either</b>	38	NR	40	NR	NR	92	46	NR
<i>Margins of Error</i>	$\pm 9-15$	$\pm 12$	$\pm 3-16$	$\pm 1$	$\pm 25$	$\pm 21$	$\pm 16-19$	--

*Note.* WGRA2006 Question 54. NR indicates results are not reportable due to very small numbers of respondents.

**By Gender by Paygrade.** There were no differences found by paygrade among women or men who experienced unwanted gender-related behaviors and reported it in negative responses experienced as a consequence of reporting the situation (Table 48).

**Table 48.**

*Negative Responses From Other Persons as to How Service Member Handled the One Situation, by Gender and Paygrade*

As a result of reporting the situation, did you experience ...	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)</b>	2	NR	NR	23	NR	NR	NR	NR
<b>Social retaliation (e.g., ignored by coworkers, being blamed for the situation)</b>	31	NR	14	5	NR	NR	NR	NR
<b>Both professional and social retaliation</b>	18	NR	34	17	NR	NR	NR	NR
<b>Did not and/or do not know if experienced either</b>	48	NR	38	NR	NR	NR	NR	NR
<i>Margins of Error</i>	$\pm 5-14$	--	$\pm 14-18$	$\pm 11-23$	--	--	--	--

*Note.* WGRA2006 Question 54. NR indicates results are not reportable due to very small numbers of respondents.

### **Satisfaction With Aspects of the Reporting Process**

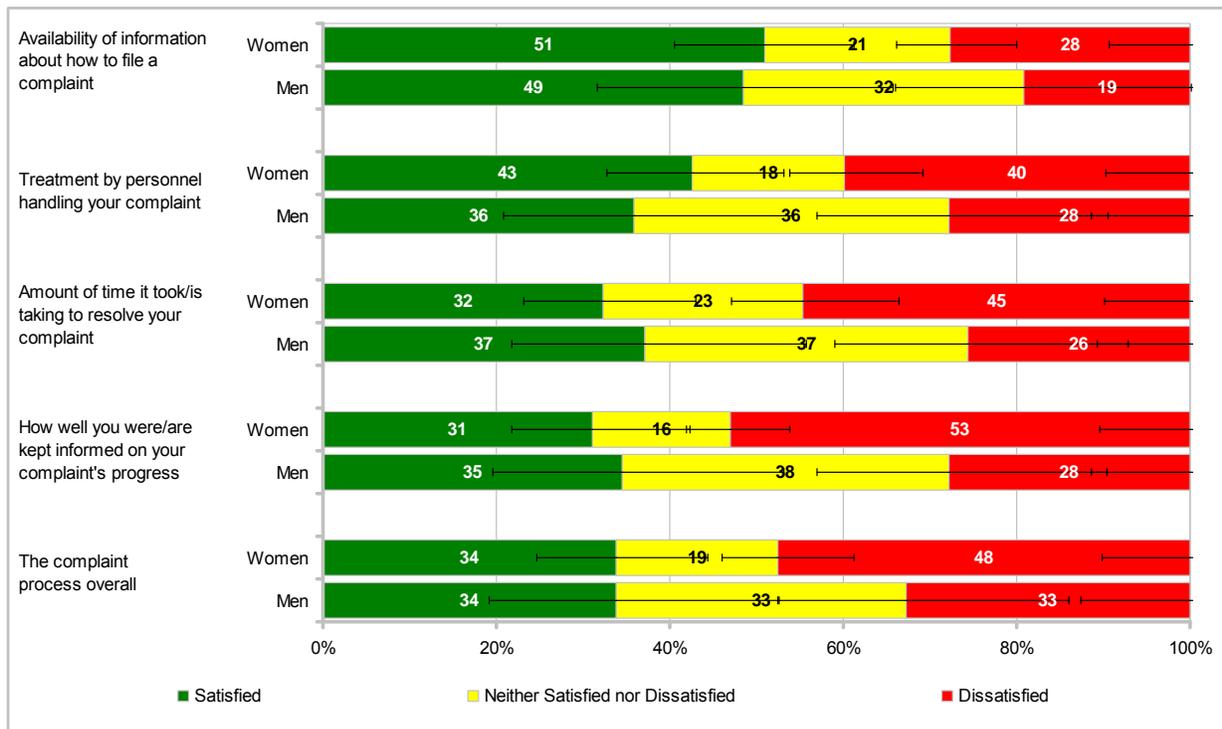
Member satisfaction is one indicator of the effectiveness of the Services' unwanted gender-related behavior reporting process. Satisfaction with aspects of the reporting process is distinct from satisfaction with the outcome of the report. Women and men who experienced unwanted gender-related behaviors and reported it were asked whether they were satisfied with the availability of information about how to file a complaint, treatment by personnel handling the complaint, the amount of time it took to resolve the complaint, how well they were kept informed about progress, and the complaint process overall. Results are reported separately for each gender and, within gender, by Service and by paygrade.

**By Gender.** Fifty one percent of women who experienced unwanted gender-related behaviors and reported it were satisfied with the availability of information about how to file a complaint (Figure 63). Forty three percent of women who experienced unwanted gender-related behaviors and reported it were satisfied with their treatment by personnel handling their complaint; 32% were satisfied with amount of time it took to resolve their complaint; and 31% were satisfied with how well they were kept informed about the progress of their complaint. Thirty four percent of women who reported their experiences were satisfied with the complaint process overall.

Forty nine percent of men who experienced unwanted gender-related behaviors and reported it were satisfied with the availability of information about how to file a complaint

(Figure 63). Thirty six percent of men who experienced unwanted gender-related behaviors and reported it were satisfied with their treatment by personnel handling their complaint; 37% were satisfied with the amount of time it took to resolve their complaint; and 35% were satisfied with how well they were kept informed about the progress of their complaint. Thirty four percent of men who reported their experiences were satisfied with the complaint process overall.

**Figure 63.**  
**Percent of Service Members Who Reported Their Experience and Who Indicated Satisfaction With Aspects of the Reporting Process**



WGRA2006 Question 53

Margins of error range from  $\pm 7$  to  $\pm 20$

Note. "Satisfied" includes the response categories satisfied and very satisfied, and "dissatisfied" includes the response categories dissatisfied and very dissatisfied.

**By Gender by Service.** There were no differences found by Service among women or men who experienced unwanted gender-related behaviors and reported it in their satisfaction with aspects of the reporting process or the complaint process overall (Table 49).

**Table 49.*****Satisfaction With Aspects of the Reporting Process, by Gender and Service***

How satisfied were you with ... <sup>a</sup>	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Availability of information about how to file a complaint	47	NR	56	NR	NR	NR	58	NR
Treatment by personnel handling your complaint	45	NR	35	NR	NR	NR	58	NR
Amount of time it took/is taking to resolve your complaint	29	NR	37	NR	NR	NR	30	NR
How well you were/are kept informed about the progress of your complaint	23	NR	32	NR	NR	NR	26	NR
The complaint process overall	32	NR	33	NR	NR	NR	38	NR
<i>Margins of Error</i>	<i>±14-16</i>	--	<i>±15-16</i>	--	--	--	<i>±17-19</i>	--

Note. WGRA2006 Question 53. NR indicates results are not reportable due to very small numbers of respondents.

<sup>a</sup>Percentages are shown for Service members who responded very satisfied or satisfied.

***By Gender by Paygrade.*** There were no differences found by paygrade among women or men who experienced unwanted gender-related behaviors and reported it in their satisfaction with aspects of the reporting process or the complaint process overall (Table 50).

**Table 50.**

*Satisfaction With Aspects of the Reporting Process, by Gender and Paygrade*

How satisfied were you with ... <sup>a</sup>	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Discussed/Reported It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Availability of information about how to file a complaint	46	NR	64	NR	NR	NR	NR	NR
Treatment by personnel handling your complaint	45	NR	38	26	NR	NR	NR	NR
Amount of time it took/is taking to resolve your complaint	36	NR	24	33	NR	NR	NR	NR
How well you were/are kept informed about the progress of your complaint	35	NR	25	24	NR	NR	NR	NR
The complaint process overall	38	NR	26	21	NR	NR	NR	NR
Margins of Error	±14-15	--	±16-18	±22-23	--	--	--	--

Note. WGRA2006 Question 53. NR indicates results are not reportable due to very small numbers of respondents.

<sup>a</sup>Percentages are shown for Service members who responded very satisfied or satisfied.

**Official Findings After Processing of the Complaint**

The results of the investigation of a Service member’s complaint of unwanted gender-related behaviors are critical to determining what, if any, further action to pursue. Because incidents of unwanted gender-related behaviors might be difficult to document, the result of the investigation might be inconclusive. Members who indicated that they reported their experience of unwanted gender-related behaviors were asked whether their complaint was found to be true.<sup>52</sup> Results are reported separately for each gender and, within gender, by Service and by paygrade. There were no differences found by Service or paygrade among women or men who reported an experience of unwanted gender-related behaviors in whether their complaint was substantiated.

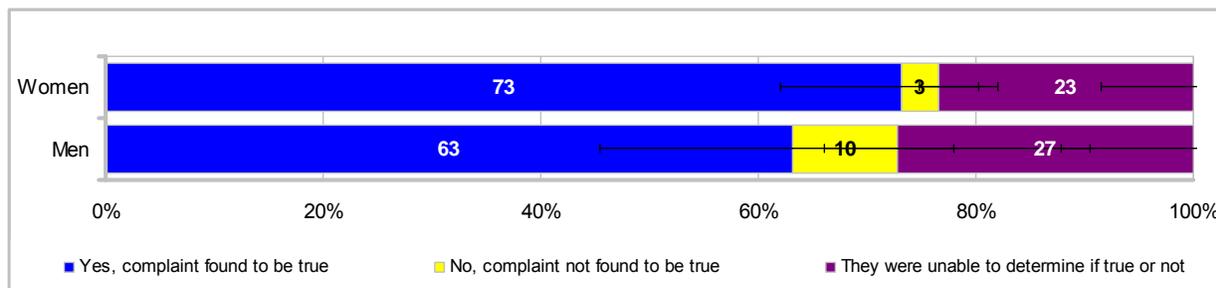
**By Gender.** Among women who experienced unwanted gender-related behaviors and reported it, 73% indicated their complaint was found to be true (Figure 64).<sup>53</sup> Three percent indicated their complaint was found to not be true, and 23% indicated authorities were unable to determine whether the complaint was true. Among men, 63% indicated their complaint was

<sup>52</sup> Among Service members who indicated they experienced unwanted gender-related behaviors and formally reported it, 10% indicated that their complaint was still being processed at the time of the survey.

<sup>53</sup> At the time of the survey, among Service members who indicated they experienced unwanted gender-related behaviors and formally reported it, 17% of women and 3% of men indicated that their complaint was still being processed. Results discussed here are based on respondents whose complaint had been finalized.

found to be true, 10% indicated their complaint was found to not be true, and 27% indicated authorities were unable to determine if the complaint was true.

**Figure 64.**  
*Official Findings After Processing of the Complaint, by Gender*



WGRA2006 Question 51

Margins of error range from  $\pm 4$  to  $\pm 8$

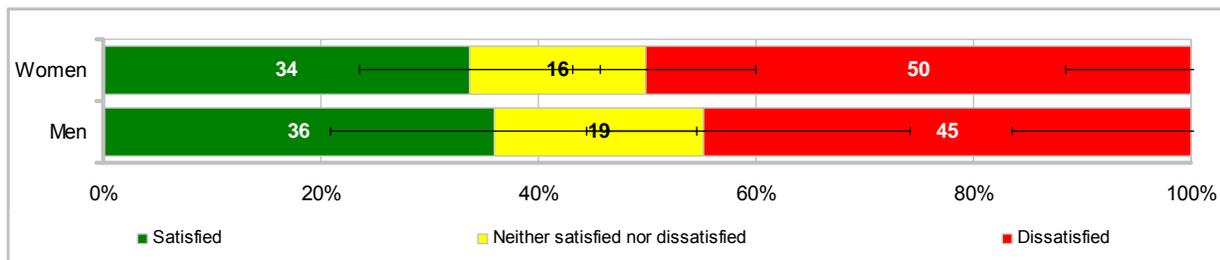
### **Satisfaction with the Outcome of the Complaint**

Service members who reported experiences of unwanted gender-related behaviors and had completed the report process were asked about their satisfaction with the outcome of their complaint. The result is an overall measure of performance based on members' subjective judgments regarding the outcome.<sup>54</sup> Results are reported separately for each gender and, within gender, by Service and by paygrade. There were no differences found by Service or paygrade among women or men in their level of satisfaction with the outcome of their complaint.

**By Gender.** Thirty four percent of women who reported experiences of unwanted gender-related behaviors and had completed the report process were satisfied with the outcome of their complaint and 50% were dissatisfied (Figure 65). Among men, 36% were satisfied with the outcome of their complaint and 45% were dissatisfied.

<sup>54</sup> Though data are available for 2002, trend analyses are not possible due to differences in the surveys. In 2002, only those members who made a full or partial report were asked about their satisfaction with the outcome of their complaint. In 2006, there was no record of full or partial reporting and only those members who made a formal report were asked about their satisfaction with the outcome of their complaint.

**Figure 65.**  
***Satisfaction with the Outcome of the Complaint, by Gender***



WGRA2006 Question 52

Margins of error range from  $\pm 11$  to  $\pm 19$

Note. “Satisfied” includes the response categories satisfied and very satisfied, and “dissatisfied” includes the response categories dissatisfied and very dissatisfied.

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

The majority of Service members who experienced unwanted gender-related behaviors (87% of women and 93% of men) chose not to report their experience to an installation, Service, or DoD authority.<sup>55</sup> In this section, findings are presented on reasons why a member might not report the situation. Service members were presented a list of 10 common reasons for choosing not to report their experiences to military authorities and were asked to indicate all of the reasons that applied to their situation. Results are reported separately for each gender and, within gender, by Service and by paygrade.

The overall responses for women not reporting are listed in Figure 66.<sup>56</sup> For women the most frequently cited reasons for not reporting an incident of unwanted gender-related behaviors included that they took care of the problem themselves (67%) or that the problem was not important enough to report (65%).<sup>57</sup> Eight percent of women indicated a reason other than the 10 presented in the survey.<sup>58</sup>

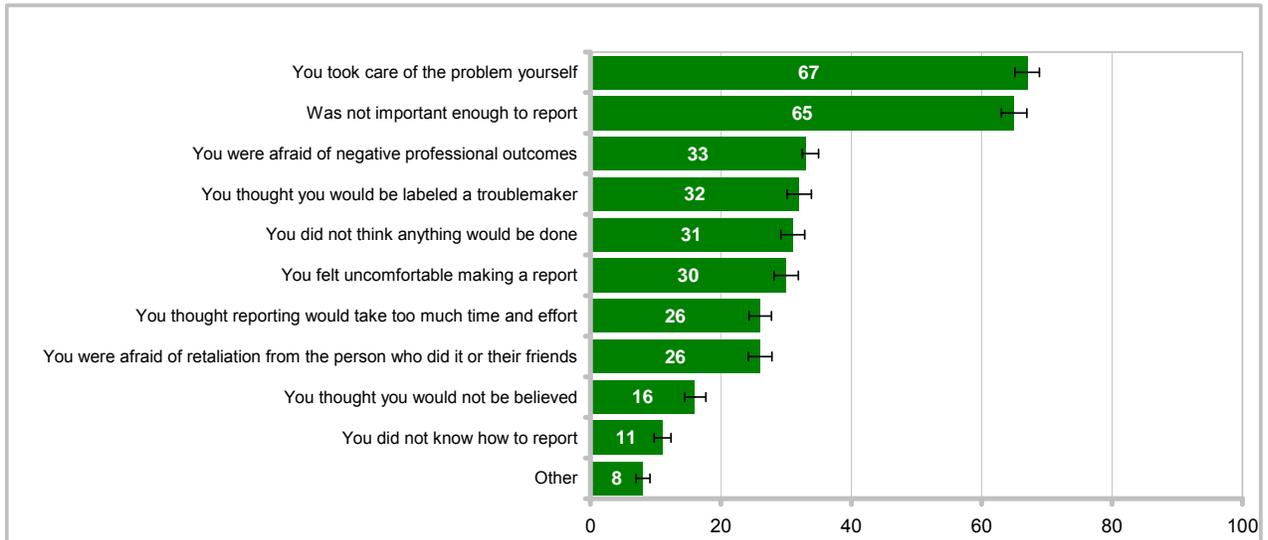
<sup>55</sup> Thirteen percent of women and 7% of men indicated they reported their experience of unwanted gender-related behaviors to an installation, Service, or DoD authority (Figure 55).

<sup>56</sup> Though data are available for 2002, trend analyses are not possible due to differences in the surveys. In 2002, only those members who made a partial report or made no report were asked their reasons for not reporting their experience without distinction between formal and informal reporting. In 2006, there was no record of full or partial reporting, and only those members who did not make a formal report were asked their reasons for not reporting their experience.

<sup>57</sup> In 2002, among women who did not report an incident of unwanted gender-related behaviors, 67% indicated they took care of the problem themselves, 71% indicated it was not important enough to report, and 22% indicated a reason other than those presented in the survey.

<sup>58</sup> Respondents who marked “Other” were given an opportunity to write in an answer. Most frequently given other reasons by women and men included variations on the reasons included in the survey, such as “Problems are to be taken care of at the lowest possible level. This is what happened in my situation” and “I didn’t want to be a snitch.” Additional reasons included “Someone else reported it” and “Did not want person to lose job or have other people drawn into it.”

**Figure 66.**  
***Reasons Women Indicated for Not Reporting the One Situation***



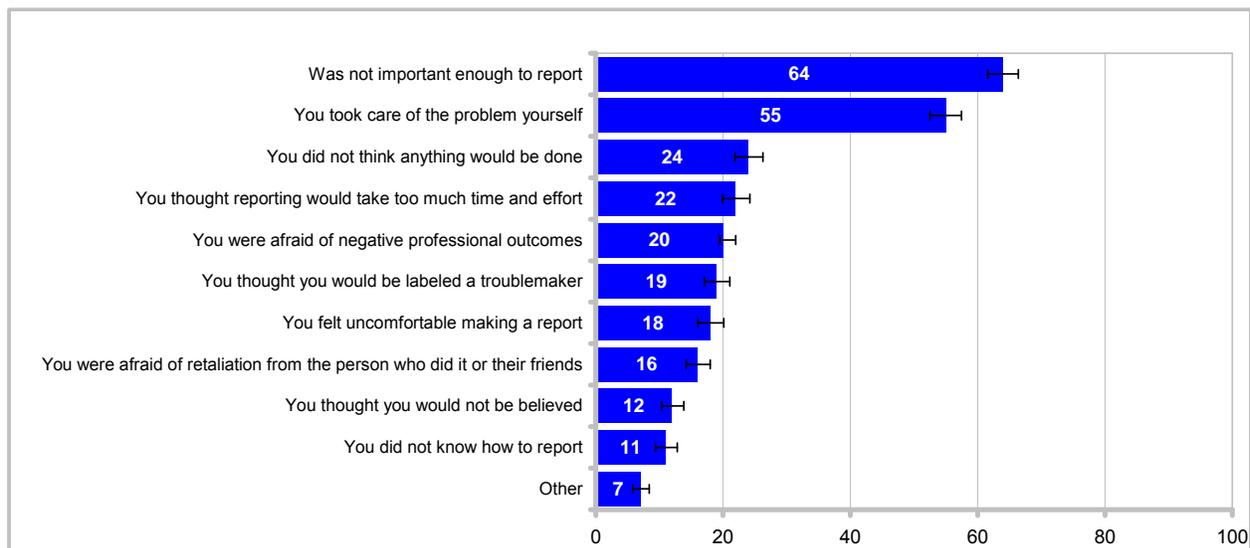
WGRA2006 Question 55

Margins of error  $\pm 2$

Similar to the findings for women, the majority of men who experienced unwanted gender-related behaviors also chose not to report their experiences to an installation, Service, or DoD authority. The overall responses for reasons for not reporting are listed in Figure 67. For men, the most frequently cited reasons for not reporting an incident of unwanted gender-related behaviors were that the problem was not important enough to report (64%) or that they took care of the problem themselves (55%). Seven percent of men indicated a reason other than the 10 presented in the survey.<sup>59</sup>

<sup>59</sup> In 2002, among men who did not report an incident of unwanted gender-related behaviors, 81% indicated it was not important enough to report, 63% indicated they took care of the problem themselves, and 18% indicated a reason other than those presented in the survey.

**Figure 67.**  
**Reasons Men Indicated for Not Reporting the One Situation**



WGRA2006 Question 55

Margins of error range from  $\pm 2$  to  $\pm 3$

**By Service.** Women in the Air Force (70%) who experienced unwanted gender-related behaviors were more likely than women in the other Services to indicate they did not report their experience because it was not important enough to report, whereas women in the Army (61%) were less likely (Table 51). Women in the Army (35%) were more likely than women in the other Services to indicate they did not report it because they did not think anything would be done. Women in the Army (34%) were more likely than women in the other Services to indicate they did not report it because they felt uncomfortable making a report, whereas women in the Air Force (26%) were less likely. Women in the Air Force (22%) were less likely than women in the other Services to indicate they did not report because they thought reporting would take too much time and effort. Women in the Air Force (8%) were less likely than women in the other Services to indicate they did not report because they did not know how.

Men in the Air Force (70%) were more likely than men in the other Services to indicate they did not report their experience because it was not important enough to report, whereas men in the Navy (58%) were less likely.

There were no other differences found by Service among women or men in reasons for not reporting their experiences of unwanted gender-related behaviors.

**Table 51.**

*Reasons for Not Reporting the One Situation, by Gender and Service*

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Did Not Reported It									
	Overall		Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Took care of the problem yourself	67	55	67	57	69	51	64	57	66	56
Was not important enough to report	65	64	61	64	64	58	63	67	70	70
Were afraid of negative professional outcomes	33	20	35	19	31	23	39	16	30	22
Thought you would be labeled a troublemaker	32	19	33	18	31	20	33	15	31	21
Did not think anything would be done	31	24	35	24	28	25	27	20	27	25
Felt uncomfortable making a report	30	18	34	18	28	21	37	14	26	17
Thought reporting would take too much time and effort	26	22	28	23	27	22	26	22	22	19
Were afraid of retaliation/reprisals from the person who did it or their friends	26	16	28	14	26	18	28	13	24	18
Thought you would not be believed	16	12	18	13	15	12	20	10	13	10
Did not know how to report	11	11	12	9	12	14	14	11	8	11
<i>Margins of Error</i>	$\pm 2$	$\pm 2-3$	$\pm 2-4$	$\pm 4-5$	$\pm 3-4$	$\pm 4-5$	$\pm 10-13$	$\pm 4-6$	$\pm 3-4$	$\pm 4-5$

Note. WGRA2006 Question 55.

**By Paygrade.** Among women, junior officers (76%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate they did not report it because it was not important enough to report, whereas senior enlisted women (60%) were less likely (Table 52). Among women, junior enlisted members (34%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate they did not report the incident because they thought nothing would be done, whereas junior officers (25%) were less likely. Among women, junior enlisted members (36%) were

more likely than women in the other paygrades to indicate they did not report it because they felt uncomfortable making a report, whereas senior enlisted women (27%) and senior officers (21%) were less likely.<sup>60</sup> Among women, junior enlisted members (29%) were more likely than women in the other paygrades to indicate they did not report it because they thought reporting would take too much time and effort, whereas senior officers (20%) were less likely. Among women, junior enlisted members (31%) who experienced unwanted gender-related behaviors were more likely than women in the other paygrades to indicate they did not report it because they were afraid of retaliation/reprisals from the person who did it or their friends, whereas junior officers (20%) were less likely. Among women, junior enlisted members (20%) were more likely than women in the other paygrades to indicate they did not report the incident because they thought they would not be believed, whereas junior officers (10%) were less likely. Among women, junior enlisted members (15%) were more likely than senior enlisted women (9%), junior officers (7%), and senior officers (4%) to indicate they did not report it because they did not know how.

Among men, senior officers (65%) were more likely than men in the other paygrades to indicate they did not report the incident because they took care of the problem themselves, whereas junior enlisted men (51%) were less likely. Among men, junior officers (73%) and senior officers (74%) were more likely than men in the other paygrades to indicate they did not report it because it was not important enough to report. Among men, junior enlisted members (25%) were more likely than men in the other paygrades to indicate they did not report it because they were afraid of negative professional outcomes, whereas senior officers (11%) were less likely. Among men, junior enlisted members (23%) were more likely than men in the other paygrades to indicate they did not report it because they thought they would be labeled a troublemaker, whereas senior officers (11%) were less likely. Among men, junior enlisted members (30%) were more likely than men in the other paygrades to indicate they did not report the incident because they thought nothing would be done, whereas junior officers (17%) and senior officers (12%) were less likely. Among men, junior officers (14%) and senior officers (9%) were less likely than men in the other paygrades to indicate they did not report it because they felt uncomfortable making a report. Among men, junior enlisted members (27%) were more likely than men in the other paygrades to indicate they did not report it because they thought reporting would take too much time and effort, whereas senior officers (15%) were less likely. Among men, junior enlisted members (20%) were more likely than men in the other paygrades to indicate they did not report it because they were afraid of retaliation/reprisals from the person who did it or their friends, whereas junior officers (11%) and senior officers (7%) were less likely. Among men, junior officers and senior officers (both 5%) were less likely than men in the other paygrades to indicate they did not report the incident because they thought they would not be believed. Among men, junior enlisted members (16%) were more likely than men in the other paygrades to indicate they did not report it because they did not know how, whereas junior officers (6%) and senior officers (2%) were less likely.

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<sup>60</sup> Note that the percentage of female junior officers (26%) indicating that they felt uncomfortable making a report was lower than that of female senior enlisted members (27%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for female junior officers ( $\pm 5$ ).

**Table 52.**

***Reasons for Not Reporting the One Situation, by Gender and Paygrade***

What were your reasons for not reporting?	Percent of Service Members Who Experienced at Least One Unwanted Gender-Related Behavior and Did Not Report It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Took care of the problem yourself	66	51	69	58	65	54	63	65
Was not important enough to report	65	61	60	63	76	73	69	74
Were afraid of negative professional outcomes	36	25	31	19	31	17	32	11
Thought you would be labeled a troublemaker	33	23	32	17	27	15	30	11
Did not think anything would be done	34	30	30	22	25	17	28	12
Felt uncomfortable making a report	36	21	27	18	26	14	21	9
Thought reporting would take too much time and effort	29	27	24	19	24	18	20	15
Were afraid of retaliation/ reprisals from the person who did it or their friends	31	20	25	15	20	11	23	7
Thought you would not be believed	20	15	15	12	10	5	12	5
Did not know how to report	15	16	9	10	7	6	4	2
<i>Margins of Error</i>	$\pm 2$	$\pm 2-3$	$\pm 3-4$	$\pm 4-5$	$\pm 2-3$	$\pm 3-4$	$\pm 3-5$	$\pm 3-5$

*Note.* WGRA2006 Question 55.

## CHAPTER 4: GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

This chapter includes findings on Service members' experiences of sex discrimination. Sex discrimination is defined as treating individuals differently in their employment specifically because of their sex (e.g., unfair or unequal access to professional development resources and opportunities due to a Service member's gender). It is illegal to create artificial barriers to career advancement because of an individual's sex.

In this chapter, the incident rates of sex discrimination and its three behavioral components (discrimination in evaluations, career development, and assignments) are presented. Results are reported separately for each gender and, within gender, by Service and paygrade. Where comparable, results are also reported for the 2002 survey.

### Gender Discriminatory Behaviors

This section examines members' responses about experiences of three potentially gender discriminatory behaviors:

- Evaluation discrimination behaviors were measured using four survey items (Q33a-d)<sup>61</sup> to assess the member's belief that gender was a factor in others' judgments about their performance (e.g., evaluations or awards)
- Career discrimination behaviors were measured using four survey items (Q33h-k) to assess the member's belief that gender was a factor in their access to resources and mentoring that aid in career development (e.g., professional networks)
- Assignment discrimination behaviors were measured using four survey items (Q33e,f,g,l) and an additional qualifying item (Q33m) to assess the member's belief that gender was a factor in their perceptions that they did not get the assignments they wanted or ones that used their skills or facilitated career advancement<sup>62</sup>

For each behavior, members were asked to indicate whether they had experienced the behavior in the 12 months preceding the survey and whether they believed that gender was a factor. Three types of responses were possible: (1) they had experienced the behavior *and* believed gender was a factor; (2) they had experienced the behavior, but did not believe that gender was a factor; or (3) they had never experienced the behavior in the 12 months preceding the survey. This section includes results for members who indicated experiencing any of these behaviors *and* believed that their gender was a factor. Results are reported separately for each gender and, within gender, by Service and by paygrade. Results are also reported for the 2002 survey.

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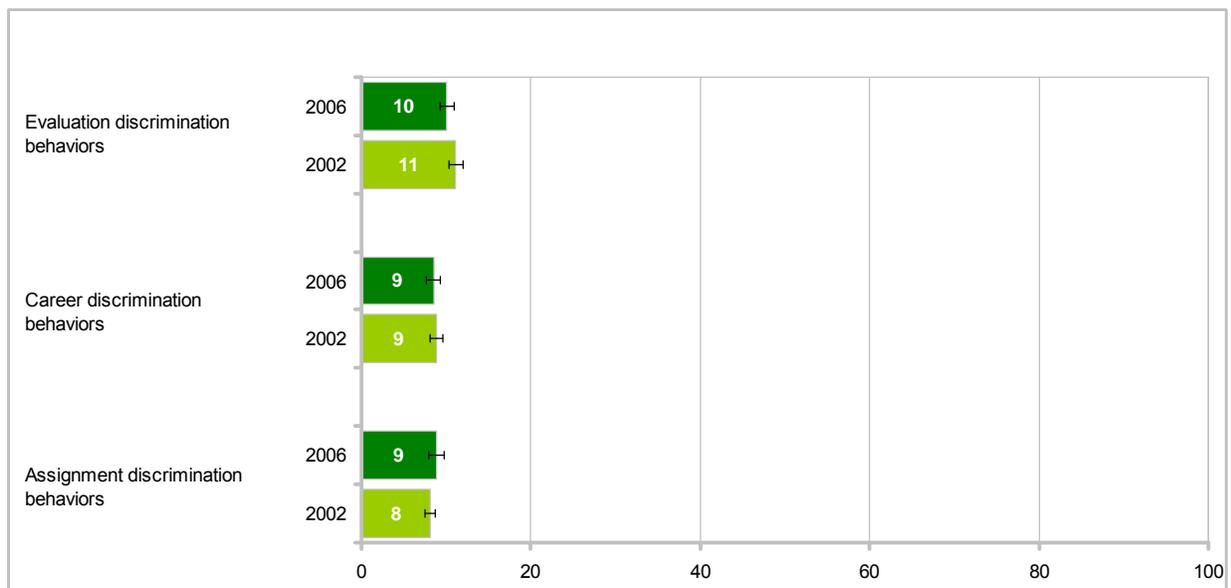
<sup>61</sup> Specific survey item language is shown in Chapter 1. The complete survey is included in the appendix.

<sup>62</sup> For the purpose of this analysis, a Service member was considered to have had a gender-motivated experience for item Q33L "Did you not get a job assignment that you wanted and for which you were qualified" only if they indicated "Yes, and your gender was a factor" *and* "Yes" to Q33M indicating the assignment was legally open to women.

### By Gender by Year

In 2006, 10% of women indicated experiencing evaluation discrimination behaviors, 9% indicated experiencing career discrimination behaviors, and 9% indicated experiencing assignment discrimination behaviors (Figure 68). There were no differences found between 2006 and 2002 among women in their experiences of evaluation, career, or assignment discrimination behaviors.

**Figure 68.**  
*Percent of Women Who Indicated Experiencing Evaluation, Career, and Assignment Discrimination Behaviors, by Year*

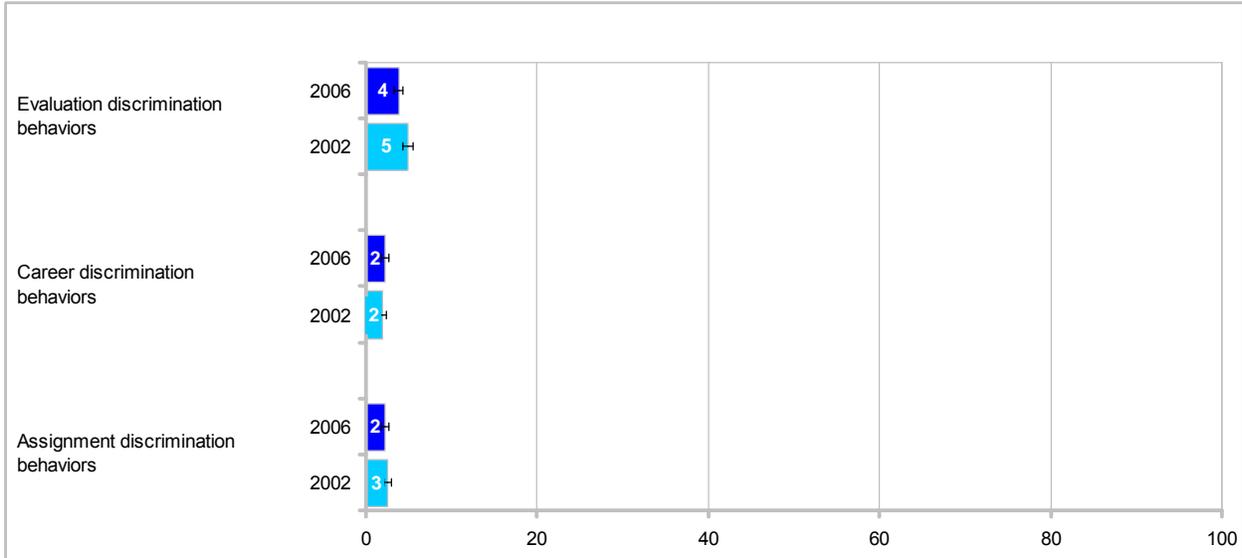


WGRA2006 Question 33

Margins of error do not exceed  $\pm 1$

In 2006, 4% of men indicated experiencing evaluation discrimination behaviors, 2% indicated experiencing career discrimination behaviors, and 2% indicated experiencing assignment discrimination behaviors (Figure 69). There were no differences found between 2006 and 2002 among men in their experiences of evaluation, career, or assignment discrimination behaviors.

**Figure 69.**  
***Percent of Men Who Indicated Experiencing Evaluation, Career, and Assignment Discrimination Behaviors, by Year***



WGRA2006 Question 33

Margins of error do not exceed  $\pm 1$

### ***By Gender by Service***

Women in the Army were more likely than women in the other Services to indicate experiencing evaluation and career discrimination behaviors, whereas women in the Air Force were less likely. Women in the Navy were more likely than women in the other Services to indicate experiencing assignment discrimination behaviors, whereas women in the Air Force were less likely. Men in the Marine Corps and Air Force (both 1%) were less likely than men in the other Services to indicate experiencing assignment discrimination behaviors.<sup>63</sup>

<sup>63</sup> Note that the percentage of women in the Marine Corps indicating that they experienced evaluation and career discrimination behaviors (both 13%) was higher than that of women in the Army experiencing evaluation (12%) and career (11%) discrimination behaviors. The percentages are not statistically different from the average of the other Services due to higher margins of error for women in the Marine Corps ( $\pm 5-7$ ). The percentage of women in the Marine Corps indicating that they experienced assignment discrimination behaviors (10%) was equal to that of women in the Navy (10%) experiencing assignment discrimination behaviors. The percentages are not statistically different from the average of the other Services due to higher margins of error for women in the Navy ( $\pm 1.96$ ).

**Table 53.**

*Evaluation, Career, and Assignment Discrimination Behaviors, by Gender and Service*

Did any of the following happen to you?	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Evaluation discrimination behaviors</b>	12	4	11	4	13	3	7	4
<b>Career discrimination behaviors</b>	11	2	8	3	13	2	5	2
<b>Assignment discrimination behaviors</b>	10	3	11	3	10	1	6	1
<i>Margins of Error</i>	$\pm 2$	$\pm 1-2$	$\pm 2$	$\pm 1-2$	$\pm 5-7$	$\pm 1-2$	$\pm 2$	$\pm 1$

*Note. WGRA2006 Question 33.*

**By Gender by Paygrade**

Among women, senior officers (11%) were more likely than women in the other paygrades to indicate experiencing career discrimination behaviors. Among men, junior enlisted members (6%) were more likely than senior enlisted members (3%), junior officers (3%), and senior officers (2%) to indicate experiencing evaluation discrimination behaviors. Among men, junior enlisted members (3%) were more likely than men in the other paygrades to indicate experiencing career discrimination behaviors, whereas senior officers (1%) were less likely. Among men, junior and senior officers (both 1%) were less likely than men in the other paygrades to indicate experiencing assignment discrimination behaviors.

**Table 54.**

*Evaluation, Career, and Assignment Discrimination Behaviors, by Gender and Paygrade*

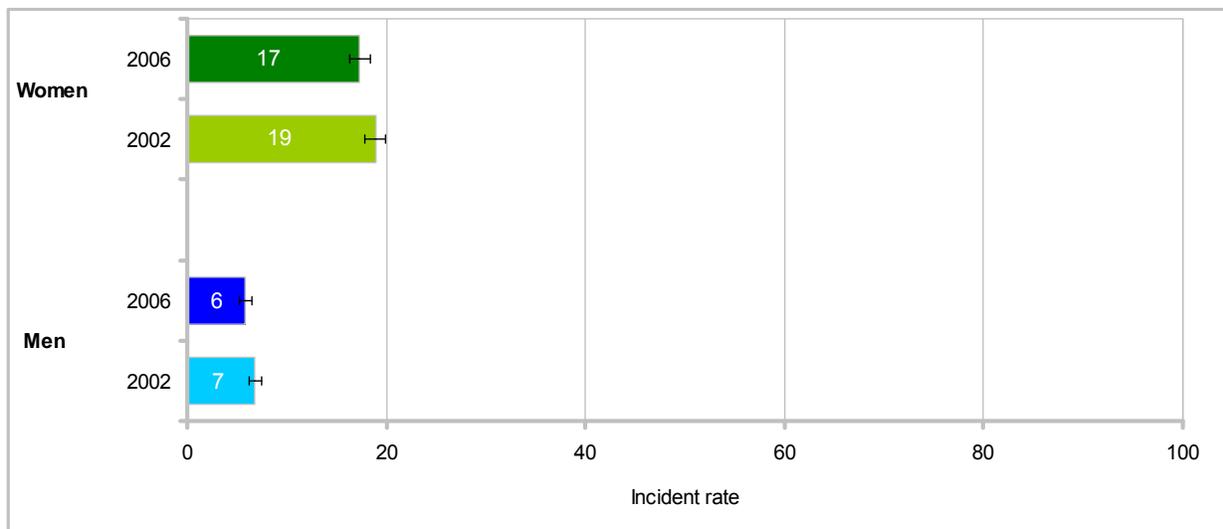
Did any of the following happen to you?	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Evaluation discrimination behaviors</b>	10	6	10	3	10	3	11	2
<b>Career discrimination behaviors</b>	8	3	8	2	8	2	11	1
<b>Assignment discrimination behaviors</b>	10	3	9	2	7	1	9	1
<i>Margins of Error</i>	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 1$	$\pm 3$	$\pm 1$	$\pm 2-3$	$\pm 1$

*Note. WGRA2006 Question 33.*

## Trend Analysis of Gender Discrimination Behaviors

Gender discrimination behavior is an overall rate consisting of members who experienced at least one evaluation, assignment, or career discrimination behavior where gender was a factor. Figure 70 includes the 2002 rate for gender-related behaviors and an equivalent rate for 2006. Among women, 17% indicated experiencing gender-related, discriminatory behaviors in 2006, which was lower than the 19% of women experiencing gender-related, discriminatory behaviors in 2002. Among men, 6% indicated experiencing gender-related, discriminatory behaviors in 2006, and 7% of men experienced such behaviors in 2002.

**Figure 70.**  
*Trend Analysis of Gender Discrimination Behaviors, by Gender by Year*



WGRA2006 Question 33

Margins of error range from  $\pm 1$  to  $\pm 2$

## New Baseline Measure of Sex Discrimination

The incident rates presented in the preceding section are based solely on the percentage of Service members who indicated experiencing behaviors where gender was a factor. A new baseline measure of sex discrimination was introduced in 2006 where members were asked if they had experienced within the 12 months preceding the survey any evaluation, career, or assignment discrimination behaviors *and* the additional condition that they considered at least one of the behaviors to be sex discrimination.<sup>64</sup> This method establishes the baseline incident

<sup>64</sup> In other words, to be included in the calculation of the sex discrimination rate, members must have experienced at least one discriminatory behavior because of their gender *and* also indicated that they considered at least one of the behaviors to be sex discrimination. The condition that Service members must indicate that they considered at least one behavior to be sex discrimination is referred to as “labeling.”

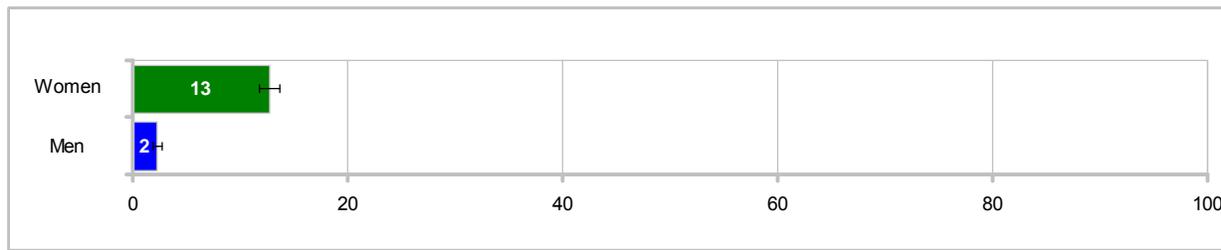
rates for 2006. This method for calculating rates will be used in future surveys. Results are shown for sex discrimination for each gender and, within gender, by Service and by paygrade.

Although the behavioral items are identical in 2002 and 2006, Service members in 2002 were not asked if they considered any of the behaviors they experienced to be sex discrimination. Therefore, trend comparisons between 2002 and 2006 survey results of the new baseline measure of sex discrimination are not available.

### **By Gender**

In 2006, 13% of women and 2% of men indicated experiencing sex discrimination (Figure 71).

**Figure 71.**  
*New Baseline Measure of Sex Discrimination, by Gender*



WGRA2006 Question 34

*Margins of error do not exceed  $\pm 1$*

### **By Gender by Service**

In 2006, women in the Army were more likely than women in the other Services to indicate experiencing sex discrimination (15%), whereas women in the Air Force (8%) were less likely.<sup>65</sup> There were no differences found by Service among men in their experience of sex discrimination.

<sup>65</sup> Note that the percentage of women in the Marine Corps indicating that they experienced sex discrimination (18%) was higher than that of women in the Army (15%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 8$ ).

**Table 55.**  
*New Baseline Measure of Sex Discrimination, by Gender and Service*

	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sex Discrimination</b>	15	3	14	2	18	2	8	2
<i>Margins of Error</i>	$\pm 2$	$\pm 1$	$\pm 3$	$\pm 1$	$\pm 8$	$\pm 1$	$\pm 2$	$\pm 1$

*Note.* WGRA2006 Question 34.

**By Gender by Paygrade**

In 2006, there were no differences found by paygrade among women in their experience of sex discrimination. Among men, junior enlisted members (3%) were more likely to indicate experiencing sex discrimination than men in the other paygrades, whereas senior enlisted members (2%) and senior officers (1%) were less likely.<sup>66</sup>

**Table 56.**  
*New Baseline Measure of Sex Discrimination, by Gender and Paygrade*

	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sex Discrimination</b>	13	3	13	2	13	2	13	1
<i>Margins of Error</i>	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 1$	$\pm 3$	$\pm 1$	$\pm 2$	$\pm 1$

*Note.* WGRA2006 Question 34.

<sup>66</sup> Note that the percentage of junior officer men (2%) indicating that they experienced sex discrimination was the same as that of senior enlisted men (2%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior officer men ( $\pm 0.8$ ).



## CHAPTER 5: PERSONNEL POLICIES, PRACTICES, AND TRAINING RELATED TO GENDER RELATIONS

Programs targeting sexual harassment and sexual assault prevention and response are more effective if their procedures and policies are widely publicized, well-executed, and complaints are handled expediently and fairly. This chapter includes survey results on Service members' perceptions of sexual harassment and sexual assault policies and practices and their effectiveness, and the support and resources available for those who experience these behaviors. Also included in this chapter are Service members' perceptions of the aspects of sexual harassment and sexual assault training and military leaders' attempts to stop sexual harassment. Results are presented separately for each gender and, within gender, by Service and by paygrade.

### Policies and Practices

It is important for organizations to publicize policies and procedures regarding sexual harassment and sexual assault and to effectively enforce these policies and procedures in an unbiased manner. In this section, Service members' perspectives on both publication and enforcement of sexual harassment and sexual assault policies and practices are examined. Service members' views on these factors provide measures of effectiveness of DoD/Service equal opportunity programs.

#### *Publicized Policies and Procedures*

Service members were asked to assess the extent to which there was publicity for sexual harassment and sexual assault procedures and policies on their installation/ship. Specifically, they were asked if policies forbidding sexual harassment were publicized, if complaint procedures related to sexual harassment were publicized, and if sexual assault reporting procedures were publicized. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.<sup>67</sup>

#### *By Gender by Year*

In 2006, 90% of women indicated policies forbidding sexual harassment were publicized at their installation/ship (Figure 72). Eighty four percent of women indicated complaint procedures related to sexual harassment were publicized at their installation/ship and 83% indicated sexual assault reporting procedures were publicized.

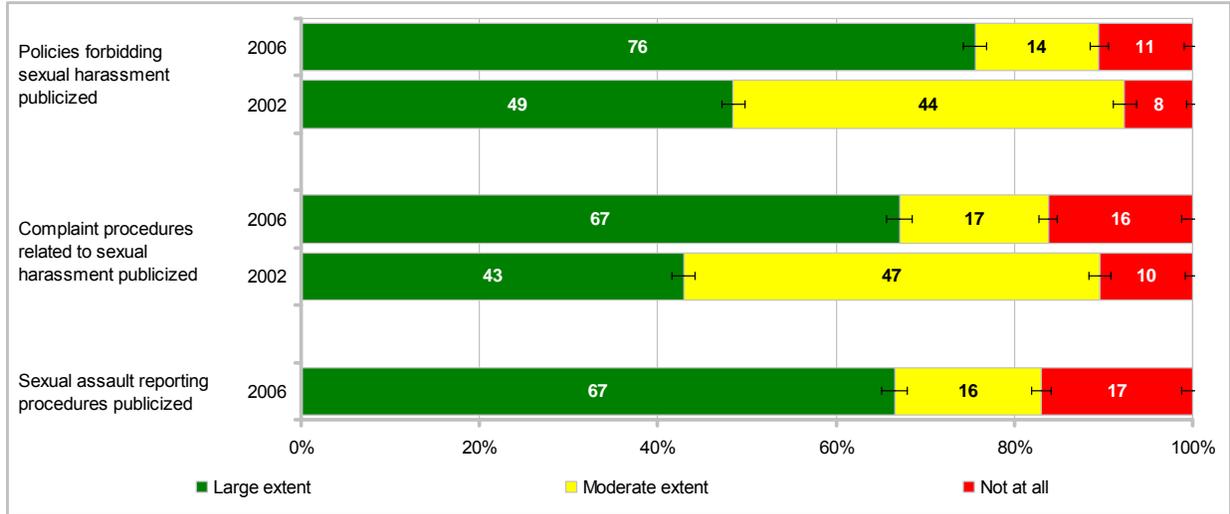
As shown in Figure 72, the percentage of women who indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized to a large extent at their installation/ship was higher in 2006 than in 2002. However, a higher percentage of women in 2006 indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were *not* publicized.

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<sup>67</sup> The item on sexual assault reporting procedures was not included on the 2002 survey; therefore, trend analysis is not available.

**Figure 72.**

***Percent of Women Who Indicated Policies and Reporting Procedures Were Publicized at Their Installation/Ship, by Year***



WGRA2006 Question 79

Margins of error range from  $\pm 1$  to  $\pm 2$

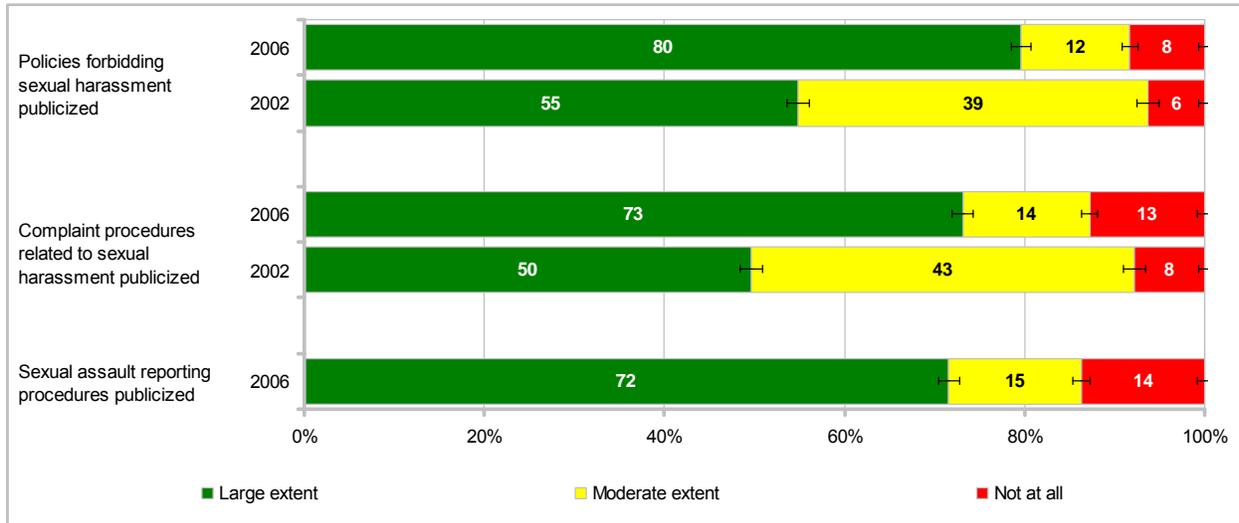
Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

In 2006, 92% of men indicated policies forbidding sexual harassment were publicized at their installation/ship (Figure 73). For both complaint procedures related to sexual harassment and sexual assault reporting procedures, 87% of men indicated the procedures were publicized.

As shown in Figure 73, the percentage of men who indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized to a large extent at their installation/ship was higher in 2006 than in 2002. However, a higher percentage of men in 2006 indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were *not* publicized.

**Figure 73.**

***Percent of Men Who Indicated Policies and Reporting Procedures Were Publicized at Their Installation/Ship, by Year***



WGRA2006 Question 79

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

***By Gender by Service***

Women in the Air Force (81%) were more likely than women in the other Services to indicate policies forbidding sexual harassment were publicized to a large extent at their installation/ship, whereas women in the Navy (68%) were less likely (Table 57).<sup>68</sup> Women in the Army (70%) and Air Force (74%) were more likely than women in the Navy and Marine Corps (both 56%) to indicate complaint procedures related to sexual harassment were publicized to a large extent. Women in the Air Force (74%) were more likely than women in the other Services to indicate sexual assault reporting procedures were publicized to a large extent, whereas women in the Navy (56%) and Marine Corps (54%) were less likely.

Men in the Air Force (85%) were more likely than men in the other Services to indicate that policies forbidding sexual harassment were publicized to a large extent at their installation/ship, whereas men in the Navy (73%) were less likely. Men in the Air Force (79%) were more likely than men in the other Services to indicate complaint procedures related to sexual harassment were publicized to a large extent, whereas men in the Navy (65%) were less likely. Men in the Air Force (79%) were more likely than men in the other Services to indicate sexual assault reporting procedures were publicized to a large extent, whereas men in the Navy (66%) were less likely.

<sup>68</sup> Note that the percentage of women in the Marine Corps (65%) indicating that policies forbidding sexual harassment were publicized to a large extent was lower than that of Navy women (68%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

**Table 57.**

***Percent of Service Members Who Indicated Policies and Reporting Procedures Were Publicized to a Large Extent at Their Installation/Ship, by Gender and Service***

<b>Policies/procedures are publicized on installation/ship</b>	<b>Army</b>		<b>Navy</b>		<b>USMC</b>		<b>USAF</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Policies forbidding sexual harassment publicized</b>	77	81	68	73	65	80	81	85
<b>Complaint procedures related to sexual harassment publicized</b>	70	75	56	65	56	72	74	79
<b>Sexual assault reporting procedures publicized</b>	68	71	56	66	54	69	74	79
<i>Margins of Error</i>	<i>±2-3</i>	<i>±2-3</i>	<i>±3</i>	<i>±2-3</i>	<i>±9</i>	<i>±2-3</i>	<i>±3</i>	<i>±1-2</i>

*Note.* WGRA2006 Question 79. Percentages are shown for Service members who responded large extent or very large extent.

### ***By Gender by Paygrade***

Among women, senior enlisted members (79%) and senior officers (83%) were more likely than women in the other paygrades to indicate policies forbidding sexual harassment were publicized to a large extent at their installation/ship, whereas junior enlisted members (69%) were less likely (Table 58). Among women, senior enlisted members and senior officers were more likely than women in the other paygrades to indicate both reporting procedures related to sexual harassment and sexual assault were publicized to a large extent, whereas junior enlisted members were less likely.

Among men, senior enlisted members (82%), junior officers (84%), and senior officers (88%) were more likely than junior enlisted members (73%) to indicate policies forbidding sexual harassment were publicized to a large extent at their installation/ship. Among men, senior enlisted members, junior officers, and senior officers were more likely than junior enlisted members to indicate both reporting procedures related to sexual harassment and sexual assault were publicized to a large extent.

**Table 58.**

***Percent of Service Members Who Indicated Policies and Reporting Procedures Were Publicized to a Large Extent at Their Installation/Ship, by Gender and Paygrade***

<b>Policies/procedures are publicized on installation/ship</b>	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Policies forbidding sexual harassment publicized</b>	69	73	79	82	76	84	83	88
<b>Complaint procedures related to sexual harassment publicized</b>	60	66	71	76	67	78	77	84
<b>Sexual assault reporting procedures publicized</b>	58	63	71	74	70	77	78	84
<i>Margins of Error</i>	<i>±3</i>	<i>±3</i>	<i>±2</i>	<i>±2</i>	<i>±4</i>	<i>±2</i>	<i>±3</i>	<i>±2</i>

*Note.* WGRA2006 Question 79. Percentages are shown for Service members who responded large extent or very large extent.

### ***Reports Taken Seriously***

Service members were asked to assess the extent to which complaints and reports of sexual harassment and sexual assault would be taken seriously in their work group and at their installation/ship. In this section, “large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by Service and by paygrade.

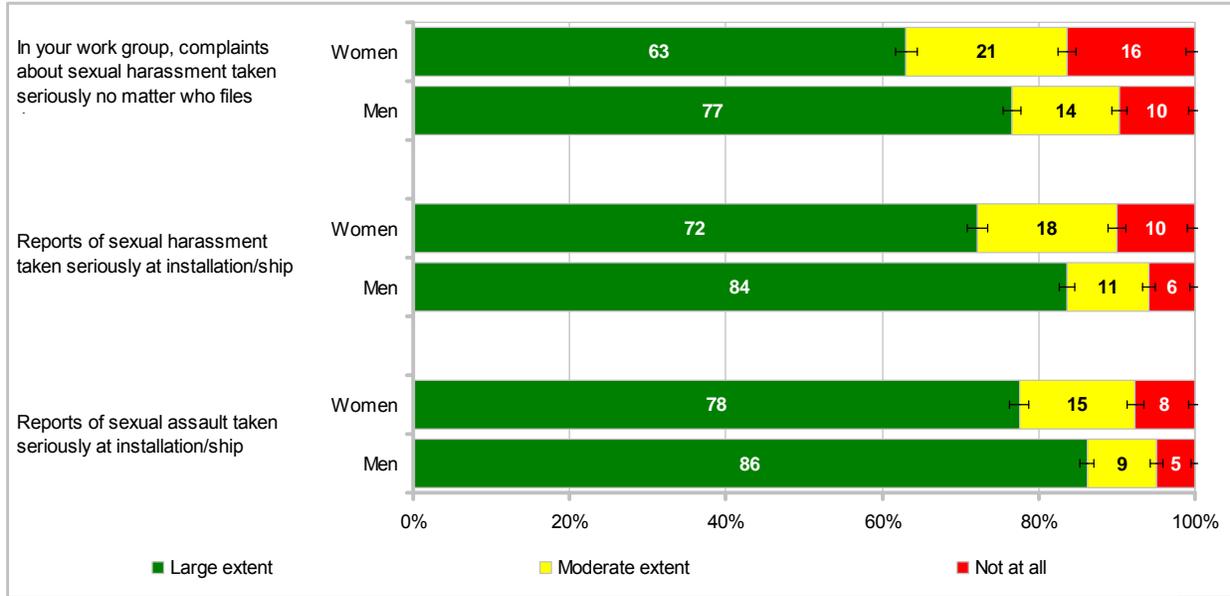
#### ***By Gender***

Eighty four percent of women indicated complaints about sexual harassment would be taken seriously in their work group, no matter who files them (Figure 74). At the installation/ship level, 90% of women indicated reports of sexual assault would be taken seriously and 93% of women indicated reports of sexual harassment would be taken seriously.

Ninety one percent of men indicated complaints about sexual harassment would be taken seriously in their work group, no matter who files them (Figure 74). At the installation/ship level, 95% of men indicated reports of sexual assault would be taken seriously and 95% of men indicated reports of sexual harassment would be taken seriously.

**Figure 74.**

***Percent of Service Members Who Indicated Complaints and Reports Would Be Taken Seriously, by Gender***



WGRA2006 Questions 78 and 79

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

***By Gender by Service***

At both the work group and the installation/ship levels, women in the Air Force were more likely than women in the other Services to indicate sexual harassment reports and complaints would be taken seriously to a large extent, no matter who files them, whereas women in the Army were less likely (Table 59).<sup>69</sup> Women in the Air Force (84%) were more likely than women in the other Services to indicate reports of sexual assault would be taken seriously to a large extent at their installation/ship, whereas women in the Army and Navy (both 74%) were less likely.

Men in the Air Force (83%) were more likely than men in the other Services to indicate sexual harassment complaints would be taken seriously to a large extent in their work group, no matter who files them, whereas men in the Army (73%) were less likely. Men in the Marine Corps (87%) and Air Force (89%) were more likely than men in the Army and Navy (both 81%) to indicate reports of sexual harassment would be taken seriously to a large extent at their installation/ship. Men in the Air Force (91%) were more likely than men in the other Services to

<sup>69</sup> Note that the percentage of women in the Marine Corps (67%) indicating that reports of sexual harassment at their installation/ship were taken seriously to a large extent was the same as that of women in the Army (67%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

indicate reports of sexual assault would be taken seriously to a large extent at their installation/ship, whereas men in the Army and Navy (both 84%) were less likely.

**Table 59.**  
*Percent of Service Members Who Indicated Complaints and Reports Would Be Taken Seriously to a Large Extent, by Gender and Service*

Complaints/reports taken seriously	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>In work group, complaints about sexual harassment taken seriously, no matter who files them</b>	57	73	62	74	63	79	69	83
<b>Reports of sexual harassment taken seriously at installation/ship</b>	67	81	69	81	67	87	80	89
<b>Reports of sexual assault taken seriously at installation/ship</b>	74	84	74	84	75	89	84	91
<i>Margins of Error</i>	±3	±2-3	±3	±3	±9	±2-3	±3	±2

*Note.* WGRA2006 Questions 78 and 79. Percentages are shown for Service members who responded large extent or very large extent.

### **By Gender by Paygrade**

Among women, junior officers (69%) and senior officers (77%) were more likely than women in the other paygrades to indicate sexual harassment complaints would be taken seriously to a large extent in their work group, no matter who files them, whereas junior enlisted members (57%) were less likely (Table 60). Among women, junior officers and senior officers were more likely than women in the other paygrades to indicate reports of sexual harassment and sexual assault would be taken seriously to a large extent at their installation/ship, whereas junior enlisted members were less likely.

Among men, senior enlisted members (78%), junior officers (87%), and senior officers (93%) were more likely than junior enlisted members (68%) to indicate sexual harassment complaints would be taken seriously to a large extent in their work group, no matter who files them. Among men, senior enlisted members, junior officers, and senior officers were more likely than junior enlisted members to indicate reports of sexual harassment and sexual assault would be taken seriously to a large extent at their installation/ship.

**Table 60.**

***Percent of Service Members Who Indicated Complaints and Reports Would Be Taken Seriously to a Large Extent, by Gender and Paygrade***

Complaints/reports taken seriously	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>In work group, complaints about sexual harassment taken seriously, no matter who files them</b>	57	68	64	78	69	87	77	93
<b>Reports of sexual harassment taken seriously at installation/ship</b>	67	77	74	85	78	91	83	94
<b>Reports of sexual assault taken seriously at installation/ship</b>	72	81	79	88	85	93	90	96
<i>Margins of Error</i>	±3	±3	±2-3	±2	±3-4	±2	±2-3	±1

*Note.* WGRA2006 Questions 78 and 79. Percentages are shown for Service members who responded large extent or very large extent.

### ***Safe Climate for Complaints***

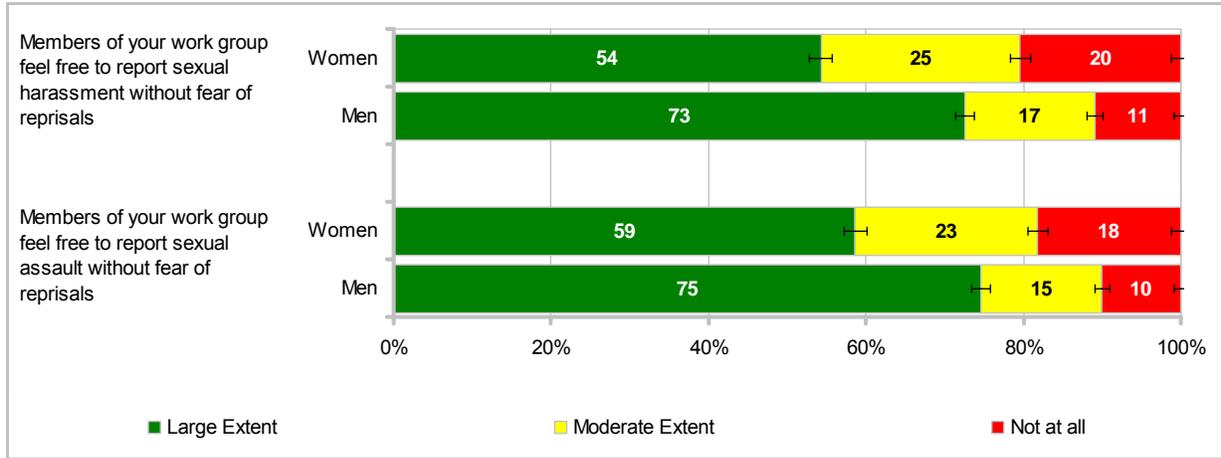
Reasons for not reporting sexual harassment and sexual assault include members' concerns about experiencing reprisals. Service members were asked to assess the extent to which members of their work group would feel free to report sexual harassment and sexual assault without reprisal. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by Service and by paygrade.

#### ***By Gender***

The majority of women and men indicated their work group provided an environment where Service members would feel free (i.e., safe from reprisal) to report either sexual harassment or sexual assault. Seventy nine percent of women and 90% of men indicated members of their work group would feel free to report sexual harassment without fear of reprisal (Figure 75). Eighty two percent of women and 90% of men indicated members of their work group would feel free to report sexual assault without fear of reprisal. About one fifth of women (18-20%) and one tenth of men s(10-11%) indicated members of their work group did not feel it was safe to report sexual harassment and sexual assault.

**Figure 75.**

***Percent of Service Members Who Indicated Members of Their Work Group Would Feel Free To Report Experiences Without Fear of Reprisal, by Gender***



WGRA2006 Question 78

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

### ***By Gender by Service***

Women in the Air Force were more likely than women in the other Services to indicate members of their work group would feel free to report sexual harassment and sexual assault without fear of reprisal to a large extent, whereas women in the Army and Navy were less likely (Table 61). Men in the Air Force (78%) were more likely than men in the other Services to indicate members of their work group would feel free to report sexual harassment to a large extent, whereas men in the Army (69%) were less likely. Men in the Air Force (81%) were more likely than men in the other Services to indicate members of their work group would feel free to report sexual assault to a large extent, whereas men in the Army and Navy (both 72%) were less likely.

**Table 61.**

*Percent of Service Members Who Indicated Members of Their Work Group Would Feel Free to Report Experiences to a Large Extent Without Fear of Reprisal, by Gender and Service*

Members of your work group would feel free to report without fear of reprisals	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Report sexual harassment	51	69	51	71	53	75	60	78
Report sexual assault	55	72	55	72	63	77	64	81
<i>Margins of Error</i>	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 8$	$\pm 3$	$\pm 3$	$\pm 2$

*Note.* WGRA2006 Question 78. Percentages are shown for Service members who responded large extent or very large extent.

### **By Gender by Paygrade**

Among both women and men, senior enlisted members, junior officers, and senior officers were more likely than junior enlisted women and men to indicate members of their work group would feel free to report sexual harassment and sexual assault to a large extent (Table 62).

**Table 62.**

*Percent of Service Members Who Indicated Members of Their Work Group Would Feel Free To Report Experiences to a Large Extent Without Fear of Reprisal, by Gender and Paygrade*

Members of your work group would feel free to report without fear of reprisals	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Report sexual harassment	47	64	57	74	59	82	70	89
Report sexual assault	49	66	61	76	69	85	78	93
<i>Margins of Error</i>	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 4$	$\pm 2$	$\pm 3$	$\pm 1-2$

*Note.* WGRA2006 Question 78. Percentages are shown for Service members who responded large extent or very large extent.

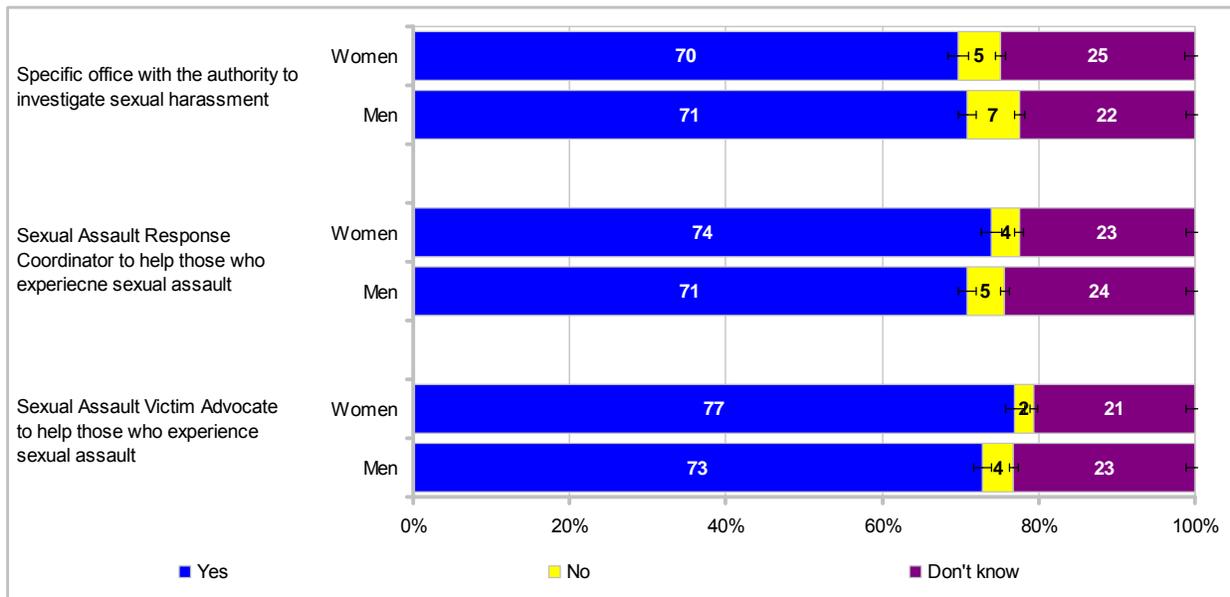
## **Sexual Harassment and Sexual Assault Support Resources**

To enhance the accessibility of services, DoD provides sexual harassment and sexual assault programs at the local level. In this section, Service members report if there are local support resources. Support resources include sexual harassment investigators, Sexual Assault Response Coordinators (SARC), and Victim Advocates (VA). Results are reported separately for each gender and, within gender, by Service and by paygrade.

## By Gender

Seventy percent of women indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship (Figure 76). Most women indicated there is a SARC (74%) and a VA (77%) to help those who experience sexual assault. Seventy one percent of men indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship (Figure 76). Most men indicated there is a SARC (71%) and a VA (73%) to help those who experience sexual assault. Although the majority of Service members indicated their installation/ship had sexual harassment and sexual assault resources, 2-7% indicated the resources were not available at their location and 21-25% indicated they did not know if they were available.

**Figure 76.**  
*Percent of Service Members Who Indicated There Were Support Resources at Their Installation/Ship, by Gender*



WGRA2006 Question 88

Margins of error range from ±1 to ±2

## By Gender by Service

Women in the Air Force (79%) were more likely than women in the other Services to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas women in the Navy (58%) were less likely (Table 63). Women in the Air Force (87%) were more likely than women in the Army (69%), Navy (66%), and Marine Corps (58%) to indicate there was a SARC at their installation/ship. Women in the Air Force (83%) were more likely than women in the other Services to indicate there was a VA at their installation/ship, whereas women in the Army (73%) and Marine Corps (59%) were less likely.

Men in the Air Force were more likely than men in the other Services to indicate there was a specific office with the authority to investigate sexual harassment and a SARC at their installation/ship, whereas men in the Navy and Marine Corps were less likely (Table 63). Men in the Air Force (83%) were more likely than men in the other Services to indicate there was a VA at their installation/ship, whereas men in the Marine Corps (63%) were less likely.

**Table 63.**

*Percent of Service Members Who Indicated There Were Support Resources at Their Installation/Ship, by Gender and Service*

Support resources at installation/ship	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Specific office with authority to investigate sexual harassment	70	71	58	62	64	63	79	85
Sexual Assault Response Coordinator	69	69	66	67	58	59	87	85
Sexual Assault Victim Advocate	73	71	77	72	59	63	83	83
Margins of Error	±3	±3	±3	±3	±8-9	±3	±2-3	±2

Note. WGRA2006 Question 88. Percentages are shown for Service members who responded yes.

### **By Gender by Paygrade**

Among women, senior enlisted members were more likely than women in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment and a VA at their installation/ship, whereas junior enlisted members were less likely (Table 64). Among women, junior enlisted members (71%) were less likely than women in the other paygrades to indicate there was a SARC at their installation/ship.

Among men, senior enlisted members (74%) and senior officers (79%) were more likely than men in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas junior enlisted members (64%) were less likely. Among men, senior enlisted members, junior officers, and senior officers were more likely than junior enlisted members men to indicate there was a SARC and a VA at their installation/ship.

**Table 64.**

*Percent of Service Members Who Indicated There Were Support Resources at Their Installation/Ship, by Gender and Paygrade*

Support resources at installation/ship	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Specific office with authority to investigate sexual harassment	65	64	73	74	70	71	73	79
Sexual Assault Response Coordinator	71	64	76	75	75	74	75	76
Sexual Assault Victim Advocate	73	65	80	77	78	77	77	79
Margins of Error	±3	±3	±2	±2	±4	±2	±3	±2

Note. WGRA2006 Question 88. Percentages are shown for Service members who responded yes.

## Accountability

This section provides information on Service members' perspectives on the extent to which people would be able to "get away with" sexual harassment or sexual assault if it was reported in their work group. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and within gender, by Service and paygrade.

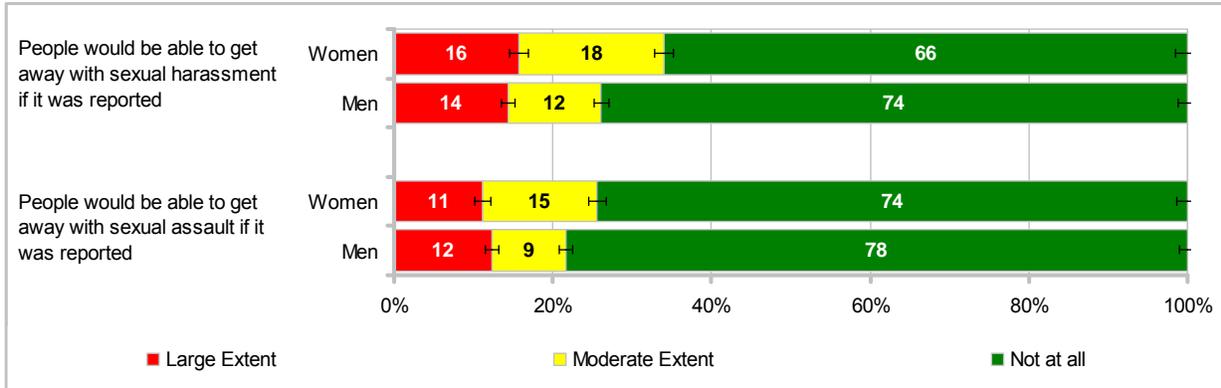
### By Gender

Sixty six percent of women indicated people would not get away with sexual harassment in their work group if it was reported, and 16% indicated people would be able to get away with it to a large extent (Figure 77). Most women (74%) indicated people would not get away with sexual assault in their work group if it was reported, and 11% indicated people would be able to get away with it to a large extent.

Seventy four percent of men indicated people would not get away with sexual harassment in their work group if it was reported, and 14% indicated people would be able to get away with it to a large extent (Figure 77). Similarly, 78% of men indicated people would not get away with sexual assault in their work group if it was reported, and 12% indicated people would be able to get away with it to a large extent.

**Figure 77.**

***Percent of Service Members Who Indicated People Would be Able to Get Away With Behaviors in Their Work Group if Reported, by Gender***



WGRA2006 Question 78

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

### ***By Gender by Service***

Women in the Army were more likely than women in the other Services to indicate people would be able to get away with sexual harassment and sexual assault to a large extent in their work group if it was reported, whereas women in the Air Force were less likely (Table 65).<sup>70</sup> There were no differences found by Service among men.

**Table 65.**

***Percent of Service Members Who Indicated People Would be Able to Get Away With Behaviors to a Large Extent in Their Work Group if Reported, by Gender and Service***

Getting away with sexual harassment/sexual assault if reported	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
People would be able to get away with sexual harassment	19	15	16	13	19	14	12	15
People would be able to get away with sexual assault	13	13	11	11	11	12	9	13
Margins of Error	$\pm 3$	$\pm 2$	$\pm 2-3$	$\pm 2$	$\pm 6-9$	$\pm 2$	$\pm 2$	$\pm 2$

Note. WGRA2006 Question 78. Percentages are shown for Service members who responded very large extent and large extent.

<sup>70</sup> Note that the percentage of women in the Marine Corps (19%) indicating that people would be able to get away with sexual harassment to a large extent was the same as that of women in the Army (19%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

### **By Gender by Paygrade**

Among women, senior officers were less likely than women in the other paygrades to indicate people would be able to get away with sexual harassment and sexual assault to a large extent in their work group if it was reported (Table 66). Among men, senior officers were less likely than men in the other paygrades to indicate people would be able to get away with sexual harassment and sexual assault to a large extent in their work group if it was reported.

**Table 66.**  
*Percent of Service Members Who Indicated People Would be Able to Get Away With Behaviors to a Large Extent in Their Work Group if Reported, by Gender and Paygrade*

Getting away with sexual harassment/sexual assault if reported	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
People would be able to get away with sexual harassment	17	15	16	15	13	13	9	9
People would be able to get away with sexual assault	12	12	11	13	9	12	6	8
<i>Margins of Error</i>	±3	±2	±2	±2	±3	±2	±2	±1-2

*Note.* WGRA2006 Question 78. Percentages are shown for Service members who responded very large extent and large extent.

## **Training**

This section provides information on sexual harassment and sexual assault training—the percentage of members who have been trained in the past 12 months, the number of times trained, and information on the aspects of training.

### **Rates**

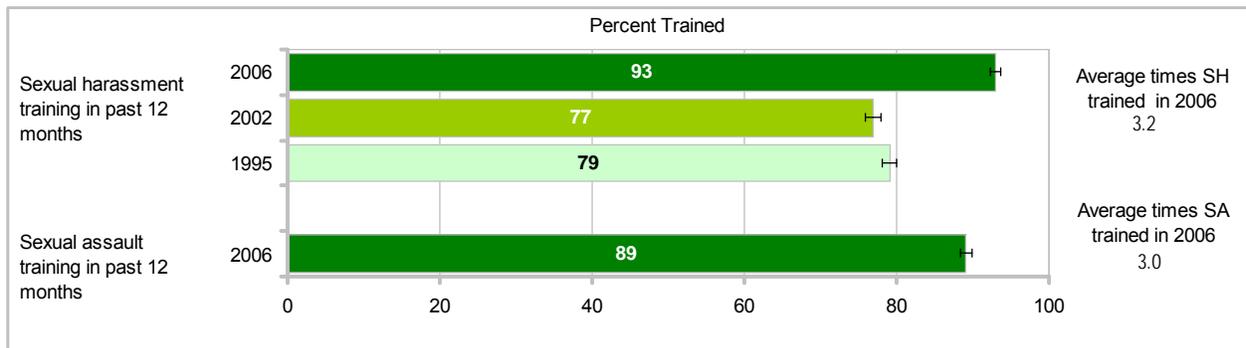
Service members were asked if they had received training in the 12 months preceding the survey on topics related to sexual harassment and sexual assault, and, if so, how many times they received such training. The responses for number of times trained ranged from 1 to 9 and are reported as an average. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

### **By Gender by Year**

As shown in Figure 78, the majority of women indicated they had training during the 12 months preceding the survey on topics related to sexual harassment (93%) and sexual assault (89%). Of those women who had sexual harassment training, the average number of times trained was 3.2. Among women who had sexual assault training, the average number of times

trained was 3.0. The percentage of women who indicated they had sexual harassment training was higher in 2006 than in 1995 or 2002.

**Figure 78.**  
***Percent of Women Who Indicated the Types of Training They Had in the 12 Months Preceding the Survey and Average Times Trained, by Year***

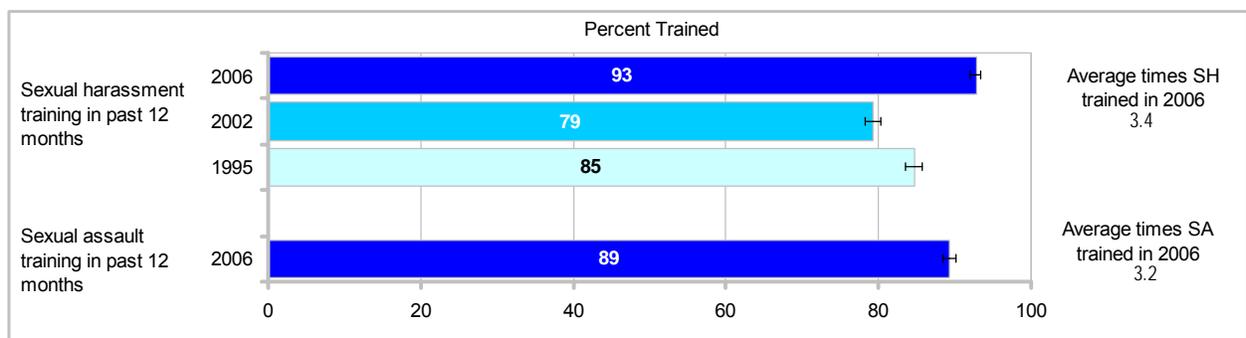


WGRA2006 Questions 80, 81, 84, and 85

Margins of error range from  $\pm 1$  to  $\pm 2$

As shown in Figure 79, the majority of men indicated they had training in the 12 months preceding the survey on topics related to sexual harassment (93%) and sexual assault (89%). Of those men who had sexual harassment training, the average number of times trained was 3.4. Among those men who had sexual assault training, the average number of times trained was 3.2. The percentage of men who indicated they had sexual harassment training in the 12 months preceding the survey was higher in 2006 than in 1995 or 2002.

**Figure 79.**  
***Percent of Men Who Indicated the Types of Training They Had in the 12 Months Preceding the Survey and Average Times Trained, by Year***



WGRA2006 Questions 80, 81, 84, and 85

Margins of error range from  $\pm 1$  to  $\pm 2$

## By Gender by Service

Women in the Army (95%) were more likely than women in the other Services to indicate they had sexual harassment training in the 12 months preceding the survey, whereas women in the Navy (91%) were less likely (Table 67).<sup>71</sup> Women in the Air Force (92%) were more likely than women in the other Services to indicate they had sexual assault training, whereas women in the Navy (86%) and Marine Corps (79%) were less likely. Among those who received sexual harassment and sexual assault training, women in the Army indicated receiving more training on average than women in the other Services, whereas women in the Air Force indicated receiving less.

Men in the Air Force (96%) were more likely than men in the other Services to indicate they had sexual harassment training in the 12 months preceding the survey, whereas men in the Navy (91%) and Marine Corps (90%) were less likely (Table 67). Men in the Air Force (93%) were more likely than men in the other Services to indicate they had sexual assault training, whereas men in the Marine Corps (82%) were less likely. Among those who received sexual harassment training, men in the Army (3.7) indicated receiving more training on average, whereas men in the Air Force (2.7) indicated receiving less. Among those who received sexual assault training, men in the Army (3.6) and Marine Corps (3.5) indicated receiving more training on average, whereas men in the Air Force (2.6) indicated receiving less.

**Table 67.**

*Percent of Service Members Who Indicated Having Training in the 12 Months Preceding the Survey, by Gender and Service*

Training experience	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Have you had training on topics related to...</b>	<b>Percent Trained</b>							
<b>Sexual harassment?</b>	95	94	91	91	90	90	94	96
<b>Sexual assault?</b>	90	90	86	88	79	82	92	93
<i>Margins of Error</i>	±2	±2	±2-3	±2	±5-7	±2-3	±2	±1-2
	<b>Average Number of Times Trained</b>							
<b>Sexual harassment?</b>	3.6	3.7	3.3	3.5	3.4	3.5	2.7	2.7
<b>Sexual assault?</b>	3.5	3.6	3.1	3.3	3.4	3.5	2.6	2.6
<i>Margins of Error</i>	±0.2	±0.2	±0.2	±0.2	±0.5-0.6	±0.2	±0.2	±0.1

*Note.* WGRA2006 Questions 80 and 84. Percentages indicate Service members who had training. Averages are for Service members who indicated the number of times trained.

<sup>71</sup> Note that the percentage of women in the Marine Corps (90%) indicating they had training on topics related to sexual harassment was less than women in the Navy (91%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps (±5).

## By Gender by Paygrade

Among women, senior officers were less likely than women in the other paygrades to indicate they had sexual harassment (88%) and sexual assault (84%) training in the 12 months preceding the survey (Table 68). Among women who received sexual harassment and sexual assault training, junior enlisted members indicated receiving more training on average than senior enlisted members, junior officers, and senior officers.

Among men, senior enlisted members (94%) were more likely than men in the other paygrades to indicate they had sexual harassment training, whereas junior enlisted members (91%) were less likely (Table 68). Among men, senior enlisted members (91%) were more likely than men in the other paygrades to indicate they had sexual assault training, whereas senior officers (86%) were less likely. Among men who received sexual harassment and sexual assault training, junior enlisted members indicated more training on average than senior enlisted members, junior officers, and senior officers.

**Table 68.**

*Percent of Service Members Who Indicated Having Training in the 12 Months Preceding the Survey, by Gender and Paygrade*

Training experience	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Have you had training on topics related to...</b>	<b>Percent Trained</b>							
<b>Sexual harassment?</b>	93	91	94	94	91	93	88	92
<b>Sexual assault?</b>	90	88	90	91	88	88	84	86
<i>Margins of Error</i>	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 1$	$\pm 3$	$\pm 2$	$\pm 2-3$	$\pm 1-2$
	<b>Average Number of Times Trained</b>							
<b>Sexual harassment?</b>	3.8	3.9	3.0	3.3	2.6	2.7	2.3	2.3
<b>Sexual assault?</b>	3.7	3.8	2.8	3.1	2.4	2.6	2.1	2.2
<i>Margins of Error</i>	$\pm 0.2$	$\pm 0.2$	$\pm 0.1$	$\pm 0.1$	$\pm 0.2$	$\pm 0.1$	$\pm 0.2$	$\pm 0.1$

*Note.* WGRA2006 Questions 80 and 84. Percentages indicate Service members who had training. Averages are for Service members who indicated the number of times trained.

## Aspects of Sexual Harassment Training

Service members who indicated they received sexual harassment training were asked to rate their training in five broad areas: intent of training, effects of sexual harassment on military effectiveness, policies and tools for managing sexual harassment, complaint climate, and effectiveness of the members' training in actually reducing/preventing behaviors that might be seen as sexual harassment.

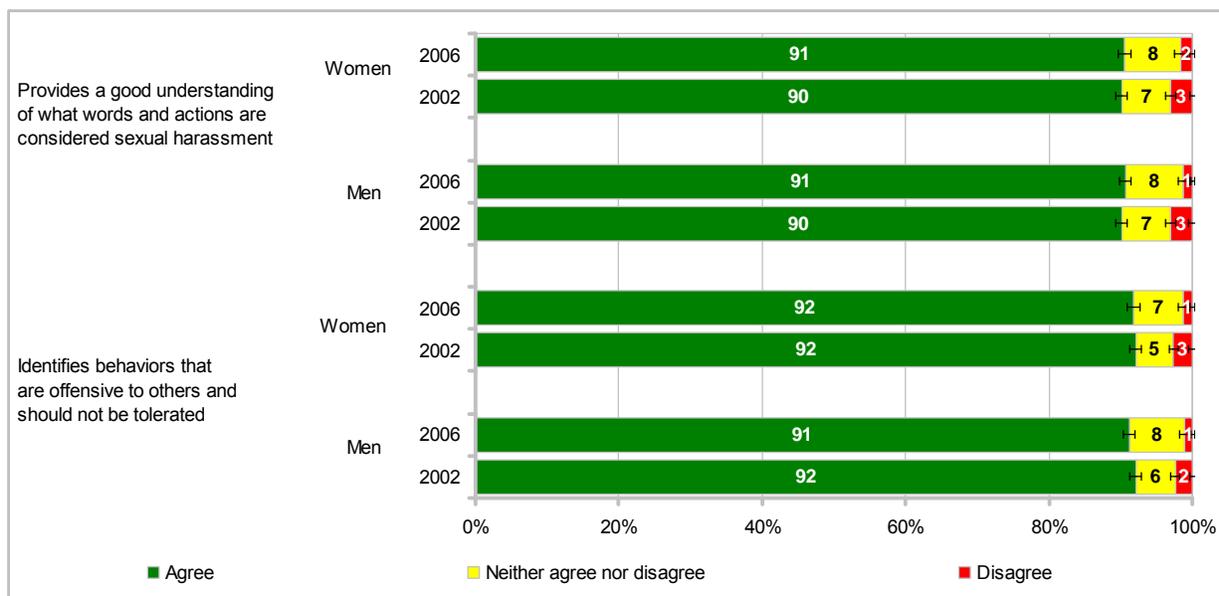
## Intent of Training

This section examines training by assessing whether the training identified what offensive words and disrespectful behaviors are considered sexual harassment. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

**By Gender by Year.** Among women and men who had sexual harassment training in the 12 months preceding the survey, the majority (both 91%) indicated, in 2006, their training provided a good understanding of what words and actions were considered sexual harassment (Figure 80). Similarly, most women (92%) and men (91%) indicated their training identified behaviors that are offensive to others and should not be tolerated. In 2006, women and men (2% or less) indicated that their sexual harassment training did not provide a good understanding of what words and actions were considered sexual harassment and did not identify behaviors that are offensive to others and should not be tolerated.

The percentage of women who indicated they did not think the sexual harassment training identified behaviors that are offensive and should not be tolerated was lower in 2006 than in 2002. The percentage of men who indicated they did not think their sexual harassment training provided a good understanding of what words and actions were considered sexual harassment was lower in 2006 than in 2002.

**Figure 80.**  
**Percent of Service Members Who Indicated Training Identified Offensive Words and Sexually Harassing Behaviors, by Gender by Year**



WGRA2006 Question 82

Margins of error do not exceed  $\pm 1$

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

**By Gender by Service.** Women in the Navy (89%) were less likely than women in the other Services to indicate their training identified behaviors that are offensive to others and should not be tolerated (Table 69).<sup>72</sup> Men in the Air Force (93%) were more likely than men in the other Services to indicate their training identified behaviors that are offensive.

**Table 69.**  
*Percent of Service Members Who Indicated Training Identified Offensive Words and Behaviors, by Gender and Service*

Sexual harassment training	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides a good understanding of what words and actions are considered sexual harassment</b>	91	91	88	90	88	91	92	91
<b>Identifies behaviors that are offensive to others and should not be tolerated</b>	93	91	89	90	89	92	93	93
<i>Margins of Error</i>	±2	±2	±3	±2	±8	±2	±2	±2

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

**By Gender by Paygrade.** Among women, senior enlisted members and senior officers were more likely than women in the other paygrades to indicate both their training provided a good understanding of what words and actions are considered sexual harassment and identified behaviors that are considered offensive to others and should not be tolerated, whereas junior enlisted members were less likely (Table 70).

Among men, junior officers and senior officers were more likely than men in the other paygrades to indicate their training provided both a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive, whereas junior enlisted members were less likely.

<sup>72</sup> Note that the percentage of women in the Marine Corps (89%) indicating the sexual harassment training identified behaviors that are offensive to others and should not be tolerated was the same as that of women in the Navy (89%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps (±8).

**Table 70.**

***Percent of Service Members Who Indicated Training Identified Offensive Words and Behaviors, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides a good understanding of what words and actions are considered sexual harassment</b>	87	88	93	91	92	93	95	95
<b>Identifies behaviors that are offensive to others and should not be tolerated</b>	89	89	94	92	94	94	96	96
<i>Margins of Error</i>	$\pm 3$	$\pm 2-3$	$\pm 2$	$\pm 2$	$\pm 2-3$	$\pm 2$	$\pm 2$	$\pm 1$

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

### ***Effects of Sexual Harassment Training on Military Effectiveness***

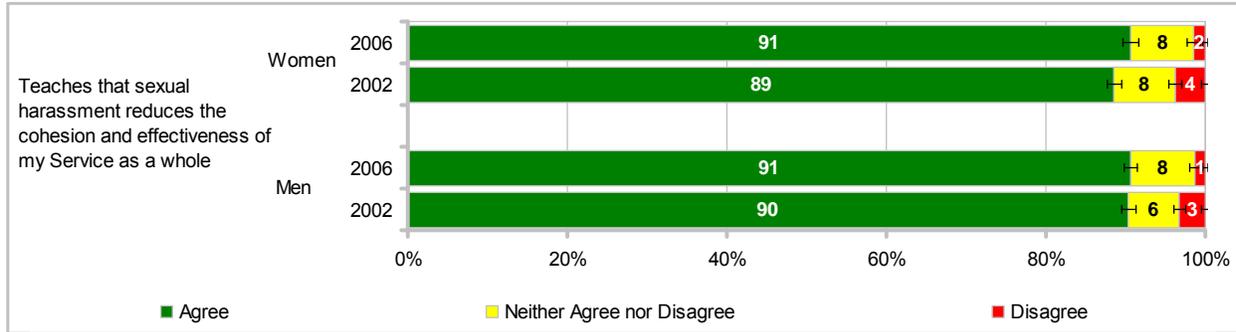
This section examines whether members agreed their training taught them about the consequences of sexual harassment on working conditions. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

***By Gender by Year.*** In 2006, among women who had sexual harassment training in the 12 months preceding the survey, 91% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Figure 81). The percentage of women who indicated their sexual harassment training taught that sexual harassment reduces Service cohesion and effectiveness was higher in 2006 than in 2002. The percentage of women who indicated their training did not teach that sexual harassment reduces Service cohesion and effectiveness was lower in 2006 than in 2002.

In 2006, among men who had sexual harassment training in the 12 months preceding the survey, 91% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Figure 81). The percentage of men who indicated their training did not teach that sexual harassment reduces Service cohesion and effectiveness was lower in 2006 than in 2002.

**Figure 81.**

**Percent of Service Members Who Indicated Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender by Year**



WGRA2006 Question 82

Margins of error do not exceed ±1

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

**By Gender by Service.** Among women who had sexual harassment training, women in the Air Force (93%) were more likely than women in the other Services to indicate their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole, whereas women in the Navy (88%) were less likely (Table 71).<sup>73</sup> Among men who had sexual harassment training, men in the Air Force (93%) were more likely than men in the other Services to indicate their training taught that sexual harassment reduces Service cohesion and effectiveness.

**Table 71.**

**Percent of Service Members Who Indicated Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Service**

Sexual harassment training	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole</b>	91	90	88	89	88	91	93	93
<i>Margins of Error</i>	±2	±2	±3	±2	±8	±2	±2	±2

Note. WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

<sup>73</sup> Note that the percentage of women in the Marine Corps (88%) indicating their sexual harassment training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole was the same as that of women in the Navy (88%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps (±8).

**By Gender by Paygrade.** Among women who had sexual harassment training, senior enlisted members (93%), junior officers (94%), and senior officers (96%) were more likely than junior enlisted members (86%) to indicate their training taught that sexual harassment reduces the cohesion and effectiveness of their Service as a whole. Among women who had sexual harassment training, junior officers (95%) and senior officers (97%) were more likely than men in the other paygrades to indicate their training taught that sexual harassment reduces Service cohesion and effectiveness, whereas junior enlisted members (87%) were less likely.

**Table 72.**  
*Percent of Service Members Who Indicated Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Paygrade*

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole</b>	86	87	93	91	94	95	96	97
<i>Margins of Error</i>	$\pm 3$	$\pm 2-3$	$\pm 2$	$\pm 2$	$\pm 2-3$	$\pm 2$	$\pm 2$	$\pm 1$

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

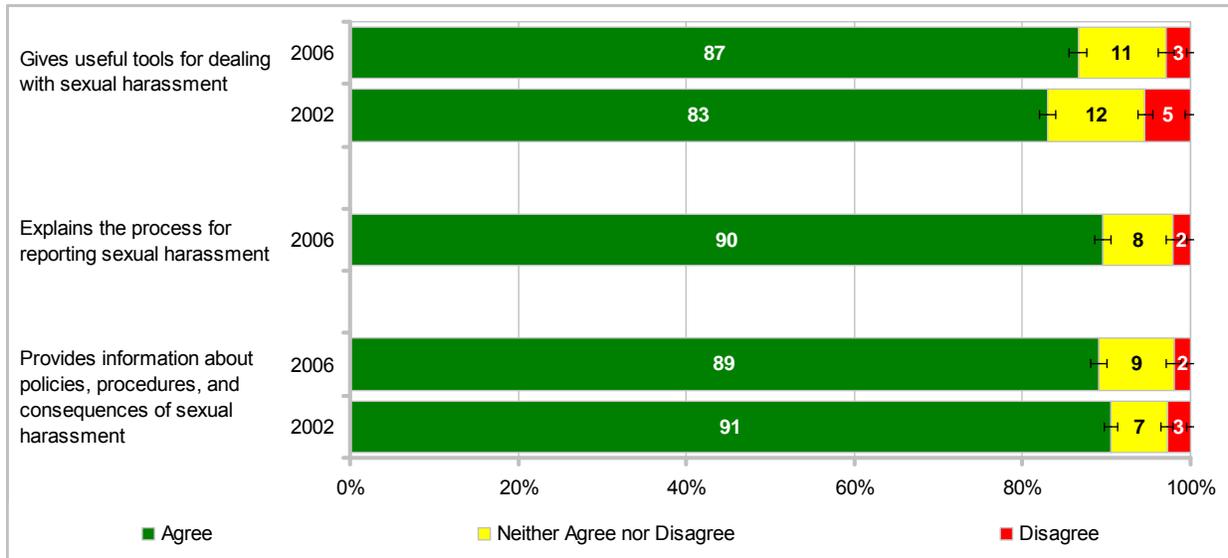
### ***Policies and Tools for Managing Sexual Harassment***

This section examines training by assessing whether the training identified useful tools for dealing with sexual harassment, explained the sexual harassment reporting process, and provided information on the policies, procedures, and consequences of sexual harassment. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

**By Gender by Year.** Among women who had sexual harassment training in the 12 months preceding the survey, most were positive in their assessment of policies and tools for managing sexual harassment. Eighty seven percent indicated their training provided useful tools for dealing with sexual harassment (Figure 82). Ninety percent indicated their training explained the process for reporting sexual harassment, and 89% indicated their training provided information about policies, procedures, and consequences of sexual harassment. The percentage of women who indicated their training provided useful tools for dealing with sexual harassment was higher in 2006 than in 2002. The percentage of women who indicated their training provided information about policies, procedures, and consequences of sexual harassment was lower in 2006 than in 2002.

**Figure 82.**

***Percent of Women Who Indicated Sexual Harassment Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Year***



WGRA2006 Question 82

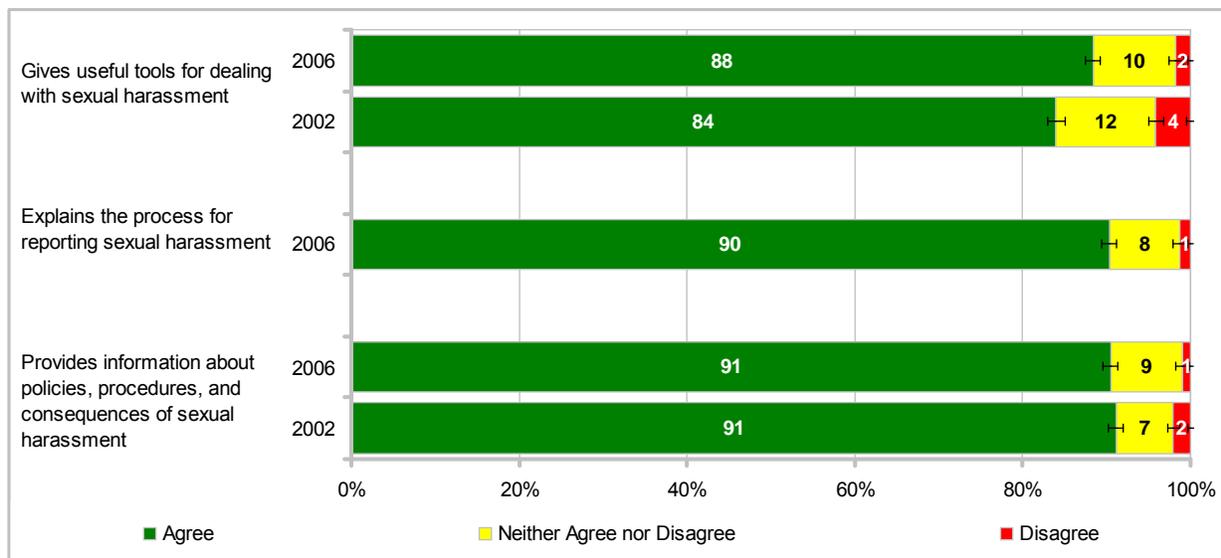
Margins of error range from  $\pm 1$  to  $\pm 2$

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

Among men who had sexual harassment training in the 12 months preceding the survey, most were positive in their assessment of policies and tools for managing sexual harassment. Eighty eight percent indicated their sexual harassment training provided useful tools for dealing with sexual harassment (Figure 83). The majority (90%) of men indicated their training explained the process for reporting sexual harassment, and 91% indicated the sexual harassment training provided information about policies, procedures, and consequences of sexual harassment. The percentage of men who indicated their training provided useful tools for dealing with sexual harassment was higher in 2006 than in 2002, and a lower percentage of men in 2006 than in 2002 indicated they did not think their training provided useful tools for dealing with sexual harassment.

**Figure 83.**

***Percent of Men Who Indicated Sexual Harassment Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Year***



WGRA2006 Question 82

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

***By Gender by Service.*** Among members who had sexual harassment training, women in the Air Force were more likely than women in the other Services to indicate their training provided useful tools for dealing with sexual harassment, explained the process for reporting sexual harassment, and provided information about policies, procedures, and consequences of sexual harassment, whereas women in the Navy were less likely (Table 73).<sup>74</sup>

Among members who had sexual harassment training, men in the Air Force (92%) were more likely than men in the other Services to indicate their training explained the process for reporting sexual harassment, whereas men in the Navy (88%) were less likely. Men in the Air Force (93%) were more likely than men in the other Services to indicate their training provided information about policies, procedures, and consequences of sexual harassment, whereas men in the Navy (88%) were less likely.

<sup>74</sup> Note that the percentage of women in the Marine Corps (83%) indicating the sexual harassment training explained the process for reporting sexual harassment was less than that of women in the Navy (86%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 10$ ).

**Table 73.**

***Percent of Service Members Who Indicated Sexual Harassment Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Service***

Sexual harassment training	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gives useful tools for dealing with sexual harassment</b>	87	88	83	87	85	90	89	90
<b>Explains the process for reporting sexual harassment</b>	91	91	86	88	83	90	92	92
<b>Provides information about policies, procedures, and consequences of sexual harassment</b>	90	90	86	88	87	92	91	93
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-3$	$\pm 3$	$\pm 2-3$	$\pm 8-10$	$\pm 2-3$	$\pm 2-3$	$\pm 2$

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

***By Gender by Paygrade.*** Among women who had sexual harassment training, senior enlisted members (89%) were more likely than women in the other paygrades to indicate their training provided useful tools for dealing with sexual harassment, whereas junior enlisted members (83%) were less likely (Table 74). Among women, senior enlisted members (92%) and senior officers (96%) were more likely than women in the other paygrades to indicate their training explained the process for reporting sexual harassment, whereas junior enlisted members (85%) were less likely. Among women, senior enlisted members (91%), junior officers (92%), and senior officers (96%) were more likely than junior enlisted members (85%) to indicate their training provided information about policies, procedures, and consequences of sexual harassment.

Among men who had sexual harassment training, senior officers (93%) were more likely than men in the other paygrades to indicate their training provided useful tools for dealing with sexual harassment, whereas junior enlisted members (85%) were less likely. Among men, senior enlisted members (92%), junior officers (94%), and senior officers (96%) were more likely than junior enlisted members (86%) to indicate their training explained the process for reporting sexual harassment. Among men, junior officers (95%) and senior officers (97%) were more likely than men in the other paygrades to indicate their training provided information about policies, procedures, and consequences of sexual harassment, whereas junior enlisted members (87%) were less likely.

**Table 74.**

***Percent of Service Members Who Indicated Sexual Harassment Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gives useful tools for dealing with sexual harassment</b>	83	85	89	89	86	90	89	93
<b>Explains the process for reporting sexual harassment</b>	85	86	92	92	92	94	96	96
<b>Provides information about policies, procedures, and consequences of sexual harassment</b>	85	87	91	91	92	95	96	97
<i>Margins of Error</i>	±3	±2-3	±2	±2	±2-4	±2	±2-3	±1-2

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

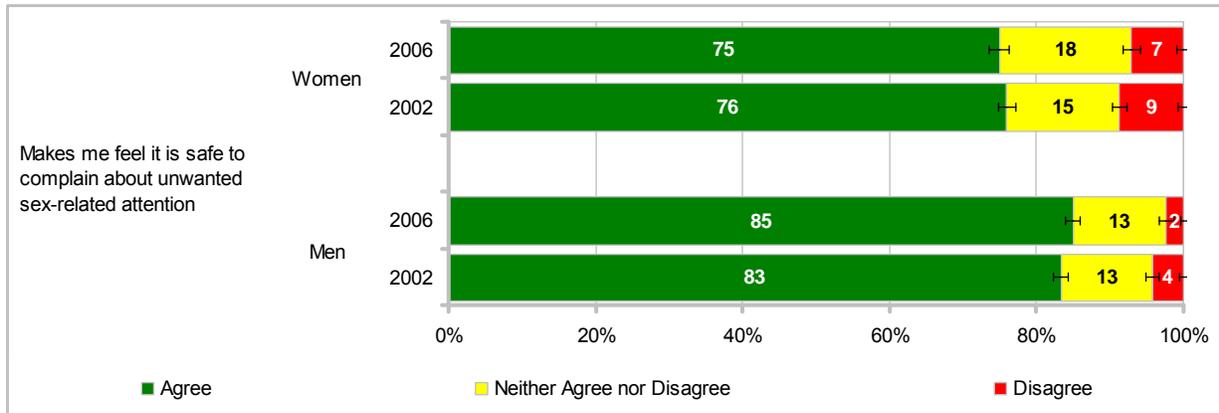
### ***Safe Climate for Complaints***

This section examines training by assessing whether the training made them feel it is safe to complain about unwanted sex-related attention. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

***By Gender by Year.*** Among women who had sexual harassment training in the 12 months preceding the survey, 75% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 84). Among men who had sexual harassment training, 85% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 84). The percentage of men who indicated their training made them feel it is safe to complain about unwanted sex-related attention was higher in 2006 than in 2002, and a lower percentage of men in 2006 indicated their training did not make them feel it is safe to complain about unwanted sex-related attention.

**Figure 84.**

*Percent of Service Members Who Indicated Sexual Harassment Training Made Them Feel Safe To Complain about Unwanted Sex-Related Attention, by Gender by Year*



WGRA2006 Question 82

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

**By Gender by Service.** Among women who had sexual harassment training, women in the Air Force (79%) were more likely than women in the other Services to indicate their training made them feel it is safe to complain about unwanted sex-related attention, whereas women in the Army (72%) were less likely (Table 75).<sup>75</sup> Among men who had sexual harassment training, men in the Air Force (88%) were more likely than men in the other Services to indicate their training made them feel it is safe to complain about unwanted sex-related attention.

**Table 75.**

*Percent of Service Members Who Indicated Sexual Harassment Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Service*

Sexual harassment training	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Makes me feel it is safe to complain about unwanted sex-related attention</b>	72	83	73	84	71	87	79	88
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-3$	$\pm 3$	$\pm 2-3$	$\pm 8-10$	$\pm 2-3$	$\pm 2-3$	$\pm 2$

Note. WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

<sup>75</sup> Note that the percentage of women in the Marine Corps (71%) indicating the sexual harassment training made them feel it is safe to complain about unwanted sex-related attention was less than that of women in the Army (72%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

**By Gender by Paygrade.** Among women who had sexual harassment training, junior officers (79%) and senior officers (81%) were more likely than women in the other paygrades to indicate their training made them feel it is safe to complain about unwanted sex-related attention, whereas junior enlisted members (70%) were less likely (Table 76). Among men who had sexual harassment training, junior officers (89%) and senior officers (92%) were more likely than men in the other paygrades to indicate their training made them feel it is safe to complain about unwanted sex-related attention.

**Table 76.**  
*Percent of Service Members Who Indicated Sexual Harassment Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Paygrade*

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Makes me feel it is safe to complain about unwanted sex-related attention</b>	70	81	77	86	79	89	81	92
<i>Margins of Error</i>	$\pm 3$	$\pm 2-3$	$\pm 2$	$\pm 2$	$\pm 2-4$	$\pm 2$	$\pm 2-3$	$\pm 1-2$

*Note.* WGRA2006 Question 82. Percentages are shown for Service members who responded strongly agree and agree.

### **Perceived Effectiveness of Sexual Harassment Training**

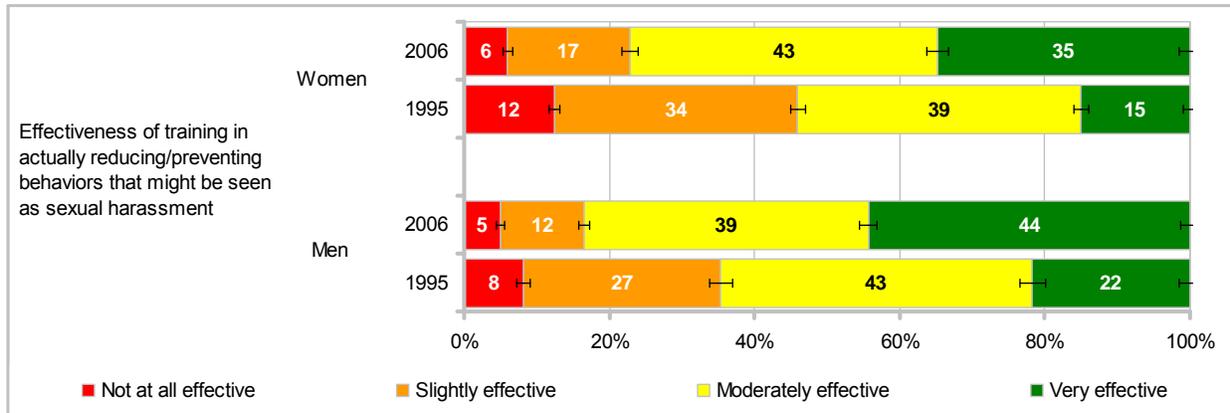
This section provides information on perceptions of the effectiveness of the military’s training for reducing sexual harassment. Members were asked about the overall effectiveness of the training in actually reducing/preventing behaviors that might be seen as sexual harassment. Results are reported separately for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 2002 survey.

**By Gender by Year.** Among women who had sexual harassment training in the 12 months preceding the survey, 78% indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (Figure 85). The percentage of women who indicated their training was moderately or very effective in actually reducing/preventing sexual harassment behaviors was higher in 2006 than in 1995.

Among men who had sexual harassment training in the 12 months preceding the survey, 83% of men indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (Figure 85). The percentage of men who indicated their training was moderately or very effective in actually reducing/preventing sexual harassment behaviors was higher in 2006 than in 1995.

**Figure 85.**

*Percent of Service Members Who Indicated Effectiveness of Sexual Harassment Training in Reducing Behaviors Seen as Sexual Harassment, by Gender by Year*



WGRA2006 Question 83

Margins of error range from  $\pm 1$  to  $\pm 2$

**By Gender by Service.** Among women who had sexual harassment training, women in the Air Force (38%) were more likely than women in the other Services to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (Table 81). There were no differences found by paygrade among men in the effectiveness of training in actually reducing/preventing behaviors that might be seen as sexual harassment.

**Table 77.**

*Percent of Service Members Who Indicated the Effectiveness of Sexual Harassment Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Service*

Effectiveness of sexual harassment training in...	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing behaviors that might be seen as sexual harassment	33	44	33	45	32	46	38	43
Margins of Error	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 8$	$\pm 2$	$\pm 2$	$\pm 1$

Note. WGRA2006 Question 83. Percentages are shown for Service members who responded very effective.

**By Gender by Paygrade.** Among women and men who had sexual harassment training, senior enlisted members were more likely than women and men in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment, whereas junior officers and senior officers were less likely (Table 82).

**Table 78.**

***Percent of Service Members Who Indicated the Effectiveness of Sexual Harassment Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Paygrade***

Effectiveness of sexual harassment training in...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Actually reducing/preventing behaviors that might be seen as sexual harassment</b>	35	44	38	48	23	33	29	35
<i>Margins of Error</i>	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 1$	$\pm 2$	$\pm 1$	$\pm 2$	$\pm 1$

*Note.* WGRA2006 Question 83. Percentages are shown for Service members who responded very effective.

### ***Aspects of Sexual Assault Training***

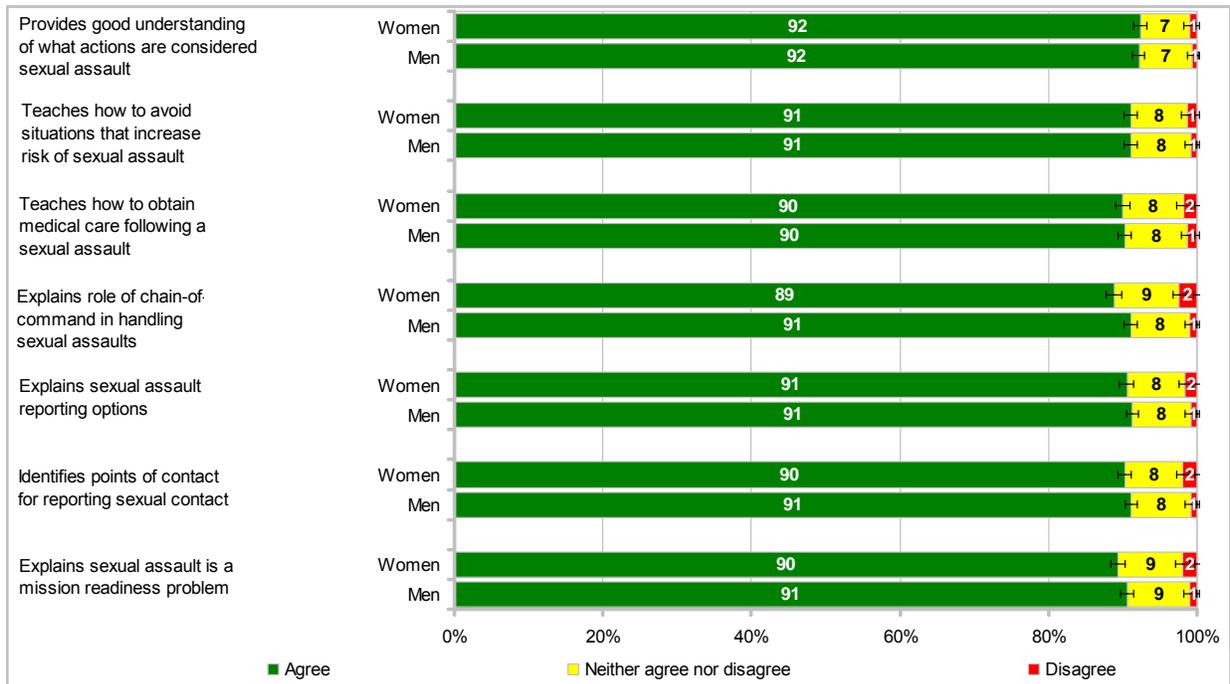
This section provides survey results on aspects of sexual assault training. Service members assessed to what extent their training addressed topics integral to sexual assault prevention and response. Service members were also asked the extent their training had provided a foundation for understanding what actions constitute sexual assault. In addition, members were asked to what extent their training taught them how to avoid situations that might increase the risk of sexual assault, taught them how to obtain medical care following a sexual assault, explained the role of the chain of command in handling sexual assaults, explained the reporting options available if a sexual assault occurs, identified points of contact for reporting sexual assault, and explained how sexual assault is a mission-readiness problem. Results are reported separately for each gender and, within gender, by Service and by paygrade.

#### ***By Gender***

Most women and men who received sexual assault training indicated their training conveyed the following information:

- 92% of women and men indicated their training provided a good understanding of what actions were considered sexual assault
- 91% of women and men indicated their training taught how to avoid situations that might increase the risk of sexual assault
- 90% of women and men indicated their training taught how to obtain medical care following a sexual assault
- 89% of women and 91% of men indicated their training explained the role of the chain of command in handling sexual assault
- 91% of women and men indicated their training explained the reporting options available if a sexual assault occurs
- 90% of women and 91% of men indicated their training identified the points of contact for reporting sexual assault
- 90% of women and 91% of men indicated their training explained how sexual assault is a mission-readiness problem

**Figure 86.**  
**Percent of Service Members Who Indicated Sexual Assault Training Conveyed Relevant Information, by Gender**



WGRA2006 Question 86

Margins of error range from  $\pm 1$  to  $\pm 2$

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

### By Gender by Service

Most women in each of the Services who received sexual assault training indicated their training conveyed relevant information. On all aspects of sexual assault training, women in the Air Force were more likely than women in the other Services to indicate their training provided relevant information, whereas women in the Navy were less likely (Table 79).<sup>76</sup>

Most men in each of the Services who received sexual assault training indicated their training conveyed relevant information. On all aspects of sexual assault training, men in the Air Force were more likely than men in the other Services to indicate their training provided relevant information. Men in the Navy were less likely than men in the other Services to indicate their Service’s sexual assault training provided a good understanding of what actions are considered sexual assault (90%), explained sexual assault reporting options (89%), and explained how sexual assault is a mission-readiness problem (88%) (Table 79).

<sup>76</sup> Note that the percentage of women in the Marine Corps (85%) indicating the sexual assault training taught how to obtain medical care following a sexual assault was less than that of women in the Navy (86%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 9$ ).

**Table 79.**

*Percent of Service Members Who Indicated Sexual Assault Training Conveyed Relevant Information, by Gender and Service*

Sexual assault training	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides good understanding of what actions are considered sexual assault</b>	93	92	88	90	93	94	95	94
<b>Teaches how to avoid situations that increase risk of sexual assault</b>	91	90	87	90	92	92	94	93
<b>Teaches how to obtain medical care following a sexual assault</b>	90	90	86	88	85	90	93	93
<b>Explains role of chain of command in handling sexual assaults</b>	89	91	85	89	86	92	92	93
<b>Explains sexual assault reporting options</b>	91	92	86	89	87	91	94	93
<b>Identifies points of contact for reporting sexual assault</b>	89	91	86	89	89	91	94	94
<b>Explains sexual assault is a mission-readiness problem</b>	89	90	85	88	89	92	92	93
<i>Margins of Error</i>	±2	±2	±3	±2-3	±4-9	±2	±2	±2

*Note.* WGRA2006 Question 86. Percents are shown for Service members who responded strongly agree and agree.

### **By Gender by Paygrade**

Among women, senior enlisted members, junior officers, and senior officers were more likely than junior enlisted members to indicate their Service’s sexual assault training provided a good understanding of what actions are considered sexual assault, how to avoid situations that increase the risk of sexual assault, explained the sexual assault reporting options, and identified points of contact for reporting sexual assault (Table 80). Among women, senior enlisted members and senior officers were more likely than women in the other paygrades to indicate their Service’s sexual assault training taught how to obtain medical care following a sexual assault, explained the role of the chain of command in handling sexual assaults, and explained how sexual assault is a mission readiness problem, whereas junior enlisted members were less likely.

Among men, junior officers and senior officers were more likely than men in the other paygrades, whereas junior enlisted members were less likely, to indicate their Service’s sexual assault training:

- provided a good understanding of what actions are considered sexual assault

- taught how to avoid situations that increase the risk of sexual assault
- taught how to obtain medical care following a sexual assault
- explained the role of the chain of command in handling sexual assaults
- explained the sexual assault reporting options available
- identified the points of contact for reporting sexual assault

Among men, senior enlisted members (92%), junior officers (94%), and senior officers (95%) were more likely than junior enlisted members (87%) to indicate their training explained how sexual assault is a mission-readiness problem.

**Table 80.**  
*Percent of Service Members Who Indicated Sexual Assault Training Conveyed Relevant Information, by Gender and Paygrade*

Sexual assault training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides good understanding of what actions are considered sexual assault</b>	88	89	94	93	96	96	96	97
<b>Teaches how to avoid situations that increase risk of sexual assault</b>	88	88	93	92	94	94	94	95
<b>Teaches how to obtain medical care following a sexual assault</b>	87	88	92	91	92	93	94	93
<b>Explains role of chain of command in handling sexual assaults</b>	86	88	91	92	90	94	93	96
<b>Explains sexual assault reporting options</b>	87	88	93	92	94	94	95	96
<b>Identifies points of contact for reporting sexual assault</b>	86	88	92	92	93	95	95	96
<b>Explains sexual assault is a mission-readiness problem</b>	86	87	92	92	91	94	93	95
<i>Margins of Error</i>	±3	±3	±2	±1-2	±2-3	±2	±2	±1-2

*Note.* WGRA2006 Question 86. Percents are shown for Service members who responded strongly agree and agree.

### ***Perceived Effectiveness of Sexual Assault Training***

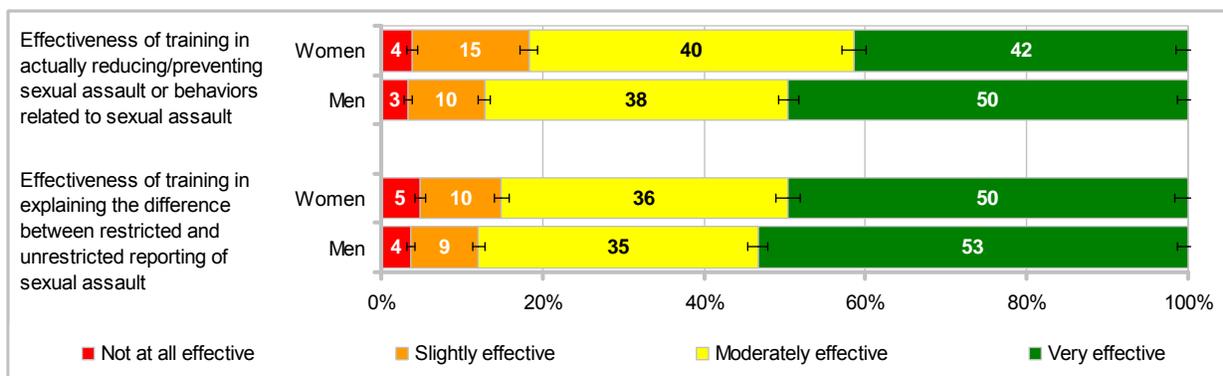
This section provides information on perceptions of the effectiveness of the sexual assault training. Service members who received training were asked about the overall effectiveness of the training in actually reducing/preventing sexual assault or behaviors related to sexual assault

and explaining the difference between restricted and unrestricted reporting. Results are reported separately for each gender and, within gender, by Service and by paygrade.

### By Gender by Year

Eighty two percent of women and 88% of men who received sexual assault training indicated their training was moderately or very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault (Figure 87). Eighty six percent of women and 88% of men indicated their training was moderately or very effective in explaining the difference between restricted and unrestricted reporting. Few women and men indicated their training was not at all effective in actually reducing/preventing sexual assault or behaviors related to sexual assault (3-4%), or not at all effective in explaining the difference between restricted and unrestricted reporting (4-5%).

**Figure 87.**  
*Percent of Service Members Who Indicated Effectiveness of Sexual Assault Training in Reducing/Preventing Behaviors and Explaining the Difference in Types of Reports, by Gender*



WGRA2006 Question 87

Margins of error range from  $\pm 1$  to  $\pm 2$

### By Gender by Service

Among women who received sexual assault training, women in the Air Force (44%) were more likely than women in the other Services to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault (Table 81). Women in the Air Force (55%) were more likely than women in the other Services to indicate their training was very effective in explaining the difference between restricted and unrestricted reporting, whereas women in the Navy (44%) were less likely.<sup>77</sup>

<sup>77</sup> Note that the percentage of women in the Marine Corps (43%) indicating the sexual assault training explained the difference between restricted and unrestricted reporting of sexual assault was less than that of women in the Navy (44%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 10$ ).

Among men who received sexual assault training, men in the Marine Corps (54%) were more likely than men in the other Services to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault. Men in the Air Force (56%) were more likely than men in the other Services to indicate their training was very effective in explaining the difference between restricted and unrestricted reporting, whereas men in the Navy (49%) were less likely.

**Table 81.**  
*Percent of Service Members Who Indicated Effectiveness of Sexual Assault Training in Reducing/Preventing Behaviors and Explaining the Difference in Types of Reports, by Gender and Service*

Effectiveness of sexual assault training in...	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing sexual assault or behaviors related to sexual assault	39	50	40	47	42	54	44	49
Explaining the difference between restricted and unrestricted reporting of sexual assault	49	54	44	49	43	54	55	56
<i>Margins of Error</i>	$\pm 3$	$\pm 3$	$\pm 4$	$\pm 3$	$\pm 10$	$\pm 4$	$\pm 3$	$\pm 3$

*Note.* WGRA2006 Question 87. Percentages are shown for Service members who responded very effective.

### **By Gender by Paygrade**

Among women who received sexual assault training, senior enlisted members (45%) were more likely than women in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault, whereas junior officers (30%) and senior officers (34%) were less likely (Table 82). Among women, senior enlisted members (53%) were more likely than women in the other paygrades to indicate their sexual assault training was very effective in explaining the difference between restricted and unrestricted reporting of sexual assault, whereas junior officers (42%) were less likely.

Among men who had sexual assault training, senior enlisted members were more likely than men in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault and in explaining the difference between restricted and unrestricted reporting, whereas junior officers and senior officers were less likely.

**Table 82.**

*Percent of Service Members Who Indicated Effectiveness of Sexual Assault Training in Reducing/Preventing Behaviors and Explaining the Difference in Types of Reports, by Gender and Paygrade*

Effectiveness of sexual assault training in...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing sexual assault or behaviors related to sexual assault	42	50	45	52	30	42	34	40
Explaining the difference between restricted and unrestricted reporting of sexual assault	48	53	53	55	42	48	47	44
<i>Margins of Error</i>	$\pm 4$	$\pm 3$	$\pm 3$	$\pm 2$	$\pm 4$	$\pm 3$	$\pm 4$	$\pm 2$

*Note.* WGRA2006 Question 87. Percentages are shown for Service members who responded very effective.

## **Proactive Leadership**

Research on sexual harassment in the workplace (Fitzgerald, Hulin, & Drasgow, 1995) identifies the importance of organizational factors—particularly tolerance of harassment by leaders and managers—as precursors of sexual harassment. Service members were asked to assess whether their leaders made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Respondents provided feedback for three leadership levels—senior leadership of their Service, senior leadership of their installation/ship, and their immediate supervisor. Service members’ perceptions of leadership behavior are reported for each gender and, within gender, by Service and by paygrade. Where comparable, results are also reported for the 1995 and 2002 surveys.

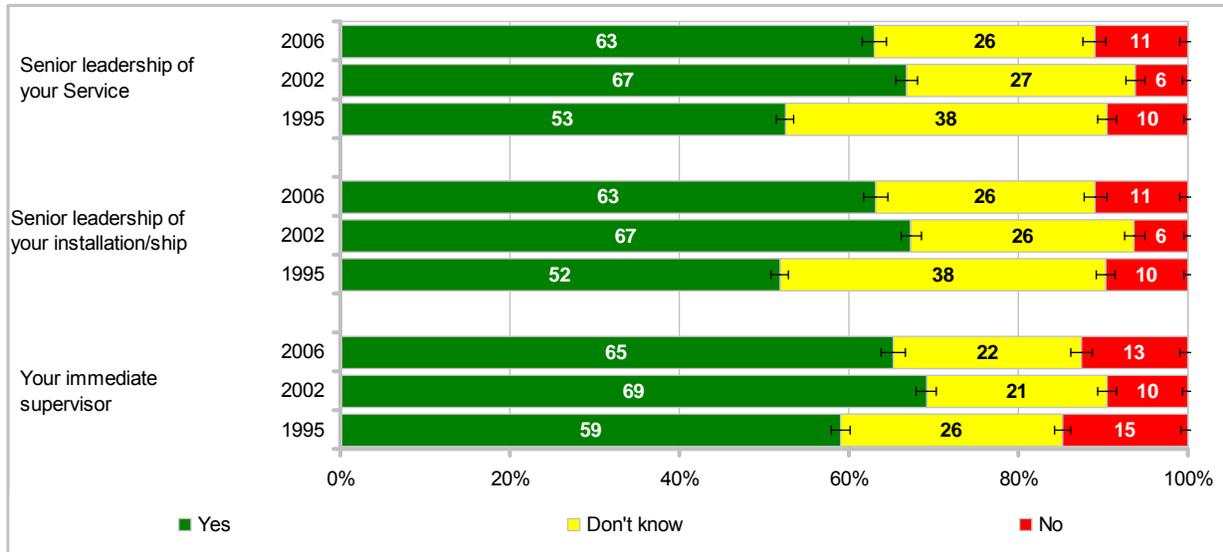
### ***By Gender by Year***

In 2006, 63% of women indicated their senior Service leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 88). Sixty three percent of women indicated senior installation/ship leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially, and 65% indicated their immediate supervisor made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. However, roughly a quarter indicated they did not know if leaders, at all three levels, were making honest efforts, and less than 15% did not think they were.

The percentage of women in 2006 who indicated their senior Service leadership, senior installation/ship leadership, and their immediate supervisor made honest and reasonable efforts to stop sexual harassment was higher than in 1995 but lower than in 2002. A higher percentage of women in 2006 than in 2002 indicated their senior Service leadership, senior installation/ship leadership, and their immediate supervisor *did not* make honest and reasonable efforts.

**Figure 88.**

*Percent of Women Who Indicated Whether Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Year*



WGRA2006 Question 77

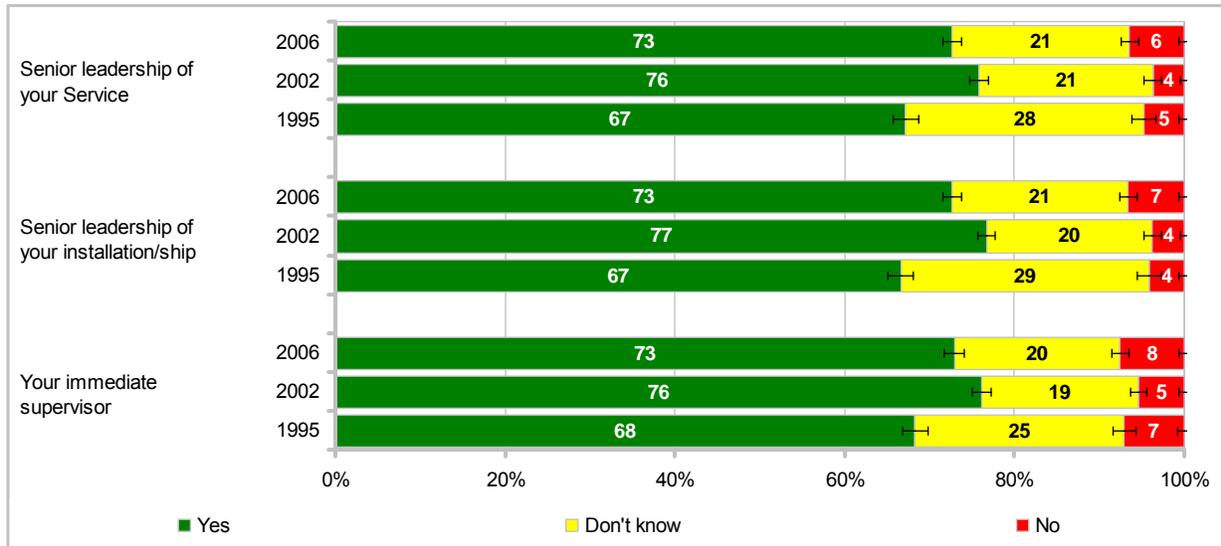
Margins of error range from  $\pm 1$  to  $\pm 2$

In 2006, 73% of men indicated their senior Service leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 89). Seventy three percent of men indicated senior installation/ship leadership and their immediate supervisor made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. However, roughly a quarter indicated they did not know if leaders at all three levels were making honest efforts and less than 10% did not think they were.

The percentage of men in 2006 who indicated their senior Service leadership, senior installation/ship leadership, and their immediate supervisor made honest and reasonable efforts to stop sexual harassment was higher than in 1995 but lower than in 2002. A higher percentage of men in 2006 than in 2002 indicated their senior Service leadership, senior installation/ship leadership, and their immediate supervisor *did not* make honest and reasonable efforts to stop sexual harassment.

**Figure 89.**

***Percent of Men Who Indicated Whether Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Year***



WGRA2006 Question 77

Margins of error range from  $\pm 1$  to  $\pm 2$

### ***By Gender by Service***

Women in the Air Force were more likely than women in the other Services to indicate leaders, at all three levels, were making honest efforts to stop sexual harassment, whereas women in the Army were less likely (Table 83).

Men in the Marine Corps (76%) and Air Force (78%) were more likely than men in the Army and Navy (both 70%) to indicate their senior Service leadership made honest and reasonable efforts to stop sexual harassment. Men in the Air Force (79%) were more likely than men in the other Services to indicate senior leadership of their installation/ship made honest and reasonable efforts, whereas men in the Army (69%) were less likely. Men in the Air Force (79%) were more likely than men in the other Services to indicate their immediate supervisor made honest and reasonable efforts, whereas men in the Navy (70%) were less likely.

**Table 83.**

*Percent of Service Members Who Indicated Whether Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Service*

Leaders make honest and reasonable efforts to stop sexual harassment	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Senior leadership of Service</b>	59	70	63	70	65	76	67	78
<b>Senior leadership of installation/ship</b>	59	69	64	70	62	75	67	79
<b>Immediate supervisor</b>	63	71	62	70	64	74	70	79
<i>Margins of Error</i>	±3	±3	±3	±3	±9	±3	±3	±2

*Note.* WGRA2006 Question 77. Percentages are shown for Service members who responded yes.

### **By Gender by Paygrade**

Among women, junior officers and senior officers were more likely than women in the other paygrades to indicate their senior Service leadership and senior installation/ship leadership made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members were less likely (Table 84). Among women, senior enlisted members (68%), junior officers (70%), and senior officers (77%) were more likely than junior enlisted members (58%) to indicate their immediate supervisor made honest and reasonable efforts to stop sexual harassment.

Among men, senior enlisted members (74%), junior officers (83%), and senior officers (87%) were more likely than junior enlisted members (65%) to indicate their senior Service leadership made honest and reasonable efforts to stop sexual harassment. Among men, junior officers (84%) and senior officers (87%) were more likely than men in the other paygrades to indicate senior installation/ship leadership made honest and reasonable efforts, whereas junior enlisted members (65%) were less likely. Among men, senior enlisted members (75%), junior officers (83%), and senior officers (88%) were more likely than junior enlisted members (65%) to indicate their immediate supervisor made honest and reasonable efforts to stop sexual harassment.

**Table 84.**

*Percent of Service Members Who Indicated Whether Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Paygrade*

<b>Leaders make honest and reasonable efforts to stop sexual harassment</b>	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Senior leadership of Service</b>	58	65	64	74	71	83	75	87
<b>Senior leadership of installation/ship</b>	58	65	64	74	71	84	75	87
<b>Immediate supervisor</b>	58	65	68	75	70	83	77	88
<i>Margins of Error</i>	$\pm 3$	$\pm 3$	$\pm 2-3$	$\pm 2$	$\pm 3-4$	$\pm 2$	$\pm 2-3$	$\pm 2$

*Note.* WGRA2006 Question 77. Percentages are shown for Service members who responded yes.



## CHAPTER 6: ASSESSMENT OF PROGRESS

In this chapter, Service members' perceptions of the prevalence of sexual harassment and sexual assault in the military and in the nation in 2006 are reported. Service members were asked to judge the prevalence of sexual harassment and sexual assault in the military against three standards. First, members were asked if sexual harassment and sexual assault was more or less of a problem in the nation in 2006 compared to a few years ago. Second, members were asked if sexual harassment and sexual assault was more or less of a problem in the military in 2006 compared to a few years ago. Third, members were asked if sexual harassment and sexual assault occurred more or less often in 2006 compared to a few years ago. Although there are no norms or standards available from the private sector, the items in this section of the survey provide information about Service members' perception of sexual harassment and sexual assault in the military and the nation.

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

#### *By Gender by Year*

As shown in Figure 90, 38% of women indicated that sexual harassment in the military occurred less often in 2006 than it did a few years ago, 40% indicated that it occurred about as often in 2006 as a few years ago, and 22% indicated that it occurred more often now than a few years ago. The percentage of women who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2006 than in 1995 or in 2002.<sup>78</sup>

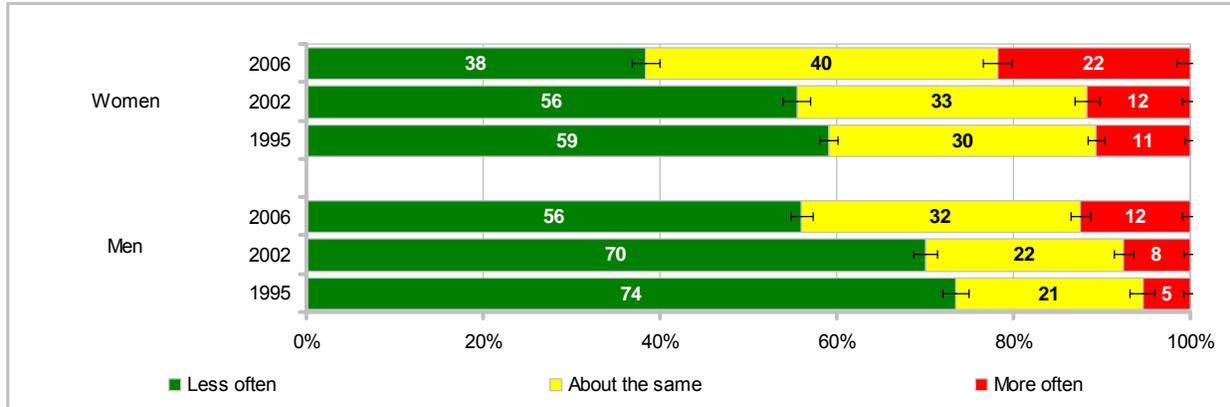
Over half (56%) of men indicated that sexual harassment in the military occurred less often in 2006 than it did a few years ago, although 32% indicated that it occurred about as often now as a few years ago, and 12% indicated that it occurred more often now than a few years ago (Figure 90). The percentage of men who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2006 than in 1995 or in 2002.

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<sup>78</sup> Note that Service members who indicated that they had less than two years of service on the 1995 survey and who responded to the relevant items in the 2002 survey with the response option "Don't know, ... have been in the military less than 4 years" are not included in the analyses.

**Figure 90.**

***Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Year***



WGRA 2006 Question 94

Margins of error range from ±1 to ±2

***By Gender by Service***

Women and men in the Navy were more likely than women and men in the other Services to indicate that sexual harassment in the military occurred less often in 2006 than it did a few years ago, whereas women and men in the Army were less likely (Table 85).

**Table 85.**

***Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Service***

Frequency of sexual harassment in the military compared to a few years ago	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less Often</b>	32	50	44	63	43	59	39	55
<b>About the Same</b>	40	34	38	27	41	31	41	34
<b>More Often</b>	28	16	18	11	16	9	20	11
<i>Margins of Error</i>	±3	±2-3	±4	±2-3	±5-7	±3-4	±3	±2-3

Note. WGRA2006 Question 94.

***By Gender by Paygrade***

Among women, senior officers (51%) were more likely than women in the other paygrades to indicate that sexual harassment in the military occurred less often in 2006 than it did a few years ago, whereas junior enlisted members (28%) were less likely (Table 86).

Among men, junior officers (59%) and senior officers (65%) were more likely than men in the other paygrades to indicate that sexual harassment in the military occurred less often in 2006 than it did a few years ago, whereas junior enlisted members (48%) were less likely.

**Table 86.**  
*Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Paygrade*

Frequency of sexual harassment in the military compared to a few years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less Often</b>	28	48	38	56	42	59	51	65
<b>About the Same</b>	43	35	38	31	46	33	39	30
<b>More Often</b>	30	16	24	14	12	8	10	5
<i>Margins of Error</i>	±6	±5-6	±2-3	±2	±4-5	±2-3	±2-3	±1-2

*Note.* WGRA2006 Question 94.

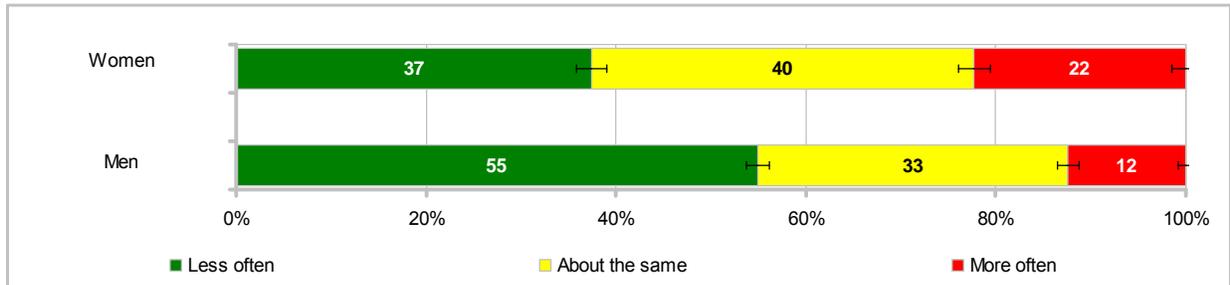
## Perceptions of Sexual Assault in the Military Over Time

### *By Gender by Year*

Thirty-seven percent of women indicated that sexual assault in the military occurred less often in 2006 than it did a few years ago, 40% indicated that it occurred about as often now as a few years ago, and 22% indicated that it occurred more often now than a few years ago (Figure 91).

Over half (55%) of men indicated that sexual assault in the military occurred less often in 2006 than it did a few years ago, 33% indicated that it occurred about as often now as a few years ago, and 12% indicated that it occurred more often now than a few years ago (Figure 91).

**Figure 91.**  
*Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender*



WGRA2006 Question 95

Margins of error range from  $\pm 1$  to  $\pm 2$

### **By Gender by Service**

Women and men in the Navy were more likely than women and men in the other Services to indicate that sexual assault in the military occurred less often in 2006 than it did a few years ago, whereas women and men in the Army were less likely (Table 87).<sup>79</sup>

**Table 87.**  
*Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender and Service*

Frequency of sexual assault in the military compared to a few years ago	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less Often</b>	32	49	44	62	44	59	37	55
<b>About the Same</b>	40	35	40	28	38	32	41	35
<b>More Often</b>	28	16	17	10	17	10	22	11
<i>Margins of Error</i>	$\pm 3$	$\pm 2-3$	$\pm 4$	$\pm 2-3$	$\pm 5-7$	$\pm 3-4$	$\pm 3$	$\pm 2-3$

Note. WGRA2006 Question 95.

### **By Gender by Paygrade**

There were no differences found by paygrade among women in frequency of sexual assault in the military as compared to a few years ago (Table 88). Among men, senior officers

<sup>79</sup> Note that the percentage of women in the Marine Corps (44%) indicating that sexual assault in the military occurred less often now than it did a few years ago was equal to that of women in the Navy (44%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 7$ ).

(60%) were more likely than men in the other paygrades to indicate that sexual assault in the military occurred less often in 2006 than it did a few years ago.

**Table 88.**  
*Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender and Paygrade*

Frequency of sexual assault in the military compared to a few years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less Often</b>	31	49	38	55	37	55	40	60
<b>About the Same</b>	40	36	38	32	47	36	46	33
<b>More Often</b>	28	15	23	13	16	9	14	7
<i>Margins of Error</i>	$\pm 6$	$\pm 5-6$	$\pm 2-3$	$\pm 2$	$\pm 4-5$	$\pm 2-3$	$\pm 3$	$\pm 2$

*Note.* WGRA2006 Question 95.

## Perceptions of Sexual Harassment as a Problem in the Military

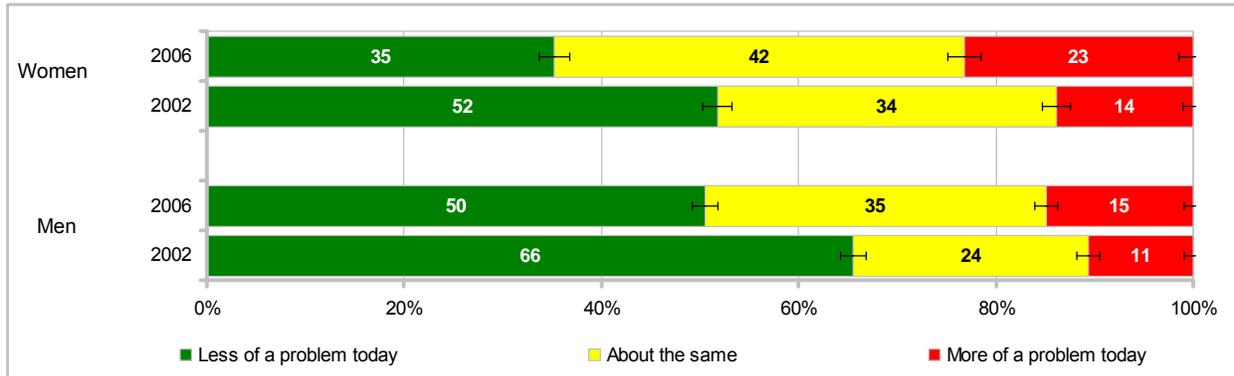
### *By Gender by Year*

Thirty five percent of women indicated that sexual harassment in the military is less of a problem in 2006 than four years ago, 42% indicated that it is about the same as four years ago, and 23% indicated that it is more of a problem than four years ago (Figure 92). The percentage of women who indicated that sexual harassment in the military is less of a problem in 2006 than four years ago was lower in 2006 than in 2002.

Half (50%) of men indicated that sexual harassment in the military is less of a problem in 2006 than four years ago (Figure 92). Thirty five percent of men indicated that it is about the same as four years ago and 15% indicated that it is more of a problem today than four years ago. The percentage of men who indicated that sexual harassment in the military is less of a problem today than four years ago was lower in 2006 than in 2002.

**Figure 92.**

***Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Year***



WGRA2006 Question 92

Margins of error range from  $\pm 1$  to  $\pm 2$

***By Gender by Service***

Women in the Navy (41%) were more likely than women in the other Services to indicate that sexual harassment in the military is less of a problem in 2006 than it was four years ago, whereas women in the Army (30%) were less likely (Table 89).<sup>80</sup>

Men in the Navy and Marine Corps (both 55%) were more likely than men in the other Services to indicate that sexual harassment in the military is less of a problem in 2006 than it was four years ago, whereas men in the Army (46%) were less likely.

**Table 89.**

***Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Service***

Sexual harassment in the military compared to four years ago	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less of a problem today</b>	30	46	41	55	41	55	35	50
<b>About the same as four years ago</b>	41	36	41	31	40	34	43	36
<b>More of a problem today</b>	29	18	18	13	19	10	22	14
<i>Margins of Error</i>	$\pm 3$	$\pm 3$	$\pm 3-4$	$\pm 3$	$\pm 6-7$	$\pm 3-4$	$\pm 3-4$	$\pm 2-3$

Note. WGRA2006 Question 92.

<sup>80</sup> Note that the percentage of women in the Marine Corps (41%) indicating that sexual harassment in the military is less of a problem in 2006 than it was four years ago was equal to that of women in the Navy (41%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 7$ ).

### **By Gender by Paygrade**

Among women, senior officers (47%) were more likely than women in the other paygrades to indicate that sexual harassment in the military is less of a problem in 2006 than it was four years ago, whereas junior enlisted members (25%) were less likely (Table 90).

Among men, junior officers (55%) and senior officers (60%) were more likely than men in the other paygrades to indicate that sexual harassment in the military is less of a problem in 2006 than it was four years ago, whereas senior enlisted members (49%) were less likely.<sup>81</sup>

**Table 90.**  
*Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Paygrade*

Sexual harassment in the military compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less of a problem today</b>	25	45	35	49	37	55	47	60
<b>About the same as four years ago</b>	44	35	40	34	49	37	43	34
<b>More of a problem today</b>	30	20	25	16	14	8	10	6
<i>Margins of Error</i>	$\pm 6$	$\pm 5-6$	$\pm 2-3$	$\pm 2$	$\pm 4-5$	$\pm 2-3$	$\pm 2-3$	$\pm 1-2$

*Note.* WGRA2006 Question 92.

## **Perceptions of Sexual Assault as a Problem in the Military**

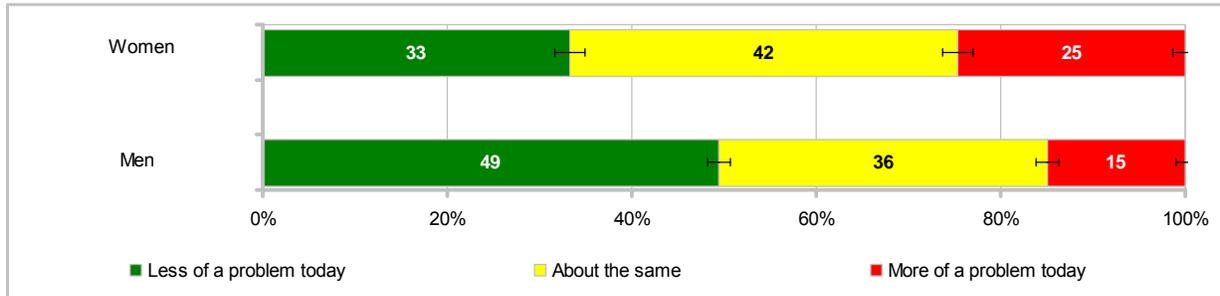
### **By Gender by Year**

Thirty three percent of women indicated that sexual assault in the military is less of a problem in 2006 than four years ago, and 42% indicated that it is about the same as four years ago (Figure 93). One quarter of women (25%) indicated that it is more of a problem than four years ago.

Half (49%) of men indicated that sexual assault in the military is less of a problem in 2006 than four years ago, and 36% of men indicated that it is about the same as four years ago (Figure 93). Fifteen percent of men indicated that it is more of a problem than four years ago.

<sup>81</sup> Note that the percentage of junior enlisted men (45%) indicating that sexual harassment in the military is less of a problem in 2006 than it was four years ago was lower than that of senior enlisted members (49%). The percentage is not statistically different from the average of the other paygrades due to a higher margin of error for junior enlisted men ( $\pm 6$ ).

**Figure 93.**  
**Perceptions of Sexual Assault as a Problem in the Military, by Gender**



WGRA2006 Question 93

Margins of error range from  $\pm 1$  to  $\pm 2$

### By Gender by Service

Women and men in the Navy were more likely than women and men in the other Services to indicate that sexual assault in the military is less of a problem today than it was four years ago, whereas women and men in the Army were less likely (Table 91).<sup>82</sup>

**Table 91.**  
**Perceptions of Sexual Assault as a Problem in the Military, by Gender and Service**

Sexual assault in the military compared to four years ago	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	28	44	40	55	40	53	33	49
About the same as four years ago	42	37	41	32	41	36	43	37
More of a problem today	30	18	19	13	19	10	24	14
Margins of Error	$\pm 3$	$\pm 3$	$\pm 3-4$	$\pm 2-3$	$\pm 5-7$	$\pm 3-4$	$\pm 3$	$\pm 2-3$

Note. WGRA2006 Question 93.

### By Gender by Paygrade

There were no differences found by paygrade among women in severity of sexual assault in the military as compared to a few years ago. Among men, senior officers (54%) were more likely than men in the other paygrades to indicate that sexual assault in the military is less of a problem today than it was four years ago (Table 92).

<sup>82</sup> Note that the percentage of women in the Marine Corps (40%) indicating that sexual assault in the military is less of a problem in 2006 than it was four years ago was equal to that of women in the Navy (40%). The percentage is not statistically different from the average of the other Services due to a higher margin of error for women in the Marine Corps ( $\pm 7$ ).

**Table 92.**

*Perceptions of Sexual Assault as a Problem in the Military, by Gender and Paygrade*

Sexual assault in the military compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	28	44	34	49	32	51	35	54
About the same as four years ago	43	38	39	34	51	40	49	38
More of a problem today	29	18	27	16	16	10	15	9
Margins of Error	±5-6	±5-6	±2-3	±2	±4-5	±2-3	±3	±2

Note. WGRA2006 Question 93.

**Perceptions of Sexual Harassment as a Problem in the Nation**

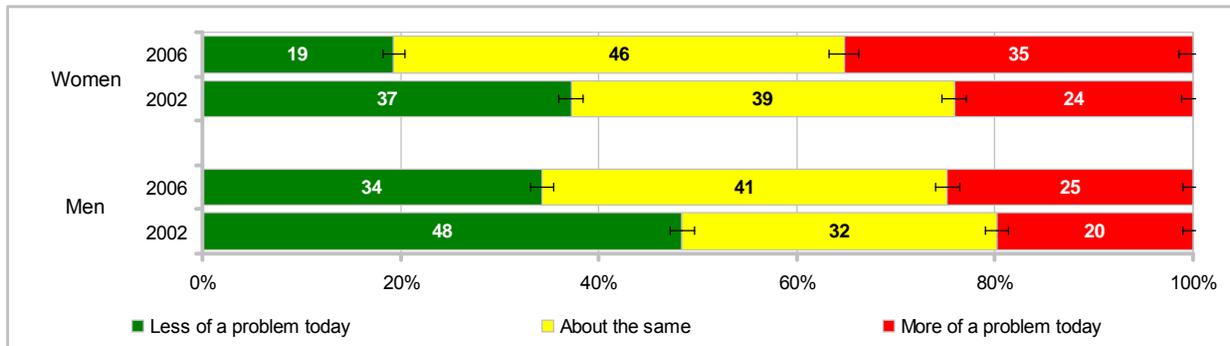
**By Gender by Year**

Nineteen percent of women indicated that sexual harassment in the nation is less of a problem in 2006 than four years ago (Figure 94). Most women indicated that it is about the same as four years ago (46%) or that it is more of a problem today than four years ago (35%). The percentage of women who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2006 than in 2002.

Most men indicated that sexual harassment in the nation is less of a problem in 2006 than four years ago (34%) or that it is about the same as four years ago (41%) (Figure 94). A quarter (25%) of men indicated that it is more of a problem today than four years ago. The percentage of men who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2006 than in 2002.

**Figure 94.**

*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Year*



WGRA2006 Question 90

Margins of error do not exceed ±2

### **By Gender by Service**

Women in the Navy (25%) were more likely than women in the other Services to indicate that sexual harassment in the nation is less of a problem in 2006 than it was four years ago, whereas women in the Air Force (17%) were less likely (Table 93).

Men in the Navy (39%) were more likely than men in the other Services to indicate that sexual harassment in the nation is less of a problem in 2006 than it was four years ago, whereas men in the Army (32%) were less likely.<sup>83</sup>

**Table 93.**  
*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Service*

Sexual harassment in the nation compared to four years ago	Army		Navy		USMC		USAF	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less of a problem today</b>	18	32	25	39	19	36	17	32
<b>About the same as four years ago</b>	43	42	44	37	54	39	48	44
<b>More of a problem today</b>	39	26	31	24	27	25	36	24
<i>Margins of Error</i>	$\pm 2-3$	$\pm 3$	$\pm 3$	$\pm 3$	$\pm 6-8$	$\pm 3$	$\pm 2-3$	$\pm 2$

*Note: WGRA2006 Question 90.*

### **By Gender by Paygrade**

Among women and men, junior officers and senior officers were more likely than women and men in the other paygrades to indicate that sexual harassment in the nation is less of a problem in 2006 than it was four years ago, whereas junior enlisted members were less likely (Table 94).

<sup>83</sup> Note that the percentage of men in the Army (31.76%) indicating that sexual harassment in the nation is less of a problem in 2006 than a few years ago was less than that of men in the Air Force (32.19%). The percentages appear to be equal due to rounding. The percentage of men in the Air Force is not statistically different from the average of the other Services.

**Table 94.**

*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Paygrade*

Sexual harassment in the nation compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	14	31	20	35	24	40	32	41
About the same as four years ago	43	39	44	40	58	46	51	46
More of a problem today	43	30	36	25	19	14	17	13
Margins of Error	±3	±3	±2-3	±2	±3-4	±2-3	±3	±2

Note. WGRA2006 Question 90.

**Perceptions of Sexual Assault as a Problem in the Nation**

**By Gender by Year**

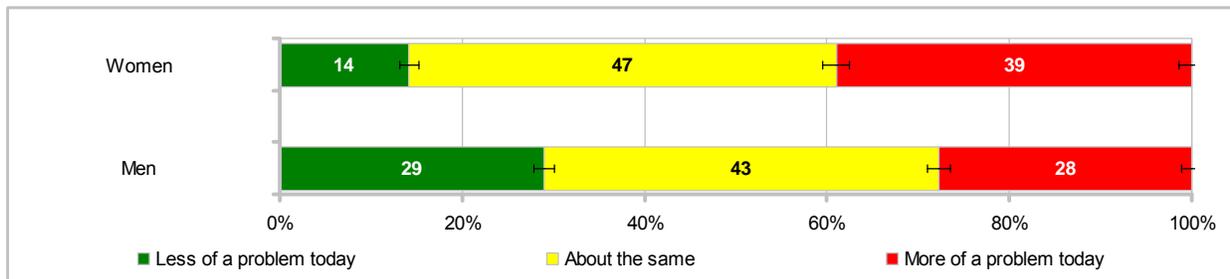
Fourteen percent of women indicated that sexual assault in the nation is less of a problem in 2006 than four years ago. Most women indicated that it is about the same as four years ago (47%) or that it is more of a problem today than four years ago (39%) (Figure 95).

Twenty nine percent of men indicated that sexual assault in the nation is less of a problem in 2006 than four years ago, 43% indicated that it is about the same as four years ago, and 28% indicated that it is more of a problem today than four years ago (Figure 95).

There were no differences found by paygrade among women or men in perceptions of severity of sexual assault in the nation as compared to a few years ago.

**Figure 95.**

*Perceptions of Sexual Assault as a Problem in the Nation, by Gender*



WGRA2006 Question 91

Margins of error do not exceed ±2

### ***By Gender by Service***

Women in the Navy (18%) were more likely than women in the other Services to indicate that sexual assault in the nation is less of a problem in 2006 than it was four years ago, whereas women in the Air Force (12%) were less likely (Table 95).

Men in the Navy (33%) were more likely to indicate that sexual assault in the nation is less of a problem in 2006 than it was four years ago.

**Table 95.**  
***Perceptions of Sexual Assault as a Problem in the Nation, by Gender and Service***

<b>Sexual assault in the nation compared to four years ago</b>	<b>Army</b>		<b>Navy</b>		<b>USMC</b>		<b>USAF</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Less of a problem today</b>	14	27	18	33	15	29	12	27
<b>About the same as four years ago</b>	44	44	47	41	50	42	48	45
<b>More of a problem today</b>	42	29	35	26	35	28	40	27
<b>Margins of Error</b>	±2-3	±3	±3	±3	±7-9	±3	±2-3	±2

*Note. WGRA2006 Question 91.*

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**Appendix: 2006 Workplace and Gender  
Relations Survey of Active Duty Members**



**DMDC**

RCS: DD-P&R(QD) 1947  
Exp. 12/31/06  
DMDC Survey No. 06-0026b

# *2006 Workplace and Gender Relations Survey of Active-Duty Members*

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

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

⊥

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
  - Place an "X" in the appropriate box or boxes.
- RIGHT  WRONG
- To change an answer, black out the wrong answer and put an "X" in the correct box as shown below.
- CORRECT ANSWER  INCORRECT ANSWER

## PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

Returning this survey indicates your agreement to participate in this research.

**AUTHORITY:** 10 USC Sections 136, 481, 1785, and 2358. 14 USC Section 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about gender-related issues, estimate the level of sexual harassment and unwanted sexual contact, and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/> In no case will your individual identifiable survey responses be reported.

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., location, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in evaluating and developing policies and practices regarding general workplace respect issues as well as sexual assault, sexual harassment, and other gender-related issues.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, identifying information (name, address) is not stored in the same file as answers to survey questions. Surveys are kept in a secure facility during data entry. Within six months of the end of the data collection, surveys are shredded in a secure recycling facility. Answers to survey questions may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality. A respondent who experienced sexual harassment or unwanted sexual contact may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact your Service's local Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach Military One Source 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
    - Stateside:** 1-800-342-9647 **Overseas:** 00-800-3429-6477 or call collect 1-484-530-5908
    - Worldwide:** [www.militaryonesource.com](http://www.militaryonesource.com) or [www.sapr.mil/](http://www.sapr.mil/)
  - Coast Guard members may want to call Employee Assistance Program Counseling Services (1-800-222-0364)
- If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service call:
    - Army:** 1-800-267-9964 **Marine Corps:** 703-784-9371 **Coast Guard:** 1-800-222-0364
    - Navy:** 1-800-253-0931 **Air Force:** 1-800-616-3775
- If you have questions about the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307.
- If you have concerns about your rights as a research participant, please contact Ms. Caroline Miner, Human Subjects Protections Specialist, Deployment Health Support Division, 5113 Leesburg Pike, Skyline 4, Suite 403, Falls Church, VA 22041, [humansubjects@deploymentthehealth.osd.mil](mailto:humansubjects@deploymentthehealth.osd.mil), (703) 575-2677, Fax (703) 824-4216.

## BACKGROUND INFORMATION

### 1. In what Service were you on active duty on June 26, 2006?

- Army  
 Navy  
 Marine Corps  
 Air Force  
 Coast Guard  
 None, you were separated or retired - stop here and return the survey

### 2. Are you . . . ?

- Male  
 Female

### 3. 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 |

### 4. Are you Spanish/Hispanic/Latino?

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

### 5. 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)

### 6. Where is your permanent duty station located? *Mark one.*

- In one of the U.S. 50 states, D.C., Puerto Rico, or a U.S. territory or possession  
 Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)  
 Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)  
 East Asia and Pacific (e.g., Australia, Japan, Korea)  
 North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)  
 Sub-Saharan Africa (e.g., Kenya, South Africa)  
 Western Hemisphere outside of the U.S. (e.g., Cuba, Honduras, Peru)  
 Other or not sure

**CAREER INTENTION**

7. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".*

Years

8. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

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

9. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the military is consistent with my personal goals. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If I left the military, I would feel like I'm starting all over again. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would feel guilty if I left the military..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I really feel as if the military's values are my own. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I would have difficulty finding a job if I left the military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. If I left the military, I would feel like I had let my country down. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I continue to serve in the military because leaving would require considerable sacrifice.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I feel like being a member of the military can help me achieve what I want in life.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. One of the problems with leaving the military would be the lack of available alternatives. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I am committed to making the military my career. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**MILITARY LIFE**

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

10. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? *To indicate none, enter "0".*

Nights

11. Have you ever been deployed longer than 30 consecutive days?

- Yes, but not in the past 12 months
- Yes, in the past 12 months
- No ⇒ GO TO QUESTION 17

12. Since September 11, 2001, how many times have you been deployed for any of the following operations? *Mark one answer in each row. To indicate none, select "0 times".*

	3 or more times	2 times	1 time	0 times
a. Operation Noble Eagle.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. Are you currently on a deployment that has lasted longer than 30 consecutive days?

- Yes
- No

14. In the past 12 months, have you been deployed for any of the following operations? *Mark one answer in each row.*

	Yes, but I am no longer deployed for this operation	Yes, and I am still deployed for this operation	No
a. Operation Noble Eagle.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**T** 15. To what extent do/would you feel safe during deployments from being **sexually harassed** at the following times and locations? *Mark one answer in each row.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. ON base/installation/ship, <u>during the day</u> .....	<input type="checkbox"/>				
b. ON base/installation/ship, <u>during the evening</u> .....	<input type="checkbox"/>				
c. ON base/installation/ship, <u>after lights out</u> .....	<input type="checkbox"/>				
d. ON base/installation/ship, <u>during the weekend</u> .....	<input type="checkbox"/>				
e. ON base/installation/ship, <u>in your barracks/housing area</u> .....	<input type="checkbox"/>				
f. ON base/installation/ship, <u>not in your barracks/housing area</u> .....	<input type="checkbox"/>				
g. ON DUTY away from your base/installation/ship (e.g., on patrol or being a part of a convoy).....	<input type="checkbox"/>				
h. OFF DUTY away from your base/installation/ship, <u>during the day</u> .....	<input type="checkbox"/>				
i. OFF DUTY away from your base/installation/ship, <u>during the evening</u> .....	<input type="checkbox"/>				

16. To what extent do/would you feel safe during deployments from being **sexually assaulted** at the following times and locations? *Mark one answer in each row.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. ON base/installation/ship, <u>during the day</u> .....	<input type="checkbox"/>				
b. ON base/installation/ship, <u>during the evening</u> .....	<input type="checkbox"/>				
c. ON base/installation/ship, <u>after lights out</u> .....	<input type="checkbox"/>				
d. ON base/installation/ship, <u>during the weekend</u> .....	<input type="checkbox"/>				
e. ON base/installation/ship, <u>in your barracks/housing area</u> .....	<input type="checkbox"/>				
f. ON base/installation/ship, <u>not in your barracks/housing area</u> .....	<input type="checkbox"/>				
g. ON DUTY away from your base/installation/ship (e.g., on patrol or being a part of a convoy).....	<input type="checkbox"/>				
h. OFF DUTY away from your base/installation/ship, <u>during the day</u> .....	<input type="checkbox"/>				
i. OFF DUTY away from your base/installation/ship, <u>during the evening</u> .....	<input type="checkbox"/>				

17. To what extent . . . *Mark one answer in each row.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do people in the military who sexually harass others get away with it?.....	<input type="checkbox"/>				
b. Do people in the military feel comfortable reporting sensitive issues to authorities, such as discrimination, harassment, or sexual assault?.....	<input type="checkbox"/>				
c. Would you feel responsible for stopping another Service member from having sex with someone who seems too intoxicated to consent?..	<input type="checkbox"/>				
d. Would you feel responsible for stopping another Service member who is sexually harassing other(s)?..	<input type="checkbox"/>				
e. Would you feel responsible to get help (e.g., medical, psychological) for another Service member who had been sexually assaulted?.....	<input type="checkbox"/>				

**YOUR MILITARY WORKPLACE**

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

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

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

- 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

20. What is the gender of your immediate supervisor? Mark one.

- Male military
- Male civilian
- Female military
- Female civilian

21. How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. To what extent do you agree or disagree with the following statements about your work group? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you make a request through channels in your work group, 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 work group 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 chain-of-command. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The leaders in your work group are not concerned with the way Service 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 work group. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. In your opinion, have you had a mentor while in the military? Mark one.

- Yes, you have one now
- Yes, you had one, but you don't have one now
- No, but you would have liked one
- No, and you never wanted one
- Not sure or you do not know what a mentor is

24. How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You put more effort into your job than your coworkers do.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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 day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 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 Service 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"/>

**T 25. Continued.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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 work group 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"/>

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**26. How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your day-to-day work is directly tied to your wartime job. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**27. Overall, how well prepared ... Mark one answer for each item.**

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job? ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission? ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**28. Overall, how would you rate ... Mark one answer for each item.**

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale? ....	<input type="checkbox"/>				
b. The current level of morale <u>in your unit</u> ? ....	<input type="checkbox"/>				

**29. How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Service members in your unit really care about each other. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Service members in your unit work well as a team. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Service members in your unit pull together to get the job done. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Service members in your unit trust each other. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**STRESS, HEALTH, AND WELL-BEING**

**30. In the past month, how often have you ... Mark one answer for each item.**

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

31. How true or false is each of the following statements for you? *Mark one answer for each statement.*

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

32. Overall, how would you rate the current level of stress in your . . . *Mark one answer for each item.*

	Much more than usual				
	More than usual				
	About the same as usual				
	Less than usual				
	Much less than usual				
a. <u>Work</u> life? . . . . .	<input type="checkbox"/>				
b. <u>Personal</u> life? . . . . .	<input type="checkbox"/>				

**GENDER-RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

33. 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 one answer for each statement.*

	Yes, and your gender was a factor		
	Yes, but your gender was NOT a factor		
	No, or does not apply		
a. You were rated lower than you deserved on your last evaluation. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last evaluation contained unjustified negative comments. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current assignment has not made use of your job skills. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your current assignment is not good for your career if you continue in the military.. . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. Continued.

	Yes, and your gender was a factor		
	Yes, but your gender was NOT a factor		
	No, or does not apply		
i. You did not learn <u>until it was too late</u> of opportunities that would have helped your career. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were unable to get straight answers about your promotion possibilities. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were excluded from social events important to career development and being kept informed. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not get a job assignment that you wanted and for which you were qualified. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Yes <input type="checkbox"/> No			
n. Have you had other adverse personnel actions in the past 12 months? (If yes, please specify). . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. Do you consider ANY of the behaviors (a through n) which you marked as happening to you in Question 33 to have been . . . *Mark one answer for each item.*

Does not apply, I marked "No, or does not apply" to every item.

	All		
	Some		
	None		
a. Sex discrimination? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Racial/ethnic discrimination? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age discrimination? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious discrimination? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other? (Please specify) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**T** 35. 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
  - on- or off-installation or ship; and/or
- **DoD/Service Civilian Employees and/or Contractors**
  - in your workplace or on your installation/ship where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

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

35. Continued.

	Very often	Often	Sometimes	Once or twice	Never
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)? . . .	<input type="checkbox"/>				
m. Touched you in a way that made you feel uncomfortable? . . . . .	<input type="checkbox"/>				
n. Intentionally cornered you or leaned over you in a sexual way? . . .	<input type="checkbox"/>				
o. Treated you badly for refusing to have sex? . . . . .	<input type="checkbox"/>				
p. Implied faster promotions or better treatment if you were sexually cooperative? . . . . .	<input type="checkbox"/>				
q. Made sexually suggestive comments, gestures, or looks (e.g., stared at your body)? . . . . .	<input type="checkbox"/>				
r. Attempted to have sex with you without your consent or against your will, but was not successful? . . .	<input type="checkbox"/>				
s. Had sex with you without your consent or against your will? . . . . .	<input type="checkbox"/>				
t. Other unwanted gender-related behavior? (Unless you mark "Never", please describe below) . . .	<input type="checkbox"/>				

**36. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?**

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment
- Does not apply, I marked "Never" to every item  
⇒ GO TO QUESTION 56

ONE SITUATION OF GENDER-RELATED EXPERIENCES

37. Think about the situation(s) you experienced in the past 12 months that involved the behaviors you marked in Question 35A-Q.

Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation? Mark "Yes" or "No" for each item below that describes the situation.

Form for question 37 with columns for 'Yes' and 'No' and rows for categories: a. Sexist Behavior, b. Crude/Offensive Behavior, c. Unwanted Sexual Attention, d. Sexual Coercion, e. Other.

38. To what extent was the situation ... Mark one answer for each item.

Form for question 38 with columns for 'Not at all', 'Small extent', 'Moderate extent', 'Large extent', 'Very large extent' and rows for items: a. Annoying?, b. Threatening?, c. Offensive?, d. Distracting?, e. Stressful?, f. Intimidating?.

39. How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?

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

40. Where and when did the situation occur? Mark one answer for each item.

Form for question 40 with columns for 'None of it', 'Some of it', 'Most of it', 'All of it' and rows for locations: a. At a military installation, b. At work, c. During duty hours, d. In living quarters, e. In a work environment, f. While you were deployed, g. In the local community, h. At your current permanent duty station, i. While you were on TDY/TAD.

41. Was the offender(s) ... ? Mark one.

- One person (male)
One person (female)
More than one person (all males)
More than one person (all females)
More than one person (both males and females)
Not sure

42. Was the offender(s) ... Mark "Yes" or "No" for each.

Form for question 42 with columns for 'Yes' and 'No' and rows for offender types: a. Someone in your chain-of-command, b. Other military person(s) of higher rank, c. Your military coworker(s), d. Your military subordinate(s), e. Other military person(s), f. DoD/Service civilian employee(s), g. DoD/Service civilian contractor(s), h. Person(s) in the local community, i. Unknown person(s).

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

- Once
Occasionally
Frequently

44. How long did the 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 or more

**T** 45. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

	Yes	No
a. Ignore the behavior? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. Avoid the person(s) who bothered you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the offender(s) to stop? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the offender(s) for you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
e. Blame yourself for what happened? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
f. Act as though it did not bother you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
g. Call a hotline for advice/information (not to file a complaint)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
h. Request a transfer? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
i. Think about getting out of your Service? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
j. Accomplish less than you normally would at work? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
k. Other? (Please specify) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>

46. Did you talk about the situation with . . . Mark "Yes," "No," or "Does not apply" for each.

	Does not apply	Yes	No
a. Your spouse/significant other? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A family member (e.g., parent, brother/sister)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A chaplain, counselor, ombudsman, or health care provider? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Did you discuss/report the situation to any installation/Service/DoD individuals or organizations?

- Yes
- No ⇒ GO TO QUESTION 55

48. Did you discuss/report the situation with/to any of the following installation/Service/DoD individuals or organizations? Mark one answer for each.

	No, I did not discuss/report it to this person/office	Yes, but it is too soon to tell if it will make things better or worse	Yes, and it made things worse	Yes, but it made no difference	Yes, and it made things better
a. Someone in your chain-of-command . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person(s) who did it . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (e.g., Military Equal Opportunity or Civil Rights Office). . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

49. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.

	Yes	Don't know	No
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. The situation was resolved informally . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were encouraged to drop the complaint . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your complaint was discounted or not taken seriously . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The situation was/is being corrected . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Some action was/is being taken against the person(s) who bothered you . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Some action was/is being taken against you . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

50. Did you formally report the situation?

- Yes
- No ⇒ GO TO QUESTION 56

51. Was your complaint found to be true?

- Yes
- No
- They were unable to determine whether your complaint was true or not.
- Does not apply, the action is still being processed. ⇒ GO TO QUESTION 53

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

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

53. How satisfied were/are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
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. The complaint process overall . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

	Don't know	No	Yes
a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you formally or informally reported the situation, GO TO QUESTION 56.

55. What were your reasons for not reporting the situation to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each statement.

	Yes	No
a. You thought it 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 did not think anything would be done . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort. . . . .	<input type="checkbox"/>	<input type="checkbox"/>
h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends. . . . .	<input type="checkbox"/>	<input type="checkbox"/>
i. You were afraid of negative professional outcomes . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought you would be labeled a troublemaker . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
k. Other (Please specify) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>

UNWANTED SEXUAL CONTACT

56. In the past 12 months, have you experienced any of the following sexual contacts that were against your will or occurred when you did not or could not consent where someone . . .

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

- Yes, once
- Yes, multiple times
- No ⇒ GO TO QUESTION 77

ONE SITUATION OF UNWANTED SEXUAL CONTACT

57. Think about the situation(s) you experienced in the past 12 months that involved the behaviors in the previous question. Tell us about the one event that had the greatest effect on you.

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

	Did this	Did not do this
a. <u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted to make you have sexual intercourse, but was not successful</u> . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you</u> have sexual intercourse . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful.</u> . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object. . . . .	<input type="checkbox"/>	<input type="checkbox"/>

58. Did the situation occur . . . Mark "Yes" or "No" for each item.

	Yes	No
a. At a military installation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. While you were deployed? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
c. At your current permanent duty station? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
d. During your work day/duty hours? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
e. While you were on TDY/TAD, at sea, or during field exercises/alerts? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>

**T 59. When did the situation occur . . . Mark "Yes" or "No" for each.**

	Yes	No
a. Between 6 a.m. and 6 p.m.?	<input type="checkbox"/>	<input type="checkbox"/>
b. After 6 p.m. but before midnight?	<input type="checkbox"/>	<input type="checkbox"/>
c. After midnight but before 6 a.m.?	<input type="checkbox"/>	<input type="checkbox"/>

**60. Where did the situation occur? Mark one.**

- In your home/living quarters
- In the home/living quarters of the offender
- In the home/living quarters of someone else
- At a bar/nightclub
- At work
- In a vehicle
- Other (Please specify)

**61. Was the offender(s) . . . ? Mark one.**

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

**62. Was the offender(s) . . . Mark "Yes" or "No" for each.**

	Yes	No
a. Someone in your chain-of-command?	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/Service civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/Service civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>
h. Person(s) in the local community?	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>

**63. Did the situation occur . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. When your judgment was impaired due to alcohol?	<input type="checkbox"/>	<input type="checkbox"/>
b. When you were so intoxicated that you were unable to consent?	<input type="checkbox"/>	<input type="checkbox"/>
c. When the offender(s) was intoxicated?	<input type="checkbox"/>	<input type="checkbox"/>
d. After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>

**64. Did the offender(s) . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Threaten to ruin your reputation if you did not consent?	<input type="checkbox"/>	<input type="checkbox"/>
b. Threaten to physically harm you if you did not consent?	<input type="checkbox"/>	<input type="checkbox"/>
c. Threaten to physically harm a member of your family if you did not consent?	<input type="checkbox"/>	<input type="checkbox"/>
d. Use some degree of physical force (e.g., holding you down)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Use their authority for a search (e.g., body/personal search)?	<input type="checkbox"/>	<input type="checkbox"/>
f. Use their authority for a medical or dental exam/procedure?	<input type="checkbox"/>	<input type="checkbox"/>
g. Use their authority as a military/civilian supervisor?	<input type="checkbox"/>	<input type="checkbox"/>

**65. Prior to the situation, did any of the offender(s) . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually harass you?	<input type="checkbox"/>	<input type="checkbox"/>
b. Stalk you?	<input type="checkbox"/>	<input type="checkbox"/>

**66. Did you talk about the situation with . . . Mark "Yes," "No," or "Does not apply" for each.**

	Yes	No	Does not apply
a. Your spouse/significant other?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A family member (e.g., parent, brother/sister)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A chaplain, counselor, ombudsman, or health care provider?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A civilian hotline or crisis center?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A military hotline or Military OneSource?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**67. Did you seek professional help/treatment or use other support services following the situation?**

- Yes, from military/DoD-related service providers only
- Yes, from civilian service providers only
- Yes, from both civilian and military service providers
- No ⇒ GO TO QUESTION 69

**68. How satisfied are you with the professional help/treatment you received?**

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

**69. Did you discuss/report the situation with/to any authority or organization? *Mark one.***

- No ⇒ GO TO QUESTION 76
- Yes, I made a restricted report ⇒ GO TO QUESTION 74
- Yes, I made an unrestricted report
- Yes, but I am not sure whether it was unrestricted or restricted reporting

**70. Did you discuss/report the situation with/to any of the following authorities or organizations? *Mark "Yes" or "No" for each item.***

	Yes	No
a. Your immediate supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexual Assault Response Coordinator (SARC)/Victim Advocate .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Chaplain or counselor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Health care provider .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Legal services or criminal investigators .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

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

	Yes	No	Don't know
a. Your report was/is being investigated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were/are being kept informed of the status of the investigation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Action was/is being taken against the offender .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were encouraged to drop the complaint/withdraw your report .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was/is being taken against you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Some other action was/is being taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**72. How satisfied have you been with ... *Mark one answer in each row.***

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Does not apply
a. The quality of sexual assault advocacy services you received? .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The quality of counseling services you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The quality of medical care you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your treatment by the Sexual Assault Victim Advocate assigned to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your treatment by the Sexual Assault Response Coordinator (SARC) handling your report? . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your treatment by the Commander handling your report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Your treatment by the criminal investigator handling your report? .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your treatment by the Trial Defense Office personnel? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your treatment by the Legal Office personnel (prosecution)? . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. The amount of time investigation process took/is taking? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. How well you were/are kept informed about the progress of your case? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. The availability of information about how to file a restricted report? . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. The availability of information about how to file an unrestricted report? .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. The reporting process overall? . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**73. As a result of reporting the situation, did you ... *Mark "Yes," "No," or "Don't know" for each item.***

	Yes	No	Don't know
a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Get placed on a medical hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Get placed on a legal hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Get an involuntary transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Get a requested transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Feel you were overprotected (e.g., smothered or treated like a child)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**T 74. When you reported the situation were you offered . . . Mark "Yes" or "No" for each.**

	Yes	No
a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)?	<input type="checkbox"/>	<input type="checkbox"/>
b. Counseling services?	<input type="checkbox"/>	<input type="checkbox"/>
c. Medical or forensic services?	<input type="checkbox"/>	<input type="checkbox"/>
d. Legal services?	<input type="checkbox"/>	<input type="checkbox"/>

**75. How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization? Mark one.**

- Within 24 hours
- Within 2-3 days
- Within 4-14 days
- Within 15-30 days
- Within 2 months to less than 1 year
- Within 1 to 3 years of the situation
- Over 3 years after the situation

**If you made a restricted or unrestricted report of the situation to an authority or organization, GO TO QUESTION 77.**

**76. What were your reasons for not reporting the situation to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each statement.**

	Yes	No
a. You thought it 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 did not think anything would be done	<input type="checkbox"/>	<input type="checkbox"/>
e. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
g. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought your performance evaluation or chance for promotion would suffer	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
j. You did not want anyone to know	<input type="checkbox"/>	<input type="checkbox"/>
k. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization	<input type="checkbox"/>	<input type="checkbox"/>
l. Other (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>

**PERSONNEL POLICY AND PRACTICES**

**77. 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 your Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of your installation/ship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**78. In your work group, to what extent . . . Mark one answer in each row.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?	<input type="checkbox"/>				
b. Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?	<input type="checkbox"/>				
c. Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?	<input type="checkbox"/>				
d. Would people be able to get away with <u>sexual harassment</u> if it was reported?	<input type="checkbox"/>				
e. Would people be able to get away with <u>sexual assault</u> if it was reported?	<input type="checkbox"/>				

**79. At your installation/ship, to what extent . . . Mark one answer in each row.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are policies forbidding <u>sexual harassment</u> publicized?	<input type="checkbox"/>				
b. Are complaint procedures related to <u>sexual harassment</u> publicized?	<input type="checkbox"/>				
c. Are reports of <u>sexual harassment</u> taken seriously?	<input type="checkbox"/>				
d. Are <u>sexual assault</u> reporting procedures publicized?	<input type="checkbox"/>				
e. Are reports of <u>sexual assault</u> taken seriously?	<input type="checkbox"/>				

**SEXUAL HARASSMENT TRAINING**

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

- Yes
- No ⇒ GO TO QUESTION 84

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

Times

82. My Service's *sexual harassment* training ... Mark one answer in each row.

	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 checked="" type="checkbox"/>				
b. Teaches that sexual harassment reduces the cohesion and effectiveness of my Service as a whole. ....	<input checked="" type="checkbox"/>				
c. Identifies behaviors that are offensive to others and should not be tolerated. ....	<input checked="" type="checkbox"/>				
d. Gives useful tools for dealing with sexual harassment. ....	<input checked="" type="checkbox"/>				
e. Explains the process for reporting sexual harassment. ....	<input checked="" type="checkbox"/>				
f. Makes me feel it is safe to complain about unwanted sex-related attention. ....	<input checked="" type="checkbox"/>				
g. Provides information about policies, procedures, and consequences of sexual harassment. ....	<input checked="" type="checkbox"/>				

83. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as *sexual harassment*?

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

**SEXUAL ASSAULT TRAINING**

84. Have you had any military training during the past 12 months on topics related to *sexual assault*?

- Yes
- No ⇒ GO TO QUESTION 88

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

Times

86. My Service's *sexual assault* training ... Mark one answer in each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault. ....	<input checked="" type="checkbox"/>				
b. Teaches how to avoid situations that might increase the risk of sexual assault. ....	<input checked="" type="checkbox"/>				
c. Teaches how to obtain medical care following a sexual assault. ....	<input checked="" type="checkbox"/>				
d. Explains the role of the chain-of-command in handling sexual assaults. ....	<input checked="" type="checkbox"/>				
e. Explains the reporting options available if a sexual assault occurs..	<input checked="" type="checkbox"/>				
f. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate). ....	<input checked="" type="checkbox"/>				
g. Explains how sexual assault is a mission readiness problem. ....	<input checked="" type="checkbox"/>				

87. In your opinion, how effective was the training you received in ... Mark one answer in each row.

	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Actually reducing/preventing sexual assault or behaviors related to sexual assault? ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Explaining the difference between restricted and unrestricted reporting of sexual assault? ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

88. At your installation/ship, is there a ... Mark one answer in each row.

	Don't know	No	Yes
a. Specific office with the authority to investigate sexual harassment? ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault? ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual Assault Victim Advocate to help those who experience sexual assault? ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



**REPORT DOCUMENTATION PAGE**

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1. REPORT DATE (DD-MM-YYYY) 13-03-2008	2. REPORT TYPE Final Report	3. DATES COVERED (From - To) June-September 2006
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	5b. GRANT NUMBER
	5c. PROGRAM ELEMENT NUMBER

6. AUTHOR(S)  Lipari, R.N., Cook, P.J., Rock, L.M., and Matos, K.	5d. PROJECT NUMBER
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7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Defense Manpower Data Center 1600 Wilson Boulevard, Suite 400 Arlington, VA 22209-2593	8. PERFORMING ORGANIZATION REPORT NUMBER  DMDC Report 2007-022
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12. DISTRIBUTION/AVAILABILITY STATEMENT  
Approved for Public Release; distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT  
This report provides the results for the 2006 Workplace and Gender Relations Survey of Active Duty Members (2006WGRA). The overall purpose of the WGRA2006 is to document the extent to which active duty members reported experiencing arassment and unwanted sexual contact in the 12 months prior to filling out the survey, the details surrounding those events, and the members' perceptions of the effectiveness of sexual harassment and sexual assault policies, training, and programs.

15. SUBJECT TERMS  
Demographics, gender-related experiences, gender relations, personnel policies, sexual harassment, unwanted sexual contact, sexual assault, training, Services

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT  U	b. ABSTRACT  U	c. THIS PAGE  U			Rachel N. Lipari 19b. TELEPHONE NUMBER (Include area code)  (703) 696-1125

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